



GOVERNMENT OF SINDH
POLICE DEPARTMENT
No. 3131-60 /UN Desk
Karachi, dated 27-04-2021

To,

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

Subject: -

NOMINATION FOR UNITED NATIONS MULTIDIMENSIONAL INTEGRATED STABILIZATION MISSION IN THE CENTRAL AFRICAN REPUBLIC (MINUSCA) AT BANGUI

I am directed to convey that the Ministry of Interior, National Police Bureau, Islamabad, has requested for furnishing suitable nomination of qualified Police officers in active service against the positions mentioned below, who fulfills the criteria of U.N.

S#	Job title	Vacancy Number	Rank
01	Training Coordinator, P-4	2021-MINUSCA-20973/DPO	SP
02	Reform Coordinator, P-4	2021-MINUSCA-20972/DPO	SP
03	Police Advisor (Strategic Policy and Planning Officer), P-4	2021-MINUSCA-20974/DPO	SP
04	Chief of Staff, P-4	2021-MINUSCA-89693/DPO	SP

2- It is, therefore, requested to please send the nominations of eligible/willing (one Police officer for each vacancy) along-with their compulsory relevant forms to this office **by 10-05-2021 positively**, for onward transmission to quarter concerned. Duly filled relevant forms and scanned copies of all documents may also be directly emailed to rohailmoid@gmail.com. Fluency in oral and written **French** language is required, while knowledge English is desirable. Incomplete forms and nominations received after the given date will not be entertained as the NPB, Ministry of Interior, Islamabad do not accept late nominations.

3- The matter may be assigned **Top Priority**.

(L.T CDR ® MUQUDDUS HAIDER) PSP,
AIGP/ESTABLISHMENT,
FOR INSPECTOR GENERAL OF POLICE
SECRETARY TO GOVERNMENT OF SINDH
POLICE DEPARTMENT, KARACHI.

Copy to :

1. The Director I.T, CPO Sindh with the request to please upload the same on Sindh Police website.
2. The Assistant Director, NPB, Ministry of Interior, Islamabad w/r to his letter dated: 19/04/2021.

Inch est.
K

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2-500/DII/CPO/Karachi
Date: 03/5/21

Outward No: 3533/4194P/IT
Dated: 29-04-2021

United



Nations

*Job Opening for Positions 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 peace operations*

Post title and level
Organizational Unit

Training Coordinator, P- 4
**United Nations Multidimensional Integrated Stabilization
Mission in the Central African Republic (MINUSCA)**

Duty Station
Reporting to

Bangui
Development Coordinator/ UNPOL Development Pillar

Duration

12 months (extendible)

Deadline for applications

31 May 2021

Job opening number

2021-MINUSCA- 20973-DPO

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

RESPONSABILITIES:

The UN Police Training Officer will report to the Head of UNPOL Development Pillar. The Training Coordinator will be responsible but not limited for the followings:

- Assists the host country's Internal Security Forces (ISF) services in developing and implementing training programs and plans in Police and Gendarmerie training schools and other training centers, in accordance with internationally recognized standards. Appropriate and quality training for the benefit of these ISPs;
- In close consultation with the Head of the Development Pillar and the UNPOL Program Officer, assists in continuously assessing the conditions and availability of training facilities, equipment and logistics and facilitate the effective and efficient delivery of training and involvement of international and regional partners in the development and expansion of areas of training support to ensure sustainability of capacity building of local police and gendarmerie;
- Assist the ISF Services in the management and administration of the training institutions of the Police and the Gendarmerie and in the development of basic, advanced and specialized training programs for the benefit of the ISPs according to the analysis training needs and national priorities and strategic plans;
- Works in close collaboration with the Security Sector Reform Section of the Development Pillar and senior officials of the local Police and Gendarmerie services, to ensure a coordinated approach to the implementation of security initiatives, human resources and training;
- Works closely with all national and international stakeholders in the evaluation and coordinated implementation of a five-year training plan and ensure its follow-up;
- Facilitates the development and animation of a system for implementing procedures for managing a training database;
- Ensures the proper management of the content of training courses delivered to (ISF) and its registration in the training database including pre-recruitment, verification and selection data;
- Supervises and evaluate the performance of UNPOL personnel under his command, ensuring that subordinate personnel comply with the highest standards of professional conduct, personal behavior and dedication;
- Ensure that the resources of the mission and the personnel under its supervision are used effectively, efficiently and economically;

- 2
- Perform other functions in accordance with the mandate provided by the Security Council resolution and which may be required by the Head of the Police Component (HOPC).

COMPETENCIES:

Professionalism: Shows pride in work and in 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. Expert knowledge in the field of work in general and in the areas specifically supervised in particular; ability to edit and reformulate the work of others; strong coordination and liaison capacity.

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;

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.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management or related area. A first level degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Specialized training in the area of incumbent's responsibility (administration, training, etc) is highly desirable. Graduation from a certified Police Academy or other national or international law enforcement training institution is required.

Experience: A minimum of 7 years (9 years in absence of advanced degree) of progressive relevant responsible and active policing service/experience in a national or international law enforcement agency, both at the field and national headquarters level- required; 5 years of active police experience at policy making level with strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management, police administration, police training and development, change management (particularly in law enforcement), reform and restructuring or related field- required; practical direct experience in commanding a regional or a state level police unit- highly desirable. Previous UN or international experience is an advantage.

Rank: Rank required for a P-4 is Superintendent of Police, Lieutenant Colonel, other equivalent or higher rank.

Language: English and French are the working languages of the United Nations Secretariat. Fluency in French oral and written is required; knowledge of English is desirable.

Preference will be given to equally qualified women

candidates Date of Issuance: 9 April 2021

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.

<http://www.un.org/en/peacekeeping/sites/police>

United Nations



*Job Opening for Positions 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 peace operations*

Post title and level	Reform Coordinator, P- 4
Organizational Unit	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA)
Duty Station	Bangui
Reporting to	Police Commissioner
Duration	12 months (extendible)
Deadline for applications	31 May 2021
Job opening number	2021-MINUSCA- 20972-DPO

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

RESPONSABILITIES:

The UN Police Reform Officer will report to the Head of Development Pillar. Within the limits of delegated authority, the Reform Coordinator will be responsible for:

- Carries out, within the framework defined by the Head of the Police Component (HOPC), a complete analysis of the existing systems of the Police and Gendarmerie services of the host State, including an in-depth analysis of personnel and skills needs, to identify systemically institutional weaknesses, administrative and operational shortcomings, inefficiencies, evaluation of the criminal justice system and the operational capacities of the local police and gendarmerie, serving as a basis for comprehensive analyzes and recommendations for the development of plans to short, medium and long term for reform, restructuring and institutional development essential for a national police force;
- Produces in-depth reports on the progress made in the implementation of the prescribed tasks; carrying out periodic assessments of all reform, restructuring and institutional development activities and providing guidance and support to other police and gendarmerie initiatives;
- Coordinates and advises, as appropriate, national and international counterparts within and beyond the Organization on issues related to the restructuring of existing Police and Gendarmerie services or the establishment of new Police services and the Gendarmerie; ensure that areas of institutional reform are incorporated into relevant national police and gendarmerie training programs;
- Proposes and drafts opinions on the revision of existing rules and regulations, as well as on the development of new policies, guidelines and procedures necessary for responsive and accountable police service;
- Prepares project proposals for international funding and support sustainable reform and restructuring initiatives;
- Provides advice and guidance to national authorities on issues of reform and strengthening of the host state police system in accordance with relevant local reality, including international human rights standards, gender mainstreaming and sexual and gender-based violence. Child protection, community policing, implementation of strategic planning processes, development of policies and procedures, rehabilitation of facilities, management of the police in accordance with international guidelines, police administration, budget management, management of human resources and staff training;

- Promotes and support the rapid extension of State authority throughout the territory of the Central African Republic, in particular by supporting the deployment in priority areas of approved and trained national police and gendarmerie officers, in particular by ensuring that they share the same premises and providing them with advice, guidance and monitoring, in coordination with other partners, as part of the deployment of the territorial administration and other authorities in charge of rule of law;
- Provides strategic and technical advice to the authorities of the Central African Republic to implement the national security sector reform strategy and the national defense plan, in close coordination with EUTM-RCA, EUAM-RCA, African Union Observer Mission in the Central African Republic (AUOMCAR) and other international partners of the Central African Republic, including the United States of America, the Russian Federation, France and the People's Republic of China, The objective being to ensure the coherence of the reform, in particular by means of a clear distribution of responsibilities between the Central African armed forces, the internal security forces and other armed bodies, and by means of the democratic control of the defense forces as well as the internal security forces;
- Continues to assist the authorities of the Central African Republic in developing a methodology for the background checks of elements of the defense and security forces which includes, inter alia, checks on respect for human rights, in particular to combat human rights impunity for violations of international and national law, when considering the integration of elements of demobilized armed groups into security sector institutions; iii) Play a leading role in the support provided to the authorities of the Central African Republic for the capacity building of the internal security forces, in particular with regard to command and control structures and oversight mechanisms, and coordinate the provision of technical assistance and training activities between international partners present in the Central African Republic, in particular with EUTM-RCA and EUAM-RCA, in order to ensure a clear division of tasks in the field of security sector reform;
- Continues to assist the authorities of the Central African Republic to train the police and gendarmerie forces and to ensure the selection, recruitment and background checks of police and gendarmes, with the support of donors and the United Nations countries, taking into account the need to recruit women at all levels and in full compliance with the human rights due diligence policy;
- Implements the directives received from the Police Component of the mission for the monitoring and supervision of the police and the Gendarmerie of the host State and, with the UN trainers, supervises the production of a training in this regard;
- Evaluates the performance, directs and supervises administrative staff assigned to UNPOL staff, ensuring that subordinate staff comply with the highest standards of professional conduct, personal behavior and dedication in the performance of prescribed tasks;
- Reports to the mission that the resources of the police and the personnel under their supervision are used in an effective, efficient and environmentally friendly manner;
- Regularly feeds files relating to areas of expertise on COSMOS;
- Performs any other task assigned by the supervisor.

COMPETENCIES:

Professionalism: Shows pride in work and in 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 facing 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. Expert knowledge in the field of work in general and in the areas specifically supervised in particular; ability to edit and reformulate the work of others; strong coordination and liaison capacity.

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;

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.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management or related area. A first level degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Specialized training in the area of incumbent's responsibility (administration, training, etc) is highly desirable. Graduation from a certified Police Academy or other national or international law enforcement training institution is required.

Experience: A minimum of 7 years (9 years in absence of advanced degree) of progressive relevant responsible and active policing service/experience in a national or international law enforcement agency, both at the field and national headquarters level- required; 5 years of active police experience at policy making level with strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management, police administration, police training and development, change management (particularly in law enforcement), reform and restructuring or related field- required; practical direct experience in commanding a regional or a state level police unit- highly desirable. Previous UN or international experience is an advantage.

Rank: Rank required for a P-4 is Superintendent of Police, Lieutenant Colonel, other equivalent or higher rank.

Language: English and French are the working languages of the United Nations Secretariat. Fluency in French oral and written is required; knowledge of English is desirable.

Preference will be given to equally qualified women candidates

Date of Issuance: 9 April 2021

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.
<http://www.un.org/en/peacekeeping/sites/police>

United



Nations

*Job Opening for Positions requiring official secondment
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**Post title and level
Organizational Unit**

**Police Advisor (Strategic Policy and Planning Officer), P- 4
United Nations Multidimensional Integrated Stabilization
Mission in the Central African Republic (MINUSCA)**

**Duty Station
Reporting to**

**Bangui
Police Commissioner**

Duration

12 months (extendible)

Deadline for applications

31 May 2021

Job opening number

2021-MINUSCA- 20974-DPO

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

RESPONSIBILITIES:

Under the direction and supervision of the Chief of the Police Component or his Deputy, the incumbent is responsible for providing strategic advice to the Chief of the Police Component or his Deputy, advising and supervising the national authorities at national levels, managerial and operational in the field of strategic planning of the police and law enforcement agencies, to develop frameworks for the development and reform of the police forces and the management of UNPOL personnel placed under its authority. Within the limits of the delegated powers, the strategic advisor on policing and planning will perform the following functions:

- Participates in the formulation of the Mission's and Police Component's strategic plan; identifies emerging issues, analyzes their implications.
- Prepares reports based on assessments of the impact of the political, economic and social environment on mandate implementation, in particular in the area of police and law enforcement development.
- Assesses, and monitors and advises the UN Head of Police Component's policy and planning implications relating to policing activities and law enforcement carried out by local authorities, civic institutions and non-governmental Organizations. Identifies potential problems and provide advice and guidance.
- Assists in providing substantive support to the establishment of an appropriate regulatory framework reviews and analyzes policy and regulation issues and prepares relevant reports and discussion papers.
- Assists in the implementation of mandated programs; builds relationships and develops and maintains close liaison with local leaders, as well as governmental, community-based organizations, civil and religious society groups, etc.
- Engages various ethnic, political and social groups as directed by the Head of Police Component implementation decisions and activities; negotiates solutions, defuses problems and provides advice on actions, policy on political and operational issues.
- Coordinates with international agencies and implementing partners on mandate implementation with

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respect to police capacity building and development.

- Assists the Police component in facilitating development and conducting appropriate training programs to upgrade and strengthen the competencies with respect to police-community relations.
- Contributes to the overall mission monitoring and planning.
- Performs other related work as required.

COMPETENCIES:

- **Professionalism:** Knowledge and understanding of theories, concepts and approaches relevant to a particular sector, functional area, or other specialized fields. Ability to identify issues, analyze and participate in the resolution of issues/problems. Ability to conduct data collection using various methods. Conceptual analytical and evaluative skills to conduct independent research and analysis, including familiarity with and experience in the use of various research sources, including electronic sources on the internet, intranet, and other databases. Ability to apply judgment in the context of assignments given, plan own work and manage conflicting priorities. Shows pride in work and in 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.
- **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.
- **Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.
- **Planning & 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.

QUALIFICATION:

Education: Advanced university degree (Master's degree or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management or related area. A first level degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Specialized training in the area of incumbent's responsibility (operations, reform, administration, training, etc) is highly desirable. Graduation from a certified Police Academy or other national or international law enforcement training institution is required.

Experience: A minimum of 7 years (9 years in absence of advanced degree) of progressive relevant responsible and active policing service/experience in a national or international law enforcement agency, both at the field and national headquarters level- required; 5 years of active police experience at policy making level with strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management police administration, police training and development, change management (particularly in law enforcement), reform and restructuring or related field- required; practical direct experience in commanding a regional or a state level police unit- highly desirable. Previous UN or international experience is an advantage.

Rank: Rank required for a P-4 is Superintendent of Police, Lieutenant Colonel, other equivalent or higher rank.

Language: English and French are the working languages of the United Nations Secretariat. Fluency in French oral and written is required; knowledge of English is desirable.

Preference will be given to equally qualified women candidates Date of Issuance: 9 April 2021

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.

<http://www.un.org/en/peacekeeping/sites/police>

United Nations



Job Opening for Positions 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 peace operations.

Post title and level	Chief of Staff, P- 4
Organizational Unit	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA)
Duty Station	Bangui
Reporting to	Police Commissioner
Duration	12 months (extendible)
Deadline for applications	31 May 2021
Job opening number	2021-MINUSCA- 89693-DPO

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

RESPONSABILITIES:

The Chief of Staff reports to the Head of Police Component. He is responsible for, but not limited to, the performance of the following duties:

- Manages the different sections of the MINUSCA Police Component placed under its authority;
- Develops and updates the directives, plans and administrative policy orders of the Police Commissioner, deployment plans, standard operating procedures (SOP); prepares and publishes newsletters on new directives and instructions requiring the attention of all members of the Police Component;
- Oversees the human resource management process assists in determining appropriate assignments and provide recommendations to the Police Commissioner on the timely appointment of appropriate personnel to key non-professional positions as they become vacant;
- Oversees and monitors the deployment of individual police officers and the allocation of related resources to meet operational needs;
- Ensures the planning of staff turnover, extension of tours of duty, leaves; coordinates and supervises travel authorizations within and outside the mission;
- Maintains the filing system and personnel files;
- Ensures the general control of all properties belonging to the MINUSCA Police component and their appropriate use by the personnel;
- Maintains a permanent liaison with all sections of Mission Support and the section of international personnel regarding the needs of the police in terms of deployment, accommodation, offices, information and communication technology, logistics, procurement, construction, etc.;
- Organizes legal support for the benefit of the UN Police hierarchy and other UNPOL staff as needed;
- Ensures adherence to United Nations rules and principles and the mandate of the mission, compliance with the highest standards of professional conduct and behavior of UNPOL staff, appropriate use at all times of financial resources under his command and takes corrective action aimed at improving efficiency and effectiveness within the United Nations police component and in harmony with the other components of the mission in the spirit of an integrated mission and the achievement of common objectives;
- Oversees coherent initial training programs for all new arrivals from UNPOL within the mission; explore and

facilitate any additional internal training for UNPOL members in collaboration with the Integrated Mission Training Center (IMTC);

- In coordination with and under the direction of the Police Division of the Department of Peace Operations (DPO), organizes the certification of members of the Selection Assistance and Assessment Team (SAAT); appoints the above trainers for participation in SAAT sessions in police contributing countries at the request of the Police Division of the DPO;
- Carries out field visits to verify that team morale is high and that the work is carried out in a fair and equitable manner in accordance with the principles of sound and progressive management;
- If necessary, conducts internal investigations into allegations of misconduct involving members of UNPOL and recommends appropriate disciplinary measures in coordination with the Mission's Disciplinary Unit; represents the Police Component on commissions of inquiry;
- Maintains a permanent exchange of administrative information between the police component and the Police Division of the DPO; ensures regular dissemination of UNPOL staff reports among UNPOL staff, the Mission Leadership, the Police Division
- Contributes to the preparation of budget proposals for the Police Commissioner;
- Regularly feeds files relating to areas of expertise on COSMOS;
- Performs any other task assigned by the Deputy Police Commissioner in the execution of the mandate

COMPETENCIES:

Professionalism: Shows pride in work and in 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. Expert knowledge in the field of work in general and in the areas specifically supervised in particular ability to edit and reformulate the work of others; strong coordination and liaison capacity.

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.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings;

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 improvement; does not accept the status quo; shows the courage to take unpopular stands.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resource management, change management or related area. A first level degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Specialized training in the area of incumbent's responsibility (administration, training, etc) is highly desirable. Graduation from a certified Police Academy or other national or international law enforcement training institution is required.

Experience: A minimum of 7 years (9 years in absence of advanced degree) of progressive relevant responsible and active policing service/experience in a national or international law enforcement agency, both at the field and national headquarters level- required; 5 years of active police experience at policy making level with strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management, police administration, police training and development, change management (particularly in law enforcement), reform and restructuring or related field- required; practical direct experience in commanding a regional or a state level police unit- highly desirable. Previous UN or international experience is an advantage.

Rank: Rank required for a P-4 is Superintendent of Police, Lieutenant Colonel, other equivalent or higher rank.

Language: English and French are the working languages of the United Nations Secretariat. Fluency in French and English (both oral and written) is required.

Preference will be given to equally qualified women candidates

Date of Issuance: 9 April 2021

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