

United Nations

*Job Opening for Position requiring official secondment
from national governments of Member States of the United Nations Organization
Appointments are limited to service on posts financed by
the support account of peacekeeping operations*

Post title and level	Police Commissioner, D-2
Organizational Unit	United Nations Organization for the Stabilization in Democratic Republic of Congo, MONUSCO
Duty Station	Kinshasa
Reporting to	Special Representative of the Secretary-General, SRSG
Duration	12 Months (extendible)
Deadline for applications	17 February 2025
Job Opening number	2025-MONUSCO-40057-DPO

United Nations Core Values: Integrity, Professionalism, and Respect for Diversity

RESPONSIBILITIES:

Under the guidance and supervision of the Special Representative of the Secretary-General (SRSG), the incumbent will be responsible for providing strategic leadership of the police component of the mission, advising the SRSG on all matters related to police, and providing advisory support and assistance to national authorities to develop local police institutions to function in accordance with internationally acceptable standards of democratic policing. The Police Commissioner is also responsible for the effective and efficient management, supervision, welfare, and discipline of all personnel assigned to the Police Component of the mission in accordance with the United Nations' rules, regulations, and mission mandate. Within the limits of delegated authority, the Police Commissioner will be responsible for, but not limited to, the performance of the following duties:

- Advising the SRSG and other UN Mission leadership on police-related issues and providing regular reports on key Police component programs and mandate implementation.
- Participating in Mission Senior management team meetings contributing towards the smooth operations of the Mission.
- Advising the SRSG on matters related to support requirements for the developmental needs of the local Police in line with the international standards of policing.
- Providing overall oversight and guidance regarding all UN Police operational activities within the framework of Mission mandate.
- Managing, guiding, developing, and training staff under his/her supervision as well as properly utilizing all available police resources including the formed police units, for mandate implementation.
- Making proposals to the Police Division on the skill set and qualification of the UN Police component personnel required for the efficient implementation of the UN Police mandate. Ensuring timely and transparent staffing of positions within the Police component in accordance with police officers' background, expertise, and experience in compliance with the principles of respect for diversity, as well as geographic and gender balance.

- Regularly consulting and collaborating with UN agencies, international and national NGOs, judicial officers, correction officers, bilateral/multilateral donors, members of the civil society, and members of the host state national government on police issues relevant to the mandate.
- Coordinating and supporting UN Human Rights Office, Office of Humanitarian Assistance, Elections, and other relevant components within the mission agencies in relation to police monitoring, development of accountability mechanisms, and police training.
- Providing police-specific advice on the overarching National Security Policy and its relevant frameworks that define the role, command structures, and accountability of the Congolese National Police.
- Providing advice and guidance to national authorities regarding decisions to take on the holistic reform and development of their police system which will include but not limited to police legislative review, instituting efficient/effective administrative and management procedures, drafting, and implementing operational policies/guidelines, assisting in the rehabilitation of infrastructure, facilities and human resource development through training and mentoring.
- Providing advisory support and assistance to the Government of the Democratic Republic of Congo (DRC) in the development of an overall strategic plan for the Congolese National Police and helping to implement those plans through a wide range of consultative processes in coordination with international and national partners.
- Regularly consulting and collaborating with the Head of the UN Military component on the joint use of police and military personnel in response to various security contingencies in the mission area, particularly on the use of formed police units in response to crowd management and other possible public order incidents.
- Developing mechanisms for the collection and institutionalization of best practices and lessons learned by the Police Component.
- Performing such other functions as are consistent with the mandate provided by the Security Council Resolution and as may be required by the SRSG, relating to the management of the UN Police component.

COMPETENCIES:

Professionalism: Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines, and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in the management and administration: ability to review and edit the work of others.

Planning and organizing: Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

Client Orientation: Considers all those to whom services are provided to be “clients” and seeks to see things from clients’ point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients’ needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients’ environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

Leadership: Serves as a role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands.

Vision: Identifies strategic issues, opportunities, and risks; clearly communicates links between the Organization's strategy and the work unit's goals; generates and communicates broad and compelling organizational direction, inspiring others to pursue that same direction; conveys enthusiasm about future possibilities.

QUALIFICATIONS:

Education: Advanced University Degree (master's or equivalent) in Law, Police Management, Criminal Justice, Law enforcement Security Studies, Public Administration, Human Resources Management, Change Management, Social Sciences, or another relevant field. A first-level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including management, planning, and administration, may be accepted in lieu of the advanced university degree. Advanced training for command/senior staff is highly desirable. Graduation from a certified police academy or other national or international law enforcement training institution is also required.

Work Experience: Candidate must be in active police service, possessing a minimum of 15 years (17 years in the absence of an advanced degree) of progressive policing experience at the field and/or at the national police headquarters level, including; 10 years of active police experience at senior policy-making level, with extensive strategic planning and management experience in the following areas: police operations, crime management and, police administration, practical direct experience in commanding a region or a state level police units or running a department at national police HQ level-required, Experience in police human and financial resources management, police training and development, change management, reform and restructuring is desirable. Previous UN or international experience is an advantage.

Rank: Police Commissioner, Inspector General, Chief of Police, or other equivalent to the military rank of Major General or above.

Languages: English and French are the UN's working languages. Fluency in oral and written French and English is required for the post advertised.

Preference will be given to equally qualified women candidates.

Date of Issuance: 02 January 2025

In accordance with the new Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations are requested to make "self-attestation" that s/he has not committed any serious criminal offenses and has not been involved in violations of international human rights or international humanitarian law. The exact wording of the self-attestation is outlined in para. 5.2 of the above-mentioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.

<https://police.un.org/en/vacancies>

Special Notice:

Circulation of this Job Opening is limited to the Member States of the United Nations. Only police personnel who are currently employed in their national police service and who have received authorization from their respective national authority to apply for this Job Opening, will be considered.

Please note that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other seconded position in peace operations or the UN Secretariat.

Candidates who have previously served as active-duty seconded personnel may reapply after a break in service of at least

one year from their last secondment under a UN staff contract, subject to the contract limitation as indicated above.

Nominations of currently serving active-duty seconded police personnel on a UN staff contract will not be considered.

Candidates must meet all the requirements of the Job Opening at the time of nomination in order to be considered for the position.

Nominations of women candidates are strongly encouraged.