



GOVERNMENT OF SINDH
POLICE DEPARTMENT

No. 15631-60 /UN Desk

Karachi, dated: 27 09-2022

To,

All Addl: IGsP in Sindh
All DIGsP in Sindh
All AIGsP in CPO

Subject: -

NOMINATIONS OF OFFICERS IN ACTIVE SERVICE FOR APPOINTMENT AS POLICE REFORM ADVISER P-4 IN THE UNITED NATIONS OFFICE IN AFRICAN UNION(UNOAU) AT ADDIS ABABA

Enclosed please find herewith a letter along with its enclosures received from Ministry of Interior, National Police Bureau, Islamabad, for furnishing one most suitable nomination of Individuals Police Officer (IPOs), who fulfills the criteria for the post mentioned below:-

Sr.#	Job Title	Job Opening Number	Minimum Rank
01	POLICE PLANNING ADVISER,P-4	2022- UNOAU -DPO	SP

2- It is, therefore, requested to please send the suitable nomination, along-with all compulsory UN documents, to this office by 06-10-2022 positively, for onward transmission to quarter concerned. Scanned copies of the documents (PDF format) of singed relevant forms may also be emailed to so.police123@gmail.com. Fluency in oral and written English is required. Nominations received after the given date and Hand written/incomplete documents, will not be entertained as the Ministry do not accept late/ incomplete nominations. Prior NOC to apply from Establishment Division, Islamabad is necessary. Directions for NOC, already been circulated, vide this office letter No.7161-7210,Dt:07.06.2022.

11000 29/9/22

DIG IT _____

ADIC _____

SP Monitoring _____

SP CCC _____

PD, IT _____

OS _____

Acctt _____

SSC _____

PA _____

Branch _____

Copy to :

1. The Project Director I.T, CPO Sindh with the request to please upload the same on Sindh Police website.
2. The Deputy Director, NPB, Ministry of Interior, Islamabad w/r to his letter dated: 21/09/2022.

(SUHAI AZIZ) PSP
AIGP/ESTABLISHMENT,
FOR INSPECTOR GENERAL OF POLICE
SECRETARY TO GOVERNMENT OF SINDH
POLICE DEPARTMENT, KARACHI

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MOST IMEEDIATE

**NO. 12/14/2022-Police (UN)
GOVERNMENT OF PAKISTAN
MINISTRY OF INTERIOR**



Islamabad, the 15th September, 2022

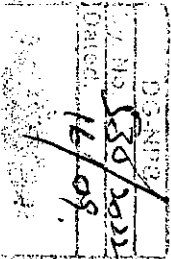
To,

The Director General,
National Police Bureau,
Islamabad.

Subject: - **POLICE PLANNING ADVISER (P-4) UNOAU, ADDIS ABABA**

I am directed to refer to the subject noted above and to enclose herewith a copy of self-explanatory E-Mail dated 15th September, 2022 alongwith note verbale received from Pakistan's Military Adviser's Office at New York.

2. It is requested that most suitable nomination of Police Officers with prior necessary NOC to apply from Establishment Division, may kindly be furnished to this Ministry **by 15th October, 2022 positively,** for onward submission to quarters concerned.



(Abdul Razaq)
Section Officer (Police)
Tel: 051-9206672

Copy to:-

1. SPS to Secretary Interior
2. PS to AS (Admn), MoI
3. APS to DS (Org), MoI

16/9/22
Director General
National Police Bureau
Ministry of Interior
Islamabad

Handwritten signature/initials

Dir/NPSC



and seek strategic guidance and support from UNHQ/PD;

- In close consultation with the UN Police Division, s/he shall facilitate the provision of police surge capacity to the AU for mission start up as recommended by the Report of the Secretary General A/64/359-S/2009/470, including 'mission hand-over' to the UN (where applicable and authorized);
- Provide police advice in AU processes and exercises to develop readiness and capacity in operationalizing the ASF;
- Provide police technical support and expertise advice to the AU Police Planning Team for the ASF to build institutional capacity for ASF police component to plan, deploy and manage PSO's at HQ and field levels;
- Provide advice on the development of mission support and management tools like SOPs, Police Commissioner's directives, CONOPS and Doctrine for the ASF;
- Coordinate with other capacity building partners to the AU, especially those involved in the development and operationalization of the ASF police component, to enhance coordination and minimize duplication of efforts;
- Compliment Police Reform Adviser on all police related UN support capacities to the AU and provide feedback on lessons learned, both to the AU and to the UNHQ;
- Performing any additional duties as may be directed by the supervisors in fulfilment of the mandated tasks.

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. 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. Ability to conduct independent research and analysis, identify issues, formulate options and make conclusion and recommendations. Exhibits competence, integrity and reliability in performance and in maintaining positive working relations in a highly demanding and client-oriented environment. Ability to prepare reports and presentations that clearly formulate UN Police positions on issues, articulate options, and defend recommendations. Displays commitment to human rights and the ability to give the necessary prominence to human rights. Knowledge of the current or recent African Union-based peacekeeping operations.

Planning and Organizing: Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities where necessary; 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.

Communication: Speaks and writes clearly and effectively; listens to others, correctly interprets...

messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in law, criminal justice, police sciences, police administration and management or other related field. Graduation from a certified police academy or similar law enforcement training institution is required. A first level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Specialized training in strategic planning, project/program management, research and analysis is desired.

Work Experience: Candidate must be in active police service possessing a minimum of 7 years (9 years in absence of advanced degree) of progressive experience in a national or international law enforcement agency at the field and/or national police headquarters level, including at least 5 years of work at policy making level with practical experience in strategic planning, police management, gap analysis and needs assessment, policy and guidance development, police operations (including operational planning) and police administration, capacity building and training. Practical experience in human and financial resources management, change management (particularly in law enforcement), reform and restructuring, research and information analysis, project/program management is highly desirable. Previous experience of working in UN or another international environment is desirable. Experience of work in an African Union entity is an advantage.

Rank*: Rank required for a P-4 is Superintendent, Lt. Colonel, other service equivalent rank or higher.

Languages: For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language (French and/or Arabic) is an advantage.

Preference will be given to equally qualified women candidates.

Date of Issuance: 12 September 2022

*Rank in application form should be outlined in candidate's original language with literal translation in English. The Member States are requested to certify the rank of each candidate it nominates and ensure that only applications meeting all requirements described in the job opening/s, are submitted.

In accordance with the 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 offences 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.