SKILL SETS AND EXPERTS PROFILES

updated in July 2024

^{*} The figure before slash (.../) reflects total number of vancancies during the 6-month period; the figure after slash (/...) reflects the number of high demand/critical vacancies areas requiring soonest filling.

	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNISFA	MONUSCO	MINUSCA - armed mission	NOSNO	UNVMC (Colombia)*	BINUH
		1.1. Supervision/management of police infrastructures/units					1/1	11			
		1.2. Commanding police operations		4	3/2	2/2	2	4			19/19
1	Command	1.3. Organizational planning			3/2	2/2	2/2				1
		1.4. Liaison functions in various areas + negotiation and mediation		6	2/2		2/1			15/15	
		1.5. Other (to be specified)		4							1
		2.1. Planning and running critical police/security operations in regard to elections, demonstrations, public events etc.		2	3/3						1
		2.2. Public order and FPU-related, including COE, Logistics and FPU Administration			17/11		2/1				
		2.3. Special police (SWAT, rapid reaction units, counter terrorism, undercover operations)									
2	Operations	2.4. VIP protection and security									
		2.5. Riverine police operations.			2/1						
		Incident control and Search and Rescue Operations									

		2.7. Protection of Civilians, child, women and vulnerable people protection (GCVPP, SGBV)			94/34	4/4	3/1	3/3		20/20	
		2.8. Crime prevention (community policing, juvenile crime, domestic violence)			10/4	3/3	3/1			20/20	
	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNISFA	MONUSCO	MINUSCA	UNSOM	UNVMC (Colombia)	BINUH
		2.9. Crime/data analysis, crime trend recognition	1/1		15/15	2/2	2	1/1		10/10	1/1
2	Operations	2.10. Generic police patrol duties		15	100/30					5/5	
		2.11. Other (to be specified)			4/4						
		3.1. Project/program management			3/1	2	3/1	3/2	1		
		3.2. Institutional building			2/2				1		
		3.3. Reform and Restructuring			1/1	1/1	8/4	4/3	1		
		3.4. Donor Aid Coordination			1/1	1	1	1	2		1/1
		3.5. Change management									
		3.6. Advisory assistance			9/4						
	Capacity Building	3.7. Police infrastructures administration									1/1
3	(incl. civilian	3.8. Procurement, logistics, asset management, fleet management, tenders and contracts.			3/2						
		3.9. Fiscal management, budget development, payroll system management, financial auditing.					1/1				
		3.10. Communication: radio and data communication system establishment and management, police radio network installation and maintenance.									

	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNISFA	MONUSCO	MINUSCA	UNSOM	UNVMC (Colombia)	BINUH
		3.11. Civilian expertise with police authority, i.e forensic pathologists, crime analysts, profilers, etc (to be specified)			3/3						
		3.12. Training organization and management;		1		1/1	3/1	1/1			2/2
		3.13. Curriculum and training plans development;			3/3	1/1	3/1	1/1			
	Connector Divideling	3.14. General training (including inservice/field training) delivery in the areas of basic and specialized training, advanced and leadership training, general policing, police legislation, ethics, human rights, etc.			4/4		2	3			
	Capacity Building and Development	3.15. Training-the -trainers			4/3	1	5/2				
3	(incl. civilian experts)	3.16. Tactical training: self- defense, arrest, search, detention, escorting, etc.				1	1/1	2/1			
		3.17. Weapons handling training (non-lethal and fire arms)									
		3.18. Traffic management, traffic safety, including all vehicles related policing issues				1	1/1				
		3.19. Security of Airports and other large strategic infrastructures									
		3.20. Border security, customs, immigration etc.			3/3						
		3.21. Transnational crime operations, INTERPOL, illicit trafficking in drugs, weapons, human beings, money laundering, economical crime	2/2					1/1			1/1

		3.22. Livestock protection			15	10					
	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNISFA	MONUSCO	MINUSCA	UNSOM	UNVMC (Colombia)	BINUH
		3.23. Fire Prevention and Fire Fighting, Civil Protection, Natural Disasters management									
		3.24. Crime investigation (crime scene management, suspect/witness interviewing, human rights violation etc.)			10/4	3	4/2			10	1/1
		3.25. Criminal intelligence analysis and management			3/3	2	2/1				
	Capacity Building	3.26. Criminal records/data base management			2/2	2	2/1				1/1
3	and Development (incl. civilian experts)	3.27. Forensic, including crime scene and evidence preservation, fingerprints, ballistics, firearm examination, DNA, pathology, handwriting and fraudulent documents identification, money counterfeiting, etc.			4/4	1	2/1	1/2			
		3.28. Traditional policing (paramount, tribal, nomad-focused, etc.)									
		3.29. Cyber crime					2/2	1/1			212
		3.30. Other (to be specified)									6/6
		4.1. Logistics, asset management, fleet management		1	6/3	1/1	2				
4	Administration	4.2. Human resources management.		1	5/2	1	2/1				
		4.3. Internal affairs, discipline management, professional standards			2/1	1	2/1				

	Areas of SGF	Required Experts' Profiles	NNMIK	UNFICYP	SSIMNO	UNISFA	MONUSCO	MINUSCA	MOSNN	UNVMC (Colombia)	BINUH
		4.4. Audit/inspection of police units;			2/2		1/1				
		4.5. Public relations			2/2	1	2/1				
4		4.6. Legal support, drafting of police acts, policies and guidelines.			1/1	1	1/1		1		
	Administration	4.7. Weaponry: armory management and inspection, gunsmith, weapon safety and storage, shooting range construction, explosives					1/1				1/1
		4.8. IT: database development and administration, system design, computer programming, network specialists.			3/3	1	2/1				
		4.9. Other (to be specified)									

• 3.30 - 2 compliance and integrity advisers + 2 anti-gang + 2 anti-kidnapping specialists
• 1.4 - Liaison with Civil Affairs + humanitarian assitance/support issues
• 1.5 - midlle level command/managerial experience is needed to staff the posts of Team Leaders
• 2.7 - 3 experts in countering SGBV and 30 in protection of civilians are needed as a matter of priority
• 2.11 - experts in operational records and reporting (for JOC/JMAC)
• 3.11 - Forensic
• 3.22 - prioritized need for 10 IPOs for Anti-Cattle Riding Specialized Police Team (SPT)

- J. I CAPCILO CIIBILICCIO **UNSOM** • Overall, for UNSOM, experience at strategic and policy making level is required to provide strategic advice to host country police at national level and in the federal member states in a range of areas covering e.g. administration (HR and finance, procurement etc), operations (planning, election security, deployment etc), training (recruitment etc) and policy design (SOPs, Police Act review etc). UNVMC * Working language of the Mission is Spanish (Colombia)