

No.21023/25/2018-PMA

GOVERNMENT OF INDIA

Ministry of Home Affairs

[Police Division-II]

PMA Cell

MHA, North Block, New Delhi, 110001

Dated /9 November, 2018

To :

1. The Chief Secretaries and DsG (P)s of all States / UTs
2. Directors - IB/CBI/SVPNPA/SPG/NEPA/NICFS/CFSL/ DCPW
3. DsG - BSF/CRPF/ITBP/CISF/NSG/RPF/BPR&D/SSB/NCB/NIA/Assam Rifles (Through LOAR)
4. Commissioner of Police Delhi.
5. UT Division, MHA

Subject :- **UNDPKO:- Phase-2 of 2018 Military/ Police Secondment Campaign(Police Job Openings)**

Sir/madam,

PMI to UN has informed that The Department of Peacekeeping Operations and Department for Field Support are launching Phase 02 of the 2018 Military/Police Secondment Campaign for following seconded posts requiring the nominations of eligible and suitable Police Officers active in services:-

S/ No.	Title	Vacancies	Job Opening No.
01	Training Adviser, P-4	01	DPKO/SEC1802/P-4/09
02	Police Planning Officer, P-4	01	DPKO/SEC1802/P-4/10
03	Police Officer (P-4)	01	DPKO/SEC1802/P-4/11
04	Police Liaison Officer (P-4)	01	DPKO/SEC1802/P-4/12
05	Police Reform Officer (P-3)	01	DPKO/SEC1802/P-3/13
06	Investigation Officer (P-3)	01	DPKO/SEC1802/P-3/14
07	Selection and Recruitment Officer (P-3)	01	DPKO/SEC1802/P-3/15
08	Conduct and Discipline Officer, P-4	01	DFS/SEC/1802/P-4/16
09	Police Training Officer, P-4	02	DPKO/SEC/1802/P-4/19
10	Training Officer, P-3	01	DPKO/SEC/1802/P-3/21

2. The eligibility criteria for the aforesaid positions along with the job description and qualifications are enclosed/attached with this letter for needful reference. It is strongly recommended to nominate equally qualified female candidates for the positions/posts.

3. Therefore, It is requested that nomination of **eligible and willing police officers** of the rank of **SP/DIG for P-4 level and Dy SP/SP for P-3 levels** for above posts may be submitted through proper channel only to this Ministry by **20th January, 2019** along with the following documents duly completed in all respect:-

- i. United Nations Personal History Profile (PHP) form (P.11) duly completed and signed by the nominated candidate.
- ii. United Nations Employment and Academic Certification [attachment to personal history profile (P-11)] Form **duly completed and signed** by the nominated candidate as well as the **relevant local / nominated authority**.

Note: - In Earlier instances, It was observed that the EAC was submitted without the signature of Designated Authority of concerned Force resulting rejection of nomination. Hence, the forwarding authority should ensure that the EAC is duly signed by the applicant as well the Designated Authority of Force. All requisite details i.e position for which applying, job opening number, date of commission, degrees and academic distinctions and all other requisite details should be filled properly.

- iii. Personal details as per Annexure-I.

IV. Human Rights certificate must be included(proforma enclosed).

4. **No modified format other than the specimen enclosed duly typed will be entertained/accepted as it invites lot of observations from UN HQ (UNDPKO) while finalizing the nominations.** Hand written PHP will not be entertained/accepted. It may be ensured that the photographs of the officer applying for the post should be placed on the front side of P-11 form and signature in the last page at relevant place. In case, any officer is applying for more than one position EAC should be submitted separately for each post. EAC submitted mentioning more than one job opening number will not be accepted/entertained

5. Personal History Profile (P-11) , EAC and HR certificate along with forwarding/nominating letter of each nominated candidate are required to be submitted in separate files (PDF format only) through E-mail at sopma@gov.in before the deadline.

6. It may please be ensured that the nominees are clear from **Vigilance angle and Necessary Cadre Clearance (for all Officers) from MHA/State Government/CAPFs/any other lending organization must be forwarded with nomination.**(without cadre clearance and NOC from parent cadre, nominations will not be entertained).

7. **No direct application will be entertained.** Applications through proper channel only i.e. through Home Department(State) and approval of Head of Organization will be entertained. Applications received after the deadline specified will not be accepted/entertained

8. It is advised not to make any direct contact with the UN authority regarding the subject matter.

Yours Faithfully



(Harish Chandra Rai)

Under Secretary to the Government of India

☎: 23092527

Copy to

Commissioner of Police .

Mumbai, Kolkata, Chennai and Bangalore.

} It is requested to forward the nominations of eligible and willing officers through State Government only.

✓ 1. **SO (IT), MHA** - With the request to upload the above communication on MHA website (Police Division-II(secondment vacancy)

2. **DS(UNP), MEA, JNB (2029), New Delhi**



(Harish Chandra Rai)

Under Secretary to the Government of India

☎: 23092527

BIO-DATA PROFORMA

Recent passport
size photograph

1. Name of Post applied.
2. Job opening number
3. Name of the Officer
4. Designation/Rank/organization and Pay scale/pay band with present place of posting.
5. In the case of officers of deputation with other organization.
 - (a) Name of Parent organization.
 - (b) Name of organization presently employed.
 - (c) Date of deputation
 - (d) Expected date of repatriation to parent cadre/organization.
6. Date of Birth
7. Education/Qualification
8. Date of Joining Police Service and date of superannuation
9. Service/Cadre/Batch:
10. Previous UN experience
 - Telephone No.
 - a. Office
 - b. Residence
 - c. Mobile No(mandatory)
 - d. Fax No.
 - e. E-mail id(mandatory)
11. Present Job Profile:-
12. NOC from parent cadre (if on deputation) mandatory:- Yes/NO/Not applicable

I hereby certify that, I fulfill the eligibility requirement notified for the post applied for.

(Signature of the applicant)

HR Certificate

(No any other language/format than mentioned below will be accepted)

“The Department/organization of is hereby confirming that the nominated candidate Mr/Mrs 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 Department/Organization 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.”

***To be signed by an officer
Not Below the Rank of DIG/Director***

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UNITED NATIONS
Employment and Academic Certification
 Attachment to Personal History Profile (P11)

For guidance on the submission package you may refer to the briefing material "How to prepare the submission".

A. TO BE COMPLETED BY CANDIDATE (from sections 1 to 11):

1. PERSONAL DATA:			
Family Name:	Given name:	Middle names:	Gender: M/F
e-mail address:			

2. POSITION/S TO WHICH YOU ARE APPLYING:	
Title:	Job Opening Number:
1.	
2.	
3.	
...	

3. MILITARY SERVICE HISTORY / POLICE SERVICE HISTORY			
Date of Commission (for military officers) or date of enlistment/entry to service (for police officers):			
Current rank	Date Last Promoted	Date eligible for promotion to next rank	Projected Retirement date from current rank
Branch/Corp/Mustering			
Sub Specialisation/additional qualifications			

4. DEGREES AND ACADEMIC DISTINCTIONS OBTAINED:				
	NAME of INSTITUTION, PLACE AND COUNTRY. Please give complete address.	ATTENDED:		RANK/DEGREES and ACADEMIC DISTINCTIONS OBTAINED
		FROM: Month/Year	TO: Month/Year	
Military or Police Degrees	Military Academy (and/or similar military officer institution) - name and address:			
	Command and Staff College (and/or similar military officers institutions) - name and address:			
	Police Academy (and/or similar law enforcement training institution) - name and address:			

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	NAME of INSTITUTION, PLACE AND COUNTRY. Please give complete address.	ATTENDED:		DEGREES and ACADEMIC DISTINCTIONS OBTAINED
		FROM: Month/Year	TO: Month/Year	
Civilian Degrees				

5. MILITARY AND/OR POLICE TRAINING COURSES/SEMINARS: Related to the post

Name of Course	Date attended: FROM mm/yy- TO mm/yy	Institution

6. EXPERIENCE IN PEACEKEEPING OPERATIONS:

Specify UN or other International Experience, start with your most recent experience and list in reverse order

Dates FROM mm/yy- TO mm/yy	Mission/ Operation/Locati on	Position/title (Milob, HQ Staff, Contgt, Adviser, International Police Officer (IPO), Police Adviser, FPU Officer, Professional Post or Above)	Description of duties

(11)

7. COMMAND EXPERIENCE (at Battalion/equivalent level or above when applying for position at the P5 level and above):

Start with your most recent experience and list in reverse order

Dates FROM mm/yy- TO mm/yy	Unit level: Company/ Battalion/ Brigade/ Division or equivalent. Police Command Experience	Unit/Position/Org	Significant Unit Activities

8. SIGNIFICANT EXPERIENCE RELATED TO THE FUNCTIONS OF THE POST/S YOU ARE APPLYING:

Start with your most recent experience and list in reverse order

Dates FROM mm/yy- TO mm/yy	Position/Org	Operation/Activity

9. INTERNATIONAL EXPOSURE OTHER THAN PEACEKEEPING OPERATIONS:

Start with your most recent experience and list in reverse order

Date: FROM mm/yy- TO mm/yy	Position/Org	Function/Activity

10. Additional Comments:

11. I certify that the statements made by me in answer to the foregoing questions are complete and correct. I understand that any misrepresentation or material omission made on a Personal History form or other document requested by the Organization renders a candidate ineligible for further consideration.

I declare that I have never committed, been convicted of and am not currently under investigation or being prosecuted for any criminal, human rights, civil action or disciplinary 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). I declare that I have not been involved, by act or omission, in the commission of any violation of international human rights law or international humanitarian law.

I am not able to attest to the preceding paragraphs for the following reasons:

Date Signature

N.B. You will be requested to supply documentary evidence which supports the statements you have made above. Do not, however, send any documentary evidence until you have been asked to do so by the Organization and, in any event, do not submit the original texts of references or testimonials unless they have been obtained for the sole use of the Organization.

B. TO BE COMPLETED BY THE RELEVANT LOCAL AUTHORITY:

On behalf of I certify that the information provided by
is complete and correct.

I further certify that the nominated candidate has never 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, civil action or disciplinary offence.

The Government of _____ is not aware of any allegations against the nominated candidate that she/he has 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. In the case of the nominee who has 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 was not convicted, the Government is requested to provide information regarding the investigation(s) or prosecutions concerned.

Date..... Official Stamp

**PLEASE NOTE:
An incomplete or unsigned form will not be accepted**

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INSTRUCTIONS

Please answer each question clearly and completely. **TYPE OR PRINT LEGIBLY.** Read carefully and follow all directions.



Do not Write in This Space

PERSONAL HISTORY

1. Family name: _____ First name: _____ Middle name: _____ Maiden name, if any: _____

2. Birth date (day/month/yr): _____ 3. Place of birth: _____ 4. Nationality(ies) at birth: _____ 5. Present nationality(ies): _____ 6. Sex: _____

7. Height: _____ 8. Weight: _____ 9. Marital Status: Single Married Separated Widow(er) Divorced

10. *Entry into United Nations service might require assignment to any area of the world in which the United Nations might have responsibilities.*
 (a) Are there any limitations on your ability to perform in your prospective field of work? YES NO
 (b) Are there any limitations on your ability to engage in all travel? YES NO

11. Permanent address: _____ Telephone No. (): _____

12. Present address: _____ Telephone/Fax No. (): _____

13. Office Telephone No. (): _____

14. Office Fax No. (): _____

E-mail: _____

15. Do you have any dependent children? YES NO If the answer is "yes", give the following information:

Name of Children	Date of Birth (day/mo/year)	Place of Birth	Nationality	Gender

15. (a) Name of Spouse: _____

16. Have you taken up legal permanent residence status in any country other than that of your nationality? YES NO If answer is "yes", which country? _____

17. Have you taken any legal steps towards changing your present nationality? YES NO If answer is "yes", explain fully: _____

18. Are any of your relatives employed by the United Nations or any of its agencies? YES NO If answer is "yes", please specify: _____

NAME	Relationship	Name of United Nations Organization

19. What is your preferred field of work? _____

20. Would you accept employment for less than six months? YES NO

21. Have you previously submitted an application for employment and/or undergone any tests with U.N.? YES NO If so, when? _____

22. KNOWLEDGE OF LANGUAGES. What is your mother tongue? _____

OTHER LANGUAGES	READ		WRITE		SPEAK		UNDERSTAND	
	Easily	Not Easily	Easily	Not Easily	Fluently	Not Fluently	Easily	Not Easily
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

23. For clerical grades only
Indicate speed in words per minute

	English	French	Other languages
Typing			
Shorthand			

List all specific computer programmes you use (i.e. excel, access): _____

24. EDUCATION, Give full details – N.B. Please give exact titles of degrees in original language. Please do not translate or equate to other degrees.

A. University or equivalent

NAME, PLACE AND COUNTRY Please give complete address.	ATTENDED FROM/TO		DEGREES and ACADEMIC DISTINCTIONS OBTAINED	MAIN COURSE OF STUDY
	Month/Year	Month/Year		

B. SCHOOLS OR OTHER FORMAL TRAINING OR EDUCATION FROM AGE 14 (e.g., high school, technical school or apprenticeship)

NAME, PLACE AND COUNTRY Please give complete address.	TYPE	YEARS ATTENDED		CERTIFICATES OR DIPLOMAS OBTAINED
		FROM	TO	

25. LIST PROFESSIONAL SOCIETIES AND ACTIVITIES IN CIVIC, PUBLIC OR INTERNATIONAL AFFAIRS

26. LIST ANY SIGNIFICANT PUBLICATIONS YOU HAVE WRITTEN (DO NOT ATTACH)

27. EMPLOYMENT RECORD: Starting with your present post, list in REVERSE ORDER every employment you have had. Use a separate block for each post. Include also service in the armed forces and note any period during which you were not gainfully employed. If you need more space, attach additional pages of the same size. Give both gross and net salaries per annum for your last or present post.

A. PRESENT POST (LAST POST, IF NOT PRESENTLY IN EMPLOYMENT)

FROM MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Full time <input type="checkbox"/> Part time <input type="checkbox"/> hours/week:
		STARTING	FINAL	
NAME OF EMPLOYER:		TYPE OF BUSINESS		
ADDRESS OF EMPLOYER:		NAME OF SUPERVISOR		
		NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:	REASON FOR LEAVING	

DESCRIPTION OF YOUR DUTIES :

B. PREVIOUS POSTS (IN REVERSE ORDER)

FROM		TO		SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:	
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	Full time <input type="checkbox"/> hours/week: Part time <input type="checkbox"/> hours/week:			
NAME OF EMPLOYER:				TYPE OF BUSINESS:			
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:			
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:		REASON FOR LEAVING:	

DESCRIPTION OF YOUR DUTIES

[Empty space for description of duties]

FROM		TO		SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:	
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	Full time <input type="checkbox"/> hours/week: Part time <input type="checkbox"/> hours/week:			
NAME OF EMPLOYER:				TYPE OF BUSINESS:			
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:			
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:		REASON FOR LEAVING:	

DESCRIPTION OF YOUR DUTIES

[Empty space for description of duties]

FROM		TO		SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:	
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	Full time <input type="checkbox"/> hours/week: Part time <input type="checkbox"/> hours/week:			
NAME OF EMPLOYER:				TYPE OF BUSINESS:			
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:			
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:		REASON FOR LEAVING:	

DESCRIPTION OF YOUR DUTIES

[Empty space for description of duties]

MONTH/YEAR	MONTH/YEAR	STARTING	FINAL		
NAME OF EMPLOYER:				TYPE OF BUSINESS:	
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:	
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:	REASON FOR LEAVING:
DESCRIPTION OF YOUR DUTIES					
FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:	
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	Full time <input type="checkbox"/>	
				Part time <input type="checkbox"/> hours/week:	
NAME OF EMPLOYER:				TYPE OF BUSINESS:	
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:	
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:	REASON FOR LEAVING:
DESCRIPTION OF YOUR DUTIES					
FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:	
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	Full time <input type="checkbox"/>	
				Part time <input type="checkbox"/> hours/week:	
NAME OF EMPLOYER:				TYPE OF BUSINESS:	
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:	
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:	REASON FOR LEAVING:
DESCRIPTION OF YOUR DUTIES					

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Full time <input type="checkbox"/> Part time <input type="checkbox"/> hours/week:
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	

NAME OF EMPLOYER:	TYPE OF BUSINESS:
ADDRESS OF EMPLOYER:	NAME OF SUPERVISOR:
	NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:

DESCRIPTION OF YOUR DUTIES

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Full time <input type="checkbox"/> Part time <input type="checkbox"/> hours/week:
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	

NAME OF EMPLOYER:	TYPE OF BUSINESS:
ADDRESS OF EMPLOYER:	NAME OF SUPERVISOR:
	NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:

DESCRIPTION OF YOUR DUTIES

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Full time <input type="checkbox"/> Part time <input type="checkbox"/> hours/week:
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	

NAME OF EMPLOYER:	TYPE OF BUSINESS:
ADDRESS OF EMPLOYER:	NAME OF SUPERVISOR:
	NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:

DESCRIPTION OF YOUR DUTIES

29. ARE YOU NOW OR HAVE YOU EVER BEEN A CIVIL SERVANT IN YOUR GOVERNMENT'S EMPLOY? YES NO
If answer is "yes", WHEN?

30. REFERENCES: List three persons, not related to you, and are not current United Nations staff members, who are familiar with your character and qualifications.

Do not repeat names of supervisors listed under Item 27.

FULL NAME	FULL ADDRESS	BUSINESS OR OCCUPATION

31. STATE ANY OTHER RELEVANT FACTS. INCLUDE INFORMATION REGARDING ANY RESIDENCE OUTSIDE THE COUNTRY OF YOUR NATIONALITY.

32. HAVE YOU EVER BEEN ARRESTED, INDICTED, OR SUMMONED INTO COURT AS A DEFENDANT IN A CRIMINAL PROCEEDING, OR CONVICTED, FINED OR IMPRISONED FOR THE VIOLATION OF ANY LAW (excluding minor traffic violations)? YES NO

If "yes", give full particulars of each case in an attached statement.

33. OTHER AGENCIES OF THE UNITED NATIONS SYSTEM MAY BE INTERESTED IN OUR APPLICANTS. DO YOU HAVE ANY OBJECTION TO YOUR PERSONAL HISTORY FORM BEING MADE AVAILABLE TO THEM? YES NO

34. I certify that the statements made by me in answer to the foregoing questions are true, complete and correct to the best of my knowledge and belief. I understand that any misrepresentation or material omission made on a Personal History form or other document requested by the Organization renders a staff member of the United Nations liable to termination or dismissal.

DATE (day, month, year)

SIGNATURE:

N.B. You will be requested to supply documentary evidence which supports the statements you have made above. Do not, however, send any documentary evidence until you have been asked to do so by the Organization and, in any event, do not submit the original texts of references or testimonials unless they have been obtained for the sole use of the Organization.

Job Title: Training Adviser, P-4 ✓
Department/Office: OROLSI/PD/Standing Police Capacity
Location: NEW YORK
Posting Period: 08/11/2018 - 06/02/2019
Job Opening number: DPKO/SEC1802/P-4/09

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

Organizational Setting and Reporting:

This position is located in the Office of the Police Adviser of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peacekeeping Operations. The incumbent reports directly to the Police Adviser or his/her designate

The overall objectives of the Police Division are to effectively direct police components in peacekeeping operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peacekeeping operations; and, to work towards a shared understanding among all stakeholders on the future direction of police peacekeeping. Additional information available in <http://www.un.org/en/peacekeeping/sites/police/division.shtml>

Responsibilities:

Within delegated authority, the Training Adviser will be responsible for the following duties:

- The incumbent provides advice and assistance on law enforcement training initiatives within the context of the field assignments of the Police Division and SPC.
- S/he focuses on supporting the development of police academies and other law enforcement training facilities by researching and designing focused and time-limited training initiatives through the use of appropriate Training Needs Analyses (TNAs) and modern adult education models, as required.
- S/he to devise specialized training actions of targeted middle and senior management law enforcement officials in order to maximize their learning and improve their job performance.
- The incumbent will develop and implement strategic training plans for both the UN police components and the national police when appropriate.
- The incumbent reviews law enforcement training curricula and programmes and designs training courses and other initiatives that the Police Division and SPC are expected to support once deployed to a UN peace operation.
- S/he undertakes comparative assessments of contemporary training needs in UN peace operations in the rule of law field as well as identifying and codifying best training practices and the respective terms of reference for the assignments that it is given.
- The incumbent isolates the educational and technical updates required by indigenous law enforcement leaders and managers and designs and supports implementation of relevant corrective and supplementary training initiatives in co-operation with national and international partners, including measures to improve overall law enforcement recruitment and vetting procedures.
- The incumbent pays attention to facilitating donor engagement in pursuit of increasing financial support to law enforcement training matters.
- S/he works in close collaboration with counterparts from the Office of Operations (especially Integrated Operational Teams), Office of Military Affairs, Policy Evaluation and Training Division, Department of Field Support and other offices in the Secretariat UN agencies.
- Liaise closely with the Standing Police Capacity and coordinate the work of the Police Division and the Standing Police Capacity.
- The incumbent must be prepared to travel to the field at short notice. Deployment to field missions for longer or shorter periods may occur.

Competencies:

Professionalism: In-depth knowledge of theories, concepts and approaches relevant to training and curriculum design; good research, analytical and problem-solving skills: ability to identify and participate in the resolution of complex issues and problems: very good negotiation skills: ability to incorporate gender perspectives into substantive work. Excellent conceptual, analytical and evaluative skills; ability to conduct independent research and analysis, identify issues, formulate opinions and make conclusions and recommendations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

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. Good interpersonal skills and ability to establish and maintain effective partnerships and working relations in a multi-cultural environment with sensitivity and respect for diversity.

Qualification:

Education: Advanced university degree (Master's degree or equivalent) in the applied sciences, social sciences or relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement/organization training may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is desirable.

Experience: A minimum of seven years of progressively responsible experience in an active national police service with a current rank of at least Superintendent or Lt. Colonel, or higher. At least three years of specialization in police/law enforcement training including design and implementation of training courses/programmes/curricula is required. Experience in the use of modern internet-based research methodologies and sources are required. Peacekeeping or other international experience in the UN or other organizations is desirable. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution.

Languages: English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

Assesment Method:

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

Special Notice:

Circulation of this Job Opening is limited to Member States. Only serving police officers who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointments are limited to service on posts reserved for active police officers who serve on secondment financed by the support account of peacekeeping operations.

Currently serving active-duty seconded officers will not be considered eligible to be nominated for new vacant posts.

Job Title: Police Planning Officer, P-4
Department/Office: OROLSI/Police Division/Strategic Policy and Development Section
Location: NEW YORK
Posting Period: 08/11/2018 - 06/02/2019
Job Opening number: DPKO/SEC1802/P-4/10

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

Organizational Setting and Reporting:

This position is located in the Strategic Policy and Development Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peacekeeping Operations. The incumbent reports directly to the Chief of Section.

The overall objectives of the Police Division are to effectively direct police components in peacekeeping operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peacekeeping operations; and, to work towards a shared understanding among all stakeholders on the future direction of police peacekeeping. Additional information available in <http://www.un.org/en/peacekeeping/sites/police/division.shtml>

Responsibilities:

Within delegated authority, the Police Planning Officer will be responsible for the following duties:

- In applying a holistic approach which incorporates all relevant cross cutting elements such as justice, corrections and other aspects of policing, he/she will be involved in establishing thematic doctrinal guidance and templates for use by field missions to ensure uniformity of mission plans.
- Collaborate with others in providing a coherent strategic planning framework clearly articulating the scope of resource requirements, coordination and modalities.
- Responsible for assisting in all United Nations police planning activities, including provision of expert police advice during integrated assessments and technical survey missions to develop and prepare strategic plans, concepts of operation and other planning options.
- Primarily responsible for planning for police components in one of the main regional groupings of field missions.
- Responsible for carrying out all planning priorities of field missions through close interaction with internal and external stakeholders; providing complementary support to the appropriate Integrated Operational Teams in all aspects of planning, including accurate and coherent police planning advice; developing and updating of strategic concepts; ensuring that all planning parameters are fully established during the development and review of the concept of police operations of prospective and current field missions; and, establishing collaborative relations with key national counterparts, officials of the criminal justice chain, and other internal and external stakeholders.
- Responsible for providing planning support to police components in ongoing and future special political missions; developing police planning, monitoring and evaluation tools and assessment templates; ensuring efficient dissemination of the same to field missions; and, providing appropriate orientation, training, and application support.
- Collaborate in an efficient and timely manner with counterparts in Mission Management and Support Section and Selection and Recruitment Section by providing support and advice on all operational planning needs (e.g. election planning, crisis management, etc.)
- Maintain close collaboration with the components/units of DPKO and DFS, other UN Secretariat departments, and UN family agencies as and when required.
- Undertake research and analysis to support these tasks; prepare new documents to assist in the formulation of United Nations police peacekeeping doctrine needed to support such plans; and, to support the changing role of police in peacekeeping, particularly in the area of host state police development and capacity enhancement.

Competencies:

Professionalism: Demonstrated professional competence and mastery of police administration and police operational planning; knowledge of administrative, budgetary, financial or human resources policies and procedures; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; ability to conduct independent research and analysis, identify issues, formulate options and make conclusions and recommendations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Ability to operate databases, project management software and develop spreadsheets and complex text documents is required.

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.

Qualification:

Education: Advanced university degree (Master's degree or equivalent) in the field of police science, criminal justice, law, or other relevant field is required. A first level university degree in combination with qualifying experience in policing or other law enforcement reform matters, including strategic planning and development, may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other similar law enforcement training institution is also required.

Experience: A minimum of seven years of progressively responsible experience in active police, law enforcement, or other related policy/criminal justice work with the rank of Superintendent, Lt. Colonel, service equivalent or higher rank, including at least three years of experience in police planning or policy-making is required. Peacekeeping, other international or Headquarters or field planning experience is desirable. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution.

Languages: English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

Assesment Method:

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

Special Notice:

Circulation of this Job Opening is limited to Member States. Only serving police officers who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointments are limited to service on posts reserved for active police officers who serve on secondment financed by the support account of peacekeeping operations.

Currently serving active-duty seconded officers will not be considered eligible to be nominated for new vacant posts.



Job Title: Police Officer, P-4
Department/Office: OROLSI/Police Division/Mission Management Section
Location: NEW YORK
Posting Period: 08/11/2018 - 06/02/2019
Job Opening number: DPKO/SEC1802/P-4/11

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

Organizational Setting and Reporting:

This position is located in the Mission Management and Support Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peacekeeping Operations. The incumbent reports directly to the Chief of Section.

The overall objectives of the Police Division are to effectively direct police components in peacekeeping operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peacekeeping operations; and, to work towards a shared understanding among all stakeholders on the future direction of police peacekeeping. Additional information available in <http://www.un.org/en/peacekeeping/sites/police/division.shtml>.

Responsibilities:

Within delegated authority, the Police Officer will be responsible for the following duties:

- Provides advice and substantive support to the Police Division on police issues related to peacekeeping.
- S/he assists in the development of policies and strategies for all police dimensions in peacekeeping operations; participates in the police aspects of negotiations; develops police Concepts of Operations in support of integrated mission planning; conducts assessments of post-conflict police institutions and recommends on their immediate short term needs and the role of UN police therein.
- The incumbent reviews and assesses more broadly the long term institutional needs of post-conflict police institutions with a view to developing strategies and partnerships to ensure their long term sustainable development; and, liaises with UN Agencies and Programmes, international and regional organizations, and Member State governments to ensure an effective and coordinated approach to the long term institutional development of post conflict police institutions.
- S/he ensures the adherence of police components to their mandated tasks; advises and guides the components in their activities; evaluates and reviews components' progress; and, performs all other required administrative functions pertaining to the operations of the components and the serving police officers, ensuring the appropriate administration of police personnel, police mission budgets, and disciplinary cases related to police officers.
- The incumbent must be prepared to travel to the field at short notice. S/he works in close collaboration with counterparts from the Office of Operations (especially Integrated Operational Teams), Office of Military Affairs, Policy Evaluation and Training Division, Department of Field Support and other offices in the Secretariat UN agencies.
- S/he conducts presentations and provides information and recommendations to senior UN officials and other national government officials regarding substantive police peacekeeping issues.

Competencies:

Professionalism: In-depth knowledge of issues related to the operations and support of police components in UN field missions; sound understanding of police planning, management, and administration; ability to provide seasoned advice on police administration and operational planning to senior UN and national government officials; versatile in planning a wide range of international police activities; excellent conceptual, analytical and evaluative skills; ability to conduct independent research and analysis, identify issues, formulate opinions and make conclusions and recommendations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

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.

Qualification:

Education: Advanced university degree (Master's Degree or equivalent) in the field of Criminal Justice, Law, Political Science or related field. First level university degree with a combination of relevant academic qualifications and qualifying experience in police and peacekeeping may be accepted in lieu of the advanced university degree. Graduation from a police academy or a similar law enforcement institution is also required.

Experience: A minimum of seven years of progressively responsible experience in an active national police service with a current rank of at least Superintendent or Lt. Colonel, with a specialization in planning and implementing police operations and projects, monitoring and evaluation of complex police tasks and projects is required. At least one year of experience in a peacekeeping operation, UNHQ, or similar international institution is desirable. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution.

Languages: English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

Assesment Method:

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

Special Notice:

Circulation of this Job Opening is limited to Member States. Only serving police officers who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointments are limited to service on posts reserved for active police officers who serve on secondment financed by the support account of peacekeeping operations.

Currently serving active-duty seconded officers will not be considered eligible to be nominated for new vacant posts.

Job Title: Police Liaison Officer, P-4
Department/Office: OROLSI/Police Division/Integrated Operational Team
Location: NEW YORK
Posting Period: 08/11/2018 - 06/02/2019
Job Opening number: DPKO/SEC1802/P-4/12

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

Organizational Setting and Reporting:

While this position is administratively located in the Police Division (PD) of the Office of Rule of Law and Security Institutions (OROLSI), the incumbent reports to the Head of the Integrated Operational Team (IOT) in the Office of Operations (OO). Both OO and OROLSI are in the Department of Peacekeeping Operations (DPKO).

Responsibilities:

Within delegated authority, the Police Liaison Officer will be responsible for the following duties:

- Provides support to police mandate implementation and law enforcement in peace operations.
- S/he provides advice on peacekeeping mission-specific and operations support issues requiring policy decisions; assists in developing and reviewing Mission Plans and Concepts of Operations for police components of peace operations; reviews the draft report of the Secretary-General to the Security Council and the General Assembly and other related issuances on the police components of peace operations; and, advises, facilitates and coordinates police issues requiring the involvement of Police Contributing Countries (PCCs).
- The incumbent also liaises with other offices within the Secretariat, peacekeeping missions and Permanent Missions of the PCC's within the guidelines of the PD; supports the IOT and the PD in planning and integrating police elements into the development of Concepts of Operations and Operational Plans;
- Supports the PD in evaluating police plans and preparing expert police advice on mission operational matters; advises and facilitates the flow of critical information between DPKO and missions to inform the planning, budget, and implementation processes.
- He/she represents the IOT and PD in selected working groups, task forces and outside meetings; facilitates collaboration between the PD and other field mission components at the operational level; and, coordinates and integrates activities of police components in the field missions.
- Assists in liaising with Member States and regional organizations on mission-specific related issues; participates in police contributing countries meetings; drafts mission-specific code cables and related correspondences to peace operations; prepares daily highlight reports on mission-specific issues for submission to the Head of the IOT and the Police Adviser.
- Participates in field visits and prepares assessment reports; prepares talking points for senior representatives of the United Nations Secretariat on mission-specific issues; assists in the preparation and review of budgetary documentation, including results-based budgeting reports, of the police components of peace operations.
- Assists, in consultation with the Conduct and Discipline Unit of the Department of Peacekeeping Operations, in the provision to Member States of prompt and accurate information on any disciplinary matters related to their seconded law enforcement officers in United Nations peace operations.
- Researches on and provides technical and police advice on operational matters, as may be required; acts as an intermediary of the principal liaison group between field missions and headquarters staff on police matters; liaises with the Police Division for response actions and provides the Division's position to the IOT, as required.
- Provides advice to missions, in coordination with Police Division, on staffing and police selection to ensure they are commensurate with the planned operations and activities in

order to fulfil mission mandates.

- Prepares and analyses periodic management reports and other relevant information in order to keep senior managers informed; prepares technical reports and briefings; conducts informal and formal briefing presentations; identifies issues requiring headquarters intervention and follows up on decisions taken; and, executes other tasks as assigned by the Head of the IOT.

Competencies:

Professionalism: Demonstrated competence in police matters at the strategic and command levels; ability to identify issues, formulate opinions and provide recommendations through the use of sound judgment and applying expertise to solve a wide range of problems related to law enforcement; ability to work under pressure; conceptual and analytical abilities; knowledge of theories, concepts and approaches relevant to law enforcement, community safety and capacity-building; good research, analytical and problem-solving skills; ability to identify and participate in the resolution of complex issues and problems; and good negotiation skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

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.

Qualification:

Education: Advanced university degree (Master's Degree or equivalent) in Criminal Justice, Law or Political Science or other related field. A first level university degree with a combination of relevant academic qualifications and experience in police and peacekeeping may be accepted in lieu of the advanced university degree. Graduation from a police academy or similar law enforcement training institution is required.

Experience: A minimum of seven years of progressively responsible experience in national law enforcement, including command experience, with the rank of Superintendent, Lt. Colonel, or a rank equivalent to the level of Lt. Colonel. Experience in police policy-making, and in strategic and operational police management is also required. Experience in UN peacekeeping or in UNHQ is desirable. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Police training experience is desirable.

Language: English and French are the working languages of the United Nations Secretariat. For this post, fluency in English (both oral and written) is required. Knowledge of other official UN language, preferably French, is desirable.

Assesment Method:

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

Special Notice:

Circulation of this Job Opening is limited to Member States. Only serving police officers who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointments are limited to service on posts reserved for active police officers who serve on secondment financed by the support account of peacekeeping operations.

Currently serving active-duty seconded officers will not be considered eligible to be nominated for new vacant posts.



Job Title:	Police Reform Officer, P-3
Department/Office:	OROLSI/PD/Standing Police Capacity
Location:	NEW YORK
Posting Period:	08/11/2018 - 06/02/2019
Job Opening number:	DPKO/SEC1802/P-3/13

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

Organizational Setting and Reporting:

This position is located in the Office of the Police Adviser of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peacekeeping Operations. The incumbent reports directly to the Police Adviser or his/her designate

The overall objectives of the Police Division are to effectively direct police components in peacekeeping operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peacekeeping operations; and, to work towards a shared understanding among all stakeholders on the future direction of police peacekeeping.

Additional information available in <http://www.un.org/en/peacekeeping/sites/police/division.shtml>

Responsibilities:

Within delegated authority, the Police Reform Officer will be responsible for the following duties:

- Provide a wide range of expert advice and assistance on issues related to police and law enforcement reform in support of newly established and existing police components of United Nations peacekeeping operations.
- Assists in the conceptualization, implementation and monitoring of strategic institutional capacity-building interventions and projects in the law enforcement sector in post-conflict and other war-torn environments.
- Assists in improving the structure, organization, management and operational effectiveness of national law enforcement agencies and devises remedies (including donor co-ordination support and funding options) in areas such as operational planning, skills development and specialized training, cooperating as required.
- Identifies best practices in international policing; and works in close cooperation with international actors to address chronic business management gaps in local law enforcement, primarily by identifying specific tasks upon which the Standing Police Capacity can channel and impart its expertise and know-how.
- Works in close collaboration with counterparts from the Office of Operations (especially Integrated Operational Teams), Office of Military Affairs, Policy Evaluation and Training Division, Department of Field Support and other offices in the Secretariat UN agencies to coordinate police reform initiatives in support of host police services in peacekeeping operations.
- Liaise closely with the Standing Police Capacity and coordinate the work of the Police Division and the Standing Police Capacity.
- The incumbent must be prepared to travel to the field at short notice.

Competencies:

Professionalism: In-depth knowledge of issues related to police reform, police operations and UN police activities reflective of principles of governance and accountability and consistent with international human rights; sound understanding of police planning, management, and administration; ability to provide seasoned advice on police reform, police administration and operational planning to senior UN and national government officials; versatile in planning a wide range of international police activities; excellent conceptual, analytical and evaluative skills; ability to conduct independent research and analysis, identify issues, formulate opinions and make conclusions and recommendations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

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.

Qualification:

Education: Advanced university degree (Master's Degree or equivalent) in the field of Criminal Justice, Law, Political Science or related field. Graduation from a police academy or a similar law enforcement institution is also required. First level university degree with a combination of relevant academic qualifications and sufficient experience in police and peacekeeping may be accepted in lieu of the advanced university degree.

Experience: A minimum of five years of progressively responsible experience in rule of law developmental matters, especially in police reforms, including law enforcement development and capacity-building is required. In service with an active national police with a current rank of at least Chief Inspector or Major, equivalent or higher rank is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement training institution. At least one year of experience in a peacekeeping operation, UNHQ, or similar international institution is desirable.

Languages: English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

Assessment Method:

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

Special Notice:

Circulation of this Job Opening is limited to Member States. Only serving police officers who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointments are limited to service on posts reserved for active police officers who serve on secondment financed by the support account of peacekeeping operations.

Currently serving active-duty seconded officers will not be considered eligible to be nominated for new vacant posts.



Job Title: Investigation Officer , P-3
Department/Office: OROLSI/PD/Standing Police Capacity
Location: NEW YORK
Posting Period: 08/11/2018 - 06/02/2019
Job Opening number: DPKO/SEC1802/P-3/14

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

Organizational Setting and Reporting:

This position is located in the Office of the Police Adviser of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peacekeeping Operations. The incumbent reports directly to the Police Adviser or his/her designate

The overall objectives of the Police Division are to effectively direct police components in peacekeeping operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peacekeeping operations; and, to work towards a shared understanding among all stakeholders on the future direction of police peacekeeping.

Additional information available in <http://www.un.org/en/peacekeeping/sites/police/division.shtml>

Responsibilities:

Within delegated authority, the Investigations Officer will be responsible for the following duties:

- Undertake evaluations and assessments related to auditing of Headquarters processes and functions in order to provide appropriate advice to enable the Police Adviser to take action.
- Provides support on a wide variety of matters related to law enforcement investigative procedures, practices, and techniques in the context of starting up police components in new peacekeeping operations as well as assisting existing operations on a continual basis.
- Advises national law enforcement agencies in the investigation of serious crimes and other forms of violence in the mission area of peacekeeping operations that result from terrorism and political extremism.
- Coordinates with other relevant stakeholders in mapping out threats to public security originating from serious crime incidents and lack of law enforcement investigation.
- Assists in the formulation and implementation of advice and specific United Nations police assistance on investigative matters for local law enforcement, focusing in particular on the organizational, structural and cultural changes required in local enforcement agencies to increase investigative capacity and faculty.
- Works in close collaboration with counterparts from the Office of Operations (especially Integrated Operational Teams), Office of Military Affairs, Policy Evaluation and Training Division, Department of Field Support and other offices in the Secretariat and UN agencies.
- Liaise closely with the Standing Police Capacity and coordinate the work of the Police Division and the Standing Police Capacity.
- Must be prepared to travel to the field at short notice.

Competencies:

Professionalism: Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, criminal investigation management and administration, crime analyses, community safety and capacity-building; ability to remain calm in stressful situations; good research, analytical and problem-solving skills. In-depth knowledge of issues related to the operations and support of police components in UN field missions; ability to provide seasoned advice on police investigations, administration and operational planning to senior UN and national government officials; versatile in planning a wide range of international police activities; good negotiation skills; ability to plan own work and manage conflicting priorities; excellent conceptual, analytical and evaluative skills; ability to conduct independent research and analysis, identify issues, formulate opinions and make conclusions and recommendations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

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.

Qualification:

Education: Advanced university degree (Master's Degree or equivalent) in the field of Criminal Justice, Law, Social Sciences or related field. Graduation from a police academy or a similar law enforcement institution is also required. First level university degree with a combination of relevant academic qualifications and sufficient experience in police and peacekeeping may be accepted in lieu of the advanced university degree.

Experience: A minimum of five years of progressively responsible experience in law enforcement matters, including serious and organized crime investigations is required. In service with an active national police, with a current rank of at least Chief Inspector or Superintendent or Major, equivalent or higher rank is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement training institution. At least one year of experience in a peacekeeping operation, UNHQ, or similar international institution is desirable.

Languages: English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

Assessment Method:

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

Special Notice:

Circulation of this Job Opening is limited to Member States. Only serving police officers who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointments are limited to service on posts reserved for active police officers who serve on secondment financed by the support account of peacekeeping operations.

Currently serving active-duty seconded officers will not be considered eligible to be nominated for new vacant posts.



Job Title:	Selection and Recruitment Officer, P-3
Department/Office:	OROLSI/Police Division/Selection and Recruitment Section
Location:	NEW YORK
Posting Period:	08/11/2018 - 06/02/2019
Job Opening number:	DPKO/SEC1802/P-3/15

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

Organizational Setting and Reporting:

This position is located in the Selection and Recruitment Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peacekeeping Operations. The incumbent reports directly to the Chief of Section.

The overall objectives of the Police Division are to effectively direct police components in peacekeeping operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peacekeeping operations; and, to work towards a shared understanding among all stakeholders on the future direction of police peacekeeping. Additional information available in <http://www.un.org/en/peacekeeping/sites/police/division.shtml>

Responsibilities:

Within delegated authority, the Police Selection and Recruitment Officer will be responsible for the following duties:

- Conducts effective and timely selection, recruitment and rotation of police personnel for field missions, including Formed Police Units (FPU);
- Directly involved in expanding the pool of qualified candidates for police personnel positions, developing a skill-based roster for senior police personnel, collaborating and coordinating with the Department of Field Support, UN Field Missions, Member States and Police-Contributing Countries (PCCs) on all matters related to deployment, extension and rotation of police personnel;
- Standardizes recruitment and selection procedures through the development of competency-based profiles; develops and participates in recruitment strategies to meet identified shortfalls, including recruitment and outreach exercises and selection assistance visits to generate a pool of competent candidates, especially thematic experts, i.e. experts in forensics, organized crime, electoral-related activities, criminal investigation, crime prevention, crowd control management, etc.;
- Conducts substantive vetting of candidates to assess their suitability by analysing curricula vitae, screening of candidates and conducting suitable written assessments or interviews by phone or video-teleconference;
- Develops extension and rotation strategies to meet the demand for police personnel and formed units in the field; establishes staggered police rotation plans in coordination with field missions and Member States to ensure continuity and stable strength in order to mitigate the potential adverse impact on mission mandate implementation and security and ensures strict adherence to established performance appraisal policies for any extension requests.
- Participates in pre-deployment visits to inspect contingent owned equipment; assesses the readiness of formed police unit personnel; coordinates negotiations of memoranda of understanding with Member States; joins reconnaissance visits to field missions; and, assists the Chief of Selection and Recruitment Section in daily communication with Member States and field missions related to mission-specific United Nations police selection and recruitment.
- Coordinates and ensures the issuance of medical clearances by the UN Medical Services Division for police officers prior to their deployment to field missions; and, monitors and updates the medical tracking mechanism for police personnel.
- Responsible for managing and participating in Selection Assistance and Assessment Teams

- (SAAT) visits and the Formed Police Assistance Teams (FPAT) visits; arranging and participating in pre-deployment visits to Member States.
- Works in close collaboration and coordination with other components of the Police Division (Mission Management and Support Section and Strategic Policy and Development Section) and with Standing Police Capacity.
 - Engages in data management by utilizing available technology tools such as HERMES.

Competencies:

Professionalism: Ability to identify issues, formulate opinions, present conclusions and offer recommendations. Ability to apply UN human resources rules, regulations, policies and guidelines in work situations and prepare reports or rational with respect to key administrative decisions. Motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations; is conscientious and efficient in meeting commitments, observing deadlines and achieving results. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

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.

Qualification:

Education: Advanced university degree (Master's degree or equivalent) in law, criminal justice, human resources management, police administration, business or public administration, social sciences, education or related area. Graduation from a certified police academy or similar law enforcement training institution is required. A first level university degree in combination with relevant academic qualifications and qualifying experience may be accepted in lieu of the advanced university degree.

Experience: A minimum of five years of progressively responsible experience in active national police service with a rank of Major or Chief Inspector, other service equivalent or higher rank, including three years of practical experience in police administration and recruitment. Experience in a peacekeeping operation, UNHQ, or similar international organization is desirable. Qualifying years of experience are calculated following the graduation from the police academy or similar law enforcement training institution.

Language: English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

Assesment Method:

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

Special Notice:

Circulation of this Job Opening is limited to Member States. Only serving police officers who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointments are limited to service on posts reserved for active police officers who serve on secondment financed by the support account of peacekeeping operations.

Currently serving active-duty seconded officers will not be considered eligible to be nominated for new vacant posts.

Job Title: Conduct and Discipline Officer (Police), P-4
Department/Office: OASG/Front Office/Conduct and Discipline Unit
Location: NEW YORK
Posting Period: 08/11/2018 - 06/02/2019
Job Opening number: DFS/SEC1802/P-4/16

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

Organizational Setting and Reporting:

This position is located in the Conduct and Discipline Unit (CDU), in the Office of the Assistant Secretary-General, Department of Field Support (DFS). The Disciplinary Officer reports to the Chief of the Conduct and Discipline Unit.

Responsibilities:

Within delegated authority, the Disciplinary Officer will be responsible for the following duties:

- Monitors, analyzes and reviews investigation reports, Board of Inquiry reports and Office of Internal Oversight Services (OIOS) reports and recommends appropriate action in personnel disciplinary cases; identifies problems and issues to be addressed and initiates corrective actions; liaises with relevant parties; ensures follow-up actions.
- Participates in planning and facilitating workshops, and delivery or presentation of training modules for Department of Peacekeeping Operations (DPKO), the Department of Field Support (DFS) and Department of Political Affairs (DPA) field personnel.
- Researches, analyzes and presents information gathered from diverse sources.
- Coordinates policy development, including the review and analysis of issues and trends, in the area of conduct and discipline, particularly sexual exploitation and abuse;
- Monitors for consistency in the application of DPKO/DFS policies, procedures and guidelines relating to field missions personnel;
- Organizes and prepares written outputs, e.g. draft background papers, analysis, sections of reports and studies, inputs to publications, etc.
- Provides substantive backstopping, advice, support and guidance to the Chief, CDU, the Senior Policy Advisor, relevant managers at headquarters and the conduct officers and managers in field missions on issues related to conduct and discipline matters with regard to personnel serving in field missions.
- Assists in coordination of outreach activities, training workshops, seminars, etc on the implementation of awareness programmes on UN standards of conduct;
- Leads and/or participates in large, complex field missions, including provision of guidance to external consultants, government officials, field mission personnel and other parties;
- Drafts inputs on issues related to conduct and discipline for reports to the General Assembly
- Performs other duties as required.

Competencies:

Professionalism: Ability to review and comment on legal documents and policies as well as interpret UN rules and regulations, international conventions, treaties and laws in the context of handling misconduct by personnel serving in field missions. Knowledge of UN rules and regulations and its application in the disciplinary process for personnel serving in field missions. Knowledge of the challenges of conduct and discipline issues in peacekeeping. Ability to exercise sound judgment, initiative and discretion when handling confidential and sensitive material. Ability to assist in generating and communicating organizational direction, and introduce and emphasize UN policies and practices. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

Accountability: Takes ownership of all responsibilities and honours commitments; delivers outputs for which one has responsibility within prescribed time, cost and quality standards; operates in compliance with organizational regulations and rules; supports subordinates, provides oversight and takes responsibility for delegated assignments; takes personal responsibility for his/her own

shortcomings and those of the work unit, where applicable.

Judgment/Decision-making: Identifies the key issues in a complex situation, and comes to the heart of the problem quickly; gathers relevant information before making a decision; considers positive and negative impacts of decisions prior to making them; takes decisions with an eye to the impact on others and on the Organization; proposes a course of action or makes a recommendation based on all available information; makes tough decisions when necessary.

Qualification:

Education: Graduation from a Police Academy is required. Advanced level university degree in law and experience in administration of justice systems at national or international levels is required. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree.

Experience: A minimum of seven years of progressively relevant experience in law, administration of justice, project or programme management, human resources as it relates to conduct and discipline is required. Applicant must be an active service police officer in the rank of Captain (Police), Lieutenant Colonel or Superintendent or equivalent in other services. Experience in analyzing problems relating to law and/or conduct and discipline for is required. Experience in monitoring, analyzing and reviewing investigation reports as well as in providing recommendations and formulating policies in the area of law and/or conduct and discipline for UN peacekeeping personnel is highly desirable. Experience in field missions, particularly in complex emergencies or post conflict environments, is desirable. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution.

Languages: English and French are the working languages of the United Nations Secretariat. For this post, fluency in English (both oral and written) is required; knowledge of French is desirable. Knowledge of another UN official language is an advantage.

Assesment Method:

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

Special Notice:

Circulation of this Job Opening is limited to Member States. Only serving police officers who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointments are limited to service on posts reserved for military/police officers who serve on secondment financed by the support account of peacekeeping operations.

Currently serving active-duty seconded officers will not be considered eligible to be nominated for new vacant posts.

Job Title:	Police Training Officer (2 posts) , P-4
Department/Office:	DPKO/DPET/ITS/Field Training Support Team
Location:	NEW YORK
Posting Period:	08/11/2018 - 06/02/2019
Job Opening number:	DPKO/SEC1802/P-4/19

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

Organizational Setting and Reporting:

This post is located in the Department of Peacekeeping Operations (DPKO), Policy, Evaluation and Training Division, Integrated Training Service (ITS).

Responsibilities:

Under the overall supervision of the Chief of Integrated Training Service (ITS), the incumbent is responsible to:

- Plan, coordinate, conduct, evaluate and report on DPKO UN police, military, and civilian training activities including workshops, courses, and seminars conducted for UN Peacekeeping Operations and for Member States both in UN Mission Headquarters and Member States;
- Prepare and present briefings on peacekeeping training policy and guidelines to senior management;
- Liaise with Permanent Missions of Member States, and national, regional and international peacekeeping training institutions;
- Plan, coordinate and supervise the execution and evaluation of United Nations DPKO support and participation in multinational peacekeeping exercises;
- Provide training assistance, support and guidance to Mission Trainers in UN Peacekeeping Operations both remotely and in the field;
- Develop DPKO peacekeeping training policy and staff papers on training issues for the Policy, Evaluation and Training Division;
- Develop, maintain and promulgate UN DPKO standardised training for UN peacekeeping Operations;
- Act as Project Manager for ITS development projects;
- Supervise the ITS police peacekeeping training databases and websites and promulgate standardised UN peacekeeping training publications, carry out UN peacekeeping training and evaluation activities in UNPKOs and UN Member States.

Competencies:

Professionalism: Proven research, analytical and evaluative skills. Ability to conduct independent research and analysis, identify issues, formulate concepts and options and make conclusions and recommendations. Ability to produce high quality work with limited supervision and in unfamiliar environments. Ability to provide sound peacekeeping training advice. Ability to manage and lead training teams in the field. Knowledge and understanding of police institutional development and police capacity enhancement is required as is knowledge of UN peacekeeping procedures. 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 the audience. Demonstrates openness in sharing information and keeping people informed.

Planning & Organizing: Understanding of strategic planning processes and ability to plan, coordinate and deliver complex training activities. Ability to establish priorities, think laterally and

creatively, plan, coordinate and monitor own work plan. Ability to manage projects against approved milestones and deadlines and to monitor and report on performance of staff under supervision.

Qualification:

Education: Graduation from a police academy or similar law enforcement institution is required. Advanced university degree (Master's degree or equivalent), preferably in training and development or a related area such as education or social science is required. A first-level university degree with a combination of relevant academic qualifications and sufficient experience in the area of training delivery and development may be accepted in lieu of the advanced university degree.

Work Experience: The candidate must be an active service police officer, with a rank of Superintendent or other service equivalent. A minimum of seven (7) years of progressively responsible professional training experience is required. A minimum of four (4) years of experience in developing training strategies and programmes, including training design, development, and delivery, and capacity building matters is required. Operational experience as a member of at least one UN peacekeeping mission is required. At least two years of service in a national police training institution, or a peacekeeping training institution is required, or a UN peacekeeping mission training centre is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution.

Language: English and French are the working languages of the United Nations Secretariat. For this post, fluency in written and spoken English is required. Fluency of a second official UN language, preferably French, is desirable.

Assessment Method:

Evaluation of qualified applicants may undergo a technical writing exercise, which may be followed by a competency-based interview depending on the result of the test.

Special Notice:

Circulation of this Job Opening is limited to Member States. Only officers in active service who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointments are limited to service on posts reserved for military officers who serve on secondment financed by the support account for peacekeeping operations.

Currently serving active-duty seconded officers will not be considered eligible to be nominated for new vacant posts.

Job Title: Training Officer , P-3
Department/Office: DPKO/DPET/ITS/Member States Support Team
Location: NEW YORK
Posting Period: 08/11/2018 - 06/02/2019
Job Opening number: DPKO/SEC1802/P-3/21

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

Organizational Setting and Reporting:

This post is located in the Department of Peacekeeping Operations (DPKO), Policy, Evaluation and Training Division, Integrated Training Service (ITS).

Responsibilities:

Under the overall supervision of the Chief of Integrated Training Service (ITS), the incumbent is responsible to:

- Plan, coordinate, conduct, evaluate and report on peacekeeping training activities including workshops, courses, and seminars conducted for UN Peacekeeping Operations and for Member States, in UN Mission Headquarters and in Member States.
- Prepare inputs towards the standardization of peacekeeping training in the field and provide support to training cells in field missions;
- Prepare and present briefings on peacekeeping training policy and guidelines to senior management; liaise with Permanent Missions of Member States, and national, regional and international peacekeeping training institutions;
- Plan, coordinate and supervise the execution and evaluation of United Nations DPKO support and participation in multinational peacekeeping exercises;
- Provide training assistance, support and guidance to Mission Trainers in UN Peacekeeping Operations both remotely and in the field; develop DPKO peacekeeping training policy and staff papers on training issues;
- Develop, maintain and promulgate UN DPKO standardised training material for UN Peacekeeping Operations; act as project leader for training development projects;
- Manage ITS peacekeeping training databases and websites, participate in the deployment and use of electronic training management systems and promulgate standardised UN peacekeeping training publications;
- Plan, monitor and report expenditures of training activities;
- Deploy to UN field missions and to UN Member States for UN peacekeeping training and evaluation activities.

Competencies:

Professionalism: Thorough knowledge of United Nations peacekeeping operations, including integrated missions. Demonstrated in-depth knowledge of design, development, delivery and management of training for peacekeeping. Ability to conduct independent research and analysis, identify issues, formulate concepts and options and make conclusions and recommendations. Proven skills in management of human and financial resources. Demonstrates accountability and takes responsibility and initiative. Ability to coordinate and liaise with a variety of interlocutors. Ability to produce high quality work with limited supervision and in unfamiliar environments. Knowledge of information and communications technology and its application to the delivery, tracking and evaluation of training. 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 the audience. Demonstrates openness in sharing information and keeping people informed.

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: Graduation from a Police Academy or a similar law enforcement institution is required. Advanced university degree (Master's Degree or equivalent) preferably in learning and development, social sciences, management, information technology, information management or related field. First level university degree with a combination of relevant academic qualifications and sufficient experience in the area of training delivery and development may be accepted in lieu of the advanced university degree.

Work Experience: The candidate must be in police active service with a current rank of at least Chief Inspector or Major, with at least five years of progressively responsible police experience. A minimum of three years of experience in design, development, and practical delivery of formal training sessions and programmes is required, preferably in a police training establishment or national or regional peacekeeping training centre. At least one year of experience in a UN peacekeeping mission is required, preferably as a trainer. Experience in information management or the design, roll-out or maintenance of learning management systems is highly desirable. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement training institution.

Language : English and French are the working languages of the United Nations Secretariat. For this post, fluency in written and spoken English is required. Fluency of a second official UN language, preferably French, is desirable.

Assesment Method:

Evaluation of qualified applicants may undergo a technical writing exercise, which may be followed by a competency-based interview depending on the result of the test.

Special Notice:

Circulation of this Job Opening is limited to Member States. Only officers in active service who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointments are limited to service on posts reserved for military officers who serve on secondment financed by the support account for peacekeeping operations.

Currently serving active-duty seconded officers will not be considered eligible to be nominated for new vacant posts.