




## FACSIMILE

Date: 26 December 2025

Reference: PD/ 1344 / 2025

<b>TO:</b> The Permanent Mission to the United Nations <b>ATTN:</b> Military/Police Advisor or relevant Officer-in-Charge <b>INFO:</b>	<b>FROM:</b> Comm. Faisal Shahkar, Police Adviser and Director <i>FOR</i> Police Division, OROLSI/DPO New York 
<b>FAX NO:</b> <b>TEL NO:</b>	<b>FAX NO:</b> (917) 367-2222 <b>TEL NO:</b> (212) 963-1293
<b>SUBJECT: Updated Skill set for the UN Police Components in Peace Operations and Special Political Missions for the period until 30 June 2026</b>	
Total number of transmitted pages including this page:	
<ol style="list-style-type: none"><li>1. The Police Division presents its compliments to the Permanent Mission to the United Nations and wishes to express its gratitude for the dedicated, collaborative and sustained support in providing police officers for service in UN peace operations.</li><li>2. Effective implementation of the complex Security Council mandated police tasks of integrated United Nations peace operations requires skilled police officers upholding the highest standards. In this regard, please find attached a list of the police skill sets that will be needed in each field mission over the period by the end of 2024, and skill sets critically required within the next three (3) months. In an effort to make the selection process more efficient, the Police Division deems necessary to make an emphasis on certain elements of the selection process.</li><li>3. The Police Division prioritises the selection of the qualified police experts possessing the skills and expertise described in the attachment. Profiles of some specific areas required in certain field missions, as well as generic JOs within the UN Police Strategic Guidance Framework are attached herewith.</li><li>4. As a rule, nominees must be cleared by the UN Police Selection Assistance and Assessment Team (SAAT). Nominations from Police Contributing Countries (PCC) that do not host SAATs will undergo in-mission examination upon arrival.</li><li>5. Within the framework of United Nations System-Wide Strategy on Gender Parity, Uniformed Personnel Gender Parity Strategy 2018-2028 and United Nations Security Council Resolutions 1325 (2000) and 2242 (2015), which call to double the numbers of women in military and police contingents of UN peace operations over the next five years, the Police Division requests Member States that at least 25% of candidates for the AMS during SAAT visits are females. This supports the Police Division's effort to maintain the target of the women individual police officers (IPOs) representation in UN missions at the level of 25% through 2025. Given the added benefits female officers bring to the field mission, preference will be given to equally qualified female candidates during the selection process. Consequently, the Police Division reserves the right to reduce the strength of any contingent if the PCC does not nominate any female</li></ol>	

candidates. Therefore, any released vacancies will be given to the qualified female nominees from other PCC(s).

6. **Please be noted that this fax does not intend to call for the nomination of additional officers above the strength limits.** Nominated officers will be deployed to the Missions either within the scheduled rotations or special requests for specific expertise, including within the Specialized Police Teams deployment. Timely replacement of outgoing police officers is essential for field missions' continuity and effectiveness. ***In this regard, PCCs are requested to monitor the rotation schedule of their contingents and nominate adequate and timely replacement of outgoing UNPOL officers at least three months prior to an upcoming rotation in accordance with the specific operational requirements of a particular field mission.***

7. Please note that upon arrival in Mission area, the officers may be assigned tasks in any region of the field missions and any pillar of the UN Police Components, subject to the operational need and applicants' expertise, qualification and experience identified during the selection process. The specificity of the most of the missions' mandates demand readiness from the UNPOL officers to implement mandated tasks in harsh service conditions they may face in the Mission area. In this regard, no caveats for deployment of police nominations are accepted.

8. Please be kindly reminded that the electronic application forms (EASP) should be used by the candidates for deployment as UNPOL (non-contracted seconded) officers. The form must be duly filled out electronically, signed by an applicant and submitted to the Police Division through the Permanent Mission to the UN. We also attach the updated application procedures in this regard. Valid passports copies must be submitted along with the application forms. Submission of Medical forms (MS2 or MS3) will be requested upon finalization of the selection.

9. The Police Division wishes to remind that the Government has to ensure in writing that each candidate it nominates has not been convicted of or is not currently under investigation or being prosecuted for, any criminal or disciplinary offence, or any violations of international human rights law or international humanitarian law. In the case of nominees who have been investigated for, charged with or prosecuted for any criminal offence, with the exception of minor traffic violations (driving while intoxicated or dangerous or careless driving are not considered minor traffic violations for this purpose), but were not convicted, the Government is requested to provide information regarding the investigation(s) or prosecutions concerned. The Government is also requested to certify that it is not aware of any allegations against its nominated candidates that they have committed or been involved, by act or omission, in the commission of any acts that may amount to violations of international human rights law or international humanitarian law.

10. The national authorities are also requested to certify that there was no corruption or fraud in the nomination of police officers on secondment to the United Nations. Should the Police Division become aware of allegations of corruption or fraud in the nomination or extension procedures of police officers on secondment, this may constitute grounds to revoke its acceptance of such personnel to serve in the United Nations as well as suspension of any future police deployments from the contributing country concerned. **Nominations without the above-mentioned certification will not be accepted.**

11. Following the nomination for deployment, the national authorities have to certify that their candidate(s) has/have undergone pre-deployment training in conformity with UN Peacekeeping Pre-deployment Training Standards including applicable on-line training courses, 5-day training based on UN Core Pre-deployment Training Material (CPTM) and on the SGF as

outlined by the Integrated Training Service (ITS), and training based on UN Specialized Training Material (STM) for police outlined by the ITS.

12. The Police Division offers these clarifications in a spirit of improving police service to the field missions. This can only be achieved through enhanced screening of highly qualified police personnel provided by the PCC through its Permanent Mission. As always, your continued support to United Nations peace operations is greatly appreciated.

Best regards,

**Drafted by:** **Mr. Dmytro Oschepkov**  
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**Cleared by:** **Mr. Ata YENIGUN**  
Chief Selection and Recruitment Section  
Police Division/OROLSI/DPO

## SKILL SETS AND EXPERTS PROFILES

updated in December 2025

\* The figure before slash (.../) reflects total number of vacancies 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	UNTMIS*	UNV/MC (Colombia)*
1	Command	1.1. Supervision/management of police infrastructures/units		13	5/3					
		1.2. Commanding police operations		1	3/3	6/6	1/1			
		1.3. Organizational planning		1				1		
		1.4. Liaison functions in various areas + negotiation and mediation		6*	3/3					30
		1.5. Other (to be specified)								
2	Operations	2.1. Planning and running critical police/security operations in regard to elections, demonstrations, public events etc.		1						
		2.2. Public order and FPU-related, including COE, Logistics and FPU Administration		1	10/8	3/3	1	1		
		2.3. Special police (SWAT, rapid reaction units, counter terrorism, undercover operations)								
		2.4. VIP protection and security								
		2.5. Riverine police operations.			6/3					
		2.6. Incident control and Search and Rescue Operations								

		2.7. Protection of Civilians, child, women and vulnerable people protection (GCVPP, SGBV)			15/5	6/5		2		
		2.8. Crime prevention (community policing, juvenile crime, domestic violence)			15/5	6/3				
	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNISFA	MONUSCO	MINUSCA	UNTMIS	UNVMC (Colombia)
2	Operations	2.9. Crime/data analysis, crime trend recognition	1/1	2	6/3	5/3	1	2		
		2.10. Generic police patrol duties		14						
		2.11. Other (to be specified)			10/6	2/2				
3	Capacity Building and Development (incl. civilian experts)	3.1. Project/program management					2/1	3		
		3.2. Institutional building					1/1			
		3.3. Reform and Restructuring					1/1	2		
		3.4. Donor Aid Coordination						2		
		3.5. Change management								
		3.6. Advisory assistance								
		3.7. Police infrastructures administration						1		
		3.8. Procurement, logistics, asset management, fleet management, tenders and contracts.		1	10/6			1		
		3.9. Fiscal management, budget development, payroll system management, financial auditing.			10/6			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	UNTMIS	UNVMC (Colombia)
3	Capacity Building and Development (incl. civilian experts)	3.11. Civilian expertise with police authority, i.e forensic pathologists, crime analysts, profilers, etc (to be specified)						2		
		3.12. Training organization and management;		1		1/1		1		
		3.13. Curriculum and training plans development;		1	5/3		2	2		
		3.14. General training (including in-service/field training) delivery in the areas of basic and specialized training, advanced and leadership training, general policing, police legislation, ethics, human rights, etc.		1	20/10	1/1		2		
		3.15. Training-the -trainers			5/3	1/1		1		
		3.16. Tactical training: self-defense, arrest, search, detention, escorting, etc.			5/3			3		
		3.17. Weapons handling training (non-lethal and fire arms)						1		
		3.18. Traffic management, traffic safety, including all vehicles related policing issues			10/6			1		
		3.19. Security of Airports and other large strategic infrastructures						2		
		3.20. Border security, customs, immigration etc.			10/6			1		
		3.21. Transnational crime operations, INTERPOL, illicit trafficking in drugs, weapons, human beings, money laundering, economical crime					2/1	1		

		3.22. Livestock protection				1/1				
	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNISFA	MONUSCO	MINUSCA	UNTMIS	UNVMC (Colombia)
3	Capacity Building and Development (incl. civilian experts)	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.)			8/5	2/2	2/1			10
		3.25. Criminal intelligence analysis and management		1	5/3	2/2	2/1	2		10
		3.26. Criminal records/data base management			5/3	1/1	1	1		
		3.27. Forensic, including crime scene and evidence preservation, fingerprints, ballistics, firearm examination, DNA, pathology, handwriting and fraudulent documents identification, money counterfeiting, etc.				2/2	1	4		
		3.28. Traditional policing (paramount, tribal, nomad-focused, etc.)								
		3.29. Cyber crime				2/2	1			
		3.30. Other (to be specified)					2/1			
4	Administration	4.1. Logistics, asset management, fleet management		1		1/1	1/1			
		4.2. Human resources management.		1	5/3	2/2				10
		4.3. Internal affairs, discipline management, professional standards		1	5/3			1		

	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNISFA	MONUSCO	MINUSCA	UNTMIS	UNV/MC (Colombia)
4	Administration	4.4. Audit/inspection of police units;		1	5/5		1			
		4.5. Public relations				2/2	1			
		4.6. Legal support, drafting of police acts, policies and guidelines.		2	3/3	1/1				
		4.7. Weaponry: armory management and inspection, gunsmith, weapon safety and storage, shooting range construction, explosives						1		
		4.8. IT: database development and administration, system design, computer programming, network specialists.		1	5/3		1	2		
		4.9. Other (to be specified)								

#### MONUSCO

- 3.30 - serious and organized crime

#### UNFICYP

- 1.4 - Liaison with Civil Affairs (4) + Liaison in humanitarian sector (1) + general liaison experience`
- 4.6 - experience in developing CONOPS, SOP and SGF documents

#### UNMISS

- 2.11 - experience in elections security organization

#### UNISFA

- 2.11 - 2 specialists with experience in the area of Correction/penitentiary system. Nomination of such specialists should be made through the Corrections Service and not through the Police Division
- 3.26 - the specialist is to have experience in managing MS Access, SAGE and CPASS.



**UNTMIS**

- Due to the planned mission closure by October 2026, no new deployments are anticipated. Mission would like to keep currently deployed IPOs to ensure all necessary administrative and operational functionalities; relevant extension requests in this regard will be communicated with respective PCCs accordingly.

**UNVMC  
(Colombia)**

- Working language of the Mission is Spanish
- The International observers work at 2 different tasks: Ceasefire Monitoring and verification of the Peace agreement.
- Possession of cumulative experience in the areas as listed in 1.4, 3.24, 3.25 and 4.2 by the nominees is an advantage for deployment.

**APPLICATION PROCEDURES FOR NON-CONTRACTED  
POSITIONS  
IN UNITED NATIONS POLICE COMPONENTS IN PEACEKEEPING OR  
SPECIAL POLITICAL MISSIONS REQUIRING OFFICIAL SECONDMENT  
FROM NATIONAL GOVERNMENTS OF UN MEMBER STATES**

Outlined below are the procedures to be followed by Permanent Missions for the presentation of candidates for assignment with peacekeeping operations or special political missions requiring secondment from active Police service. In the interest of promoting an orderly process and to avoid delay in the consideration of applications, Permanent Missions are respectfully requested to adhere closely to these procedures.

1. The above-mentioned posts are reserved for candidates recommended by Member States through their Permanent Missions to the United Nations. Candidates applying independently will not be considered. It should be noted that the applications should be submitted not later than the deadline specified in each Job Opening announcement or at least 4 months prior to the scheduled rotation. Applications received after the deadline will not be considered.
2. All applications must be submitted on a duly completed (typed) and signed United Nations Electronic Application for Seconded Police (EASP). Applications using other formats will not be accepted, but additional information may be attached to the EASP. For the convenience of the Permanent Missions, an EASP form is enclosed as a sample. The EASP form is to be used for applications for the seconded non-contracted posts only.
3. Copies of candidates' passports or other valid government issued official documents containing the candidates' full name(s) and date of birth, must be submitted along with the EASP forms. Passports validity must be at least 18 months at the date of nomination.
4. In addition to the application forms and passports/ID, the nomination for some missions (e.g. UNISFA) also requires the submission of passport size pictures of the candidates in JPG format. This is required by the host state national authorities for visa formalities. Each picture should be submitted in a separate file.
5. Selection for service with the United Nations is made on a competitive basis. It is therefore essential that all the application forms are completed with a view to presenting the candidates' qualifications and experiences as they relate to the required skillset/area of expertise or as set out in the relevant Job Descriptions. Permanent Mission is requested to specify the position, against which each candidate is nominated. All sections of the EASP, including the "DECLARATION OF DISCIPLINARY CLEARANCE" (section 12), must be filled out with all necessary details of applicant's career and background.
6. In accordance with the Policy on Human Rights Screening of UN Personnel, Permanent Mission is requested to provide human rights certification for all nominees. The following language must be included in a nomination note verbal: ***"The Government of..... is hereby confirming that none of the nominated candidates has been convicted of, or is not currently under investigation or being prosecuted for, any criminal or disciplinary offence, or any violations of international human rights law or international humanitarian law. The Government of .....also certifies that it is not aware of any allegations against the nominated candidates that they have committed or been involved, by act or omission, in the commission of any acts that may amount to violations of international human rights law or international humanitarian law."***
7. The national authorities are also requested to certify that there was no corruption or fraud in the nomination of police officers on secondment to the United Nations. Should the Secretariat become aware of allegations of corruption or fraud in the nomination or extension procedures of police officers on secondment, this may constitute grounds to revoke its acceptance of such personnel to serve in the United Nations as well as suspension of any future police deployments from the contributing country concerned. **Nominations without the above-mentioned certification will not be accepted.**

8. In accordance with the United Nations General Assembly Resolution 49/37 approved in 1994(A/RES/49/37), the provision of pre-deployment training is a national responsibility of police contributing countries. Therefore, one of the following paragraphs, applicable in a particular case, must be included in a nomination note verbal: ***“The Government of.....is hereby confirming that all the nominated candidates have received a mission pre-deployment training, which included but not limited to the United Nations Core Pre-Deployment Training Material (CPTM 2017) and the United Nations Specialized Training Material for Police” (UNPOL STM 2021)”***.
9. According to the new regulations, the following requirements to the nomination of police officers for deployment to field missions as IPOs should be considered:
  - According to the Uniformed Personnel Gender Parity Strategy, by 2026, at least 27 percent of all individual police officers should be women. In this regard, the pool of nominations for deployment to Peace operations as IPOs, must have appropriate representation of women officers.
  - Nominations must be at the age between 25 and 60 years; age of 55 years is still strongly recommended; candidates over 55 years old will require to complete MS-2 medical form;
  - Nominees must pass mandatory on-line SGF course prior to the deployment; appropriate guidance will be issued to them directly upon coordination of their deployment with the mission;
  - Nomination of civilian police experts would require at least three years of relevant experience in the specific area required by the mission; assessment in weapon handling and shooting will be waived;
  - Nominees must have a proven computer skills.
  - The nominees who completed the previous assignment in UN mission within the last 24 months, may not be eligible for deployment without passing AMS.
10. Permanent Mission is requested to present its candidates in one single submission under a cover of a note verbale listing the names of the candidates and the corresponding vacancy announcement, in accordance with the deadline specified in the Job Description, or the rotation schedule of its national police contingent in the specific mission. For the convenience of the Permanent Mission, a table is attached to be used and photocopied as needed for listing its candidates. The table/list must clearly display the skill set(s) of each nominee and category in which he/she is expected to be deployed. **The nominations without the duly filled table will not be accepted.**
11. Applications should be e- mailed to the respective desk officer of the Selection and Recruitment Section of the Police Division. EASP, passport, appropriate medical form (MS2 form for armed missions and MS3 form for unarmed missions), vaccination certificate for each nominee should be submitted in separate files. The e-versions of the above documents should be grouped by their type and named accordingly (e.g. "John.Smith-EASP")
12. Upon delivery of the applications, the Selections and Recruitment Section will acknowledge the receipt to the individual making the delivery.
13. Communication regarding this process will be maintained through the Permanent Mission only.

**December 2025**

## SKILL SETS AND EXPERTS PROFILES

updated in December 2025

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		1.5. Other (to be specified)								
2	Operations	2.1. Planning and running critical police/security operations in regard to elections, demonstrations, public events etc.		1						
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		2.3. Special police (SWAT, rapid reaction units, counter terrorism, undercover operations)								
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		2.10. Generic police patrol duties		14						
		2.11. Other (to be specified)			10/6	2/2				
3	Capacity Building and Development (incl. civilian experts)	3.1. Project/program management					2/1	3		
		3.2. Institutional building					1/1			
		3.3. Reform and Restructuring					1/1	2		
		3.4. Donor Aid Coordination						2		
		3.5. Change management								
		3.6. Advisory assistance								
		3.7. Police infrastructures administration						1		
		3.8. Procurement, logistics, asset management, fleet management, tenders and contracts.		1	10/6			1		
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		3.12. Training organization and management;		1		1/1		1		
		3.13. Curriculum and training plans development;		1	5/3		2	2		
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		3.30. Other (to be specified)					2/1			
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		4.3. Internal affairs, discipline management, professional standards		1	5/3			1		

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		4.5. Public relations				2/2	1			
		4.6. Legal support, drafting of police acts, policies and guidelines.		2	3/3	1/1				
		4.7. Weaponry: armory management and inspection, gunsmith, weapon safety and storage, shooting range construction, explosives						1		
		4.8. IT: database development and administration, system design, computer programming, network specialists.		1	5/3		1	2		
		4.9. Other (to be specified)								

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(Colombia)**

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- Possession of cumulative experience in the areas as listed in 1.4, 3.24, 3.25 and 4.2 by the nominees is an advantage for deployment.