

No.21023/11/2025-PP/544
Government of India
Ministry of Home Affairs
[Police-II Division]

Kartavya Bhavan-3, New Delhi
Dated 18 August, 2025

To

Col Tarunendra Pratap Singh
Military Advisor
PMI to UN, New York
(Through Email)

Subject- Vacancy announcement for the post of Public Order Adviser, P4 in SPC, Brindisi, Italy- reg.

Sir,

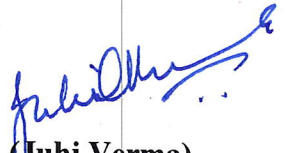
I am directed to invite attention to PMI to UN's email dated 17.05.2025 on the subject cited above and to convey approval of the competent authority for nomination of the following officers for the post of Public Order Adviser, P4 in SPC, Brindisi, Italy:

- i. Shri Vineet Kapoor, DIG, Madhya Pradesh
- ii. Smt. Nimisha Pandey, AIG, Madhya Pradesh

2. All the requisite documents in r/o above officers are also attached. It is requested that the nominations may be forwarded to Police Division, UNHQ for selection process and convey the outcome to this Ministry.

Yours faithfully,

Encl: As Above


(Juhi Verma)
Director (Pers-Coord)
Tele-24010094

Copy to :

- 1) Chief Secretary, Madhya Pradesh
- 2) DGP, Madhya Pradesh
- 3) OSD(UNP), MEA, JNB, New Delhi
- 4) SO (IT), MHA: With the request to upload the above communication on MHA website (Police Division-II (UN Courses/Workshops))

क्रमांक-1/1/8/0043/2025/बी-2/दो

मध्य प्रदेश शासन

गृह विभाग

मंत्रालय, वल्लभ भवन, भोपाल

प्रेषक,

अन्नू भलावी

अवर सचिव

प्रति,

सुश्री जूही वर्मा,

निदेशक (Pers-Coord),

भारत सरकार, गृह मंत्रालय,

नार्थ ब्लॉक, नई दिल्ली-110001

भोपाल, दिनांक- /07/2025

विषय- United Nations में नियुक्ति के संबंध में - श्री विनीत कपूर, भापुसे (2010)।

—00—

महोदय,

उपर्युक्त विषय में आपके पत्र क्र. 21023/11/2025, दिनांक 22 मई, 2025 के संदर्भ में श्री विनीत कपूर, भापुसे, उप पुलिस महानिरीक्षक/पी.एस.ओ. टू डी.जी.पी, पुलिस मुख्यालय, भोपाल द्वारा Department of Peace Operations के अंतर्गत Public Order Adviosr (P-4) के पद पर नियुक्ति हेतु निर्धारित प्रपत्र में प्रस्तुत आवेदन पत्र अनुशंसा सहित आवश्यक कार्यवाही हेतु संलग्न प्रेषित है।

2/ पुलिस मुख्यालय से प्राप्त प्रतिवेदन अनुसार श्री विनीत कपूर, भापुसे के विरुद्ध अपराधिक प्रकरण/सतर्कता तथा विभागीय जांच लंबित नहीं है।

3/ कृपया प्रकरण में लिये गये निर्णय से विभाग को अवगत कराने का कष्ट करें।

संलग्न-उपरोक्तानुसार।

भवदीय

Digitally signed by

ANNU BHALAVI

Date: 24-07-2025

18:31:01

(अन्नू भलावी)

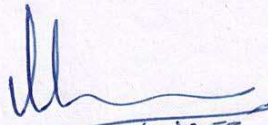
H.R. Self Attestation

I, Vineet Kapoor, DIG Community Policing, Police Headquarters, Bhopal, M.P., India, attest that I have not committed, been convicted of, nor prosdecuted for, any criminal or disciplinary offence. I attest that I have not been involved, by act or omission, in any violation of human rights law or international humanitarian law.

Place:- Bhopal.

Date:- 19/6/25 —

Name:-


19/6/25
Vineet Kapoor

Designation:- DIG Community Policing,
Police Headquarters, Bhopal, M.P.

POLICE HEADQUARTERS, MADHYA PRADESH, BHOPAL

HR CERTIFICATE

"The Police Headquarters, Madhya Pradesh, Bhopal is hereby confirming that neither **Shri Vineet Kapoor**, working as **PSO to DGP, Police Headquarters, Bhopal, M.P.** has been convicted nor currently under investigation or being prosecuted for, any criminal or disciplinary offence, or any violations of International Human Right Law or International Humanitarian Law.

The Police Headquarters, Madhya Pradesh State, Bhopal also certifies that it is not aware of any allegations against the nominated candidate that she has committed or been involved, by act or omission, in the commission of any acts that may amount to violations of International Human Right Law of International Humanitarian Law".

Dated :- 09.07.2025

Place :-Bhopal

(Adarsh Katiyar)
Special Director General
(Administration)
Police Headquarter, Bhopal

BIO-DATA Proforma

ANNEXURE-II


Name of Post(s) Applied Public Order Adviser P-4 SPC Brindsi

Department of Peace Operations,



- **Job Opening Number**
Vacancy Announcement Number 2025-SPC-75916-DPO
- **Name of the Officer(as per official documents)** Vineet Kapoor
- **Designation/Rank, Organization, Pay scale/level** DIG Community Policing- Rank DIG, Indian Police Service-MP Cadre, Pay Scale 13A- (Basic Pay- Rs 198300 per month)
- **Present Place of Posting** – Bhopal- MP
- **In the case of officers on Deputation with other organization:** NA
 - Name of Parent Organization**
 - Name of organization presently employed**
 - Date of Deputation**
 - Expected Date of repatriation to parent cadre/organization**
- **NoC from Parent Cadre (if on deputation) mandatory :** Yes
- **Date of Birth** – 28 Sept 1970
- **(a) Educational qualification-** PHD / MA.
- **(b) Required qualification as per applied job/posts-** (Yes)
- **Date of Joining Police Service-** 02/01/1995
- **Date of Superannuation-** 30/09/2030
- **Service/Cadre/Batch:-** IPS-2010/ MP Cadre.
- **Previous UN Experience-** UNMIK-2003-2004, UN Mission in Kosovo.
- **Other Foreign/international Experiences-**
 - Visiting Fellowship to work on 'Peace Keeping Research related to Public Order Management and Social Conflict through Community Policing', at Democracy Lab, Univ of Virginia USA year 2019-20,
 - Research on 'Police Accountability and Human Rights imperatives for UN Development Agencies – short term research assignment at London School of Economics -London UK -2009.
 - Training lead Police Reforms (master trainer development in UK) -GoI- UK Govt joint project 2002.
- **Contact Details: Telephone No**
 - Office** -0755-2443526
 - Residence**- 9425150465
 - Mobile**- 9425150465
 - E-mail**- Kapoorvineet28@gmail.com
- **APAR/ACR Gradings of Last 05 years(mandatory): -**
- **Outstanding Achievements, if any—**given in P11 form.
National /International recognition in the field of Evidence Based Policing, Public Order, Community Policing, Police Training and Research, relevant to UN Peacekeeping and for the post applied.
- **Last Five(years) work profile/experiences-** given in P11 form.

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

INSTRUCTIONS			 UNITED NATIONS			Do not Write in This Space			
Please answer each question clearly and completely. TYPE OR PRINT LEGIBLY. Read carefully and follow all directions.			PERSONAL HISTORY						
1. Family name Kapoor		First name Vineet		Middle name		Maiden name, if any			
2. Date of (day/month/yr) Birth 28/09/70		3. Place of birth Shujalpur		4. Nationality(ies) at birth INDIAN		5. Present Nationality(ies)		7. Sex Male	
8. Height 174 cm	9. Weight 85	9. Marital Status: Married <input checked="" type="checkbox"/>							
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? NO <input type="checkbox"/> (b) Are there any limitations on your ability to engage in all travel? NO <input type="checkbox"/>									
11. Permanent address House No – E 5/65 Arera Colony , City -Bhopal State -MP, Country -India Pin 462016 Telephone No. 0091- 9425150465			12. Present address House No – E 5/65 Arera Colony , City -Bhopal State -MP, Country -India Pin 462016 Telephone 0091-755-2443526 Fax- 0091-755-2443501, Mobile. 0091-925150465			13. Office Telephone No. 0091-755-2443526 14. Office Fax No. 0091-755-2443501 E-mail: Kapoorvineet28@gmail.com			
15. Do you have any dependent children? YES <input type="checkbox"/> If the answer is "yes", give the following information:									
Name of Children		Date of Birth (day/mo/year)		Place of Birth		Nationality		Gender	
Lavanya Kapoor		09/07/2006		Great Yarmouth UK		Indian		Female	
Kainaath Kapoor		14/12/2010		Indore India		Indian		Female	
15. (a) Name of Spouse Dr Shalini Kapoor		04/08/1971		Kanpur		Indian		Female	
16. Have you taken up legal permanent residence status in any country other than that of your nationality? YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> If answer is "yes", which country?									
17. Have you taken any legal steps towards changing your present nationality? YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> If answer is "yes", explain fully:									
18. Are any of your relatives employed by a public international organization? YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> If answer is "yes", give the following information:									
NAME			Relationship			Name of International Organization			
19. What is your preferred field of work? Peacekeeping and Public Order Management, Community Policing, Training and Training Management, Evidence Based Policing, Organizational Development, Human Rights Mainstreaming, Women's Security and Child Protection.									
20. Would you accept employment for less than six months? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>				21. Have you previously submitted an application for employment and/or undergone any tests with U.N.? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> If so, when? UN SAT UNMIK 2003					
22. KNOWLEDGE OF LANGUAGES. What is your mother tongue? Hindi									
OTHER LANGUAGES		READ		WRITE		SPEAK		UNDERSTAND	
		Easily	Not Easily	Easily	Not Easily	Fluently	Not Fluently	Easily	Not Easily
English		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Hindi		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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						List any office machines or equipment and computer programmes you use. Computer, Wireless Radio, security equipments etc			
	English	French	Other languages						
Typing									
Shorthand									

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	ATTENDED FROM/TO		DEGEES and ACADEMIC DISTINCTIONS OBTAINED	MAIN COURSE OF STUDY
	Month/Year	Month/ Year		
Tata Institute of Social Sciences (University) Mumbai India	Jun 2013	May 2017	PHD – Doctoral Degree. PHD in Human Rights Training and Organizational Behavior of the Police	Human Rights Training involving Organizational Socialization of the Police – critical evaluation . Human Rights Mainstreaming Training Design and Delivery in Police
Human Rights Center, University of Essex UK <i>Postgraduate Degree- Masters degree</i>	Oct 2005	Dec 2006	MA In Theory and Practice of Human Rights	Human Rights Theory and Practice Covered - International Human Rights and Humanitarian Law and Law of Armed Conflicts /International & Regional Human Rights Mechanisms/ /Treaty Bodies Conflicts & Peace keeping / Policing and Human Rights/ Women's Rights and Child Rights, Sustainable Development.
Delhi School of Economics- Delhi University – Masters Degree (Postgraduate Degree)	July 1991	Aug 1993	MA in Human & Social Geography	Human & Social Geography, Covered Political Geography & Governance, National and International Development , Global Studies Social Systems and Institutions Geography of Crime, Urban Studies, Rural Development, Environmental studies.
Kirorimal College Delhi University- Delhi India Graduate Degree (BA- Honours)	Jul 1988	Jun 1991	BA (Honours) Geography	Human and Social Geography Social systems, Governance and Political Geography, Physical Geography and Environment, Urban and Rural Studies, Global Systems, Peace and Development
Police College				
Jawahar Lal Nehru Police Academy Sagar MP, India. (Postgraduate Police Academy Diploma)	Jan1995	Feb 1996	Graduation from Police Academy as a Deputy Superintendent of Police	Criminal Law, Police Investigation, Law Enforcement, Rule of Law Community Policing and Security Management, Civilian Policing Strategies, Weapons and tactis, Public Order Management and Peace keeping, Protection of Women Children and disadvanatged groups.
Other Academic Distinctions and Credentials				
Cambridge Center for Evidence Based Policing – Univesity of Cambridge UK	October 2024 onwards	continuing	Fellow at the Cambrdige Center for Evidence Based Policing	Evidence Based Research on Policing and Law Enforcement. This includes research and training activity on Peace Administration, Public Order Policing, Crowd Control, Community Policing and GBV and Child Procetion. Capacty Building of the Police , Digital security and Cyber Crime. Officer Excachnge Programs.
Democracy Lab, Global Studies – University of Virginia -USA	Aug 2019	Jun 2020	Visiting Research Fellow and Professor of Practice in Global Security, Justice and Human Rights	Research and Some Teaching to graduate students on Global Security, Justice and Human Rights. Research on Ending Violence Against Women Research on Peacekeeping and Interreligious violence and how multicultural policing finds solutions in Civilian Conflicts and Peacekeeping which has imperatives for Peace keeping in the UN and other settings.

National Law University Delhi	September 2017 onwards	continuing	Honorary Professor of Practice for Police Public Interface, Victim Justice and Human Rights	Honorary Professor involved in police reforms related research, Training and Capacity Building of the Law Enforcement Sector, Victim Justice and Access to Justice Research and Intersectional Issues in Policing and Law Enforcement.
Human Rights Center, London School of Economics and Political Science LSE- London UK (Academic Distinction)	Nov 2009	Mar 2010	Visiting Research Fellowship	Research on Human Rights Training of the Police and Mainstreaming Human Rights in Police Organizational Culture. Soft Skills Training Needs Analysis of the Police. Contributed to the Research Project on Police Accountability in Democratic Society for UNDP Turkey.
British Chevening Human Rights Fellowship Award – (British Foreign and Commonwealth Office UK) Academic Distinction	May 2005	Jan 2010	British Chevening Human Rights Fellowship Award (for postgraduate human rights degree awarded at University of Essex-UK)	Human Rights and Policing related research project followed by Postgraduate degree in Human Rights Theory and Practice at the University of Essex UK and internship in Medical Foundation in Torture Care at London.
University Grants Commission of India – New Delhi – India (Academic Distinction)	May 1992	Dec 1994	Postgraduate Research Fellowship for social sciences.	Research on Governance and Social Development
DFID- Department for International Development UK- Safety Security and Access to Justice Project for the Police under Indo-British Bilateral Police Improvement Program.	May 2001	Oct 2001	Postgraduate Diploma in Training Needs Analysis and Training of Trainers for Police Project. (Safety, Security and Access to Justice Project)	Police Training Reforms Soft Skills and Ethics Training for Police Human Rights Training for Police Safety Security and Access to Justice Training and Curriculum design for Police Improvement Programs.

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	
Central School Bhopal MP India	Senior Secondary Exam for class XII	Jul-1986	May-1988	Senior Secondary Exam for class XII
St Joseph's Convent School Ratlam MP India	High School Examination for class Xth	Jul-1984	May-1986	High School Exam for class Xth

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

- Fellow Cambridge Center for Evidence Based Policing, University of Cambridge UK- Lead Researcher and Police Trainer in Evidence Based Policing related to Police Public Interface, Police Leadership Training and Cyber Crime and related fields.
- Profesor of Practice (Visiting Fellow) at the Democracy Lab University of Virginia on Global Security, Justice and Human Rights- conducted research on Ending Violence Against Women and on Civilian Conflict Management and Pace Keeping with inferences to finding community policing solutions for international peace keeping.
- Research Lead Police Reforms for Ending Violence Against Women through an association with RCT based research activities of the Police Reforms Research Cell in collaboration with Poverty Action Lab of MIT USA
- Member Natiional Police Training Standardization Committee Govt of India, Minisitry of Home Affairs through Bureau of Police Research and Development. Gol.
- Honorary Professor on Victim Centric Policing and Community Orineted Law Enforcement- National Law University Delhi..
- Secretary of the Police Research Lab PARIMAL which has its research output realted to democratic pólice reforms and community policing along with a major focus on intersectional disadvantage and inclusive policing.
- UNWOMEN related collaboration to créate an international fórum for improving Access to Justice through pólice service Delivery platforms.
- Police Expert on UN DDG- The Doctrinal Development Group for which nominated as Expert from India to contribute in the DDG under the Strategic Guidance Frame Work . Contributing the the groups related to DDG- on Mentoring, Monitoring and Advising and DDG on the Operational Planning.
- Member of the Police Expert Panel in Police Reforms and Soft Skills Training for National Police Mission , Bureau of Police Research and Development Govt of India
- Fellow Human Rights Center London School of Economics and Political Science London UK
- National Resource Person in Training for Bureau of Police Research and Development Ministry of Home Affairs Government of India
- Editorial Member of the the COPS TODAY Journal published from New Delhi on Policing Practcies.
- Member British Chevening Scholars Society
- Member Association of British Scholars India
- Member Parivar Paramarsh Kendra – Community Police Initiative Indore MP India
- Advisor SERACH: Community Police and Access to Justice Training Organization in Madhya Pradesh Central India
- Chairman Childline Indore Community Policing Chapter - Charity for Children's Human Rights and for Helping Children in Distress
- Member Essex University Human Rights Law Network UK
- Advisor Pariwar Paramarsh Kendra Indore Support Center for the Victims of Domestic Violence
- Advisor and Founding Member of Sanjivani Balmitra Kendra- Children's Rights Organization for Street Children
- Advisor for Nagar Raksha Samiti –forum for Community Policing
- Guest Faculty National Law Institute University Bhopal MP India
- Guest Faculty Academy of Administration Bhopal
- Human Rights Panelist Trainer for Institute of Social Sciences New Delhi
- Expert Panel Trainer on Gender Justice and Gender Sensitization NIPCCD Ministry of Women and Child Development Government of India
- Panelist, Resource Person and Researcher on Criminal Justice Reforms and Training BPRD Ministry of Home Affairs Government of India.

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	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YEAR October 2023	MONTH/YEAR PRESENT	STARTING Rs 3600000	FINAL Rs 4000000	OSD to State Police Chief & Deputy Inspector General of Community Policing and Police Reforms Projects.
NAME OF EMPLOYER: Government of MP-India Police Department		TYPE OF BUSINESS Office incharge for the Head of the State Police and Incharge Community Policing for the State of Madhya Pradesh and Incharge Police Reforms Projects, Evidence Based Police Research Projects		
ADDRESS OF EMPLOYER: Government of Madhya Pradesh Home Department Wallabh Bhawan Bhopal MP,		NAME OF SUPERVISOR Mr Sudhir Kumar Saksena IPS, Director General of Police for the State of Madhya Pradesh, Police HQrs, Jehangirabad Bhopal, MP, India, pin 462008 Ph 2443500, email-dgp.mp@mppolice.gov.in		
		NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: A Superior and position which has the supervision of the entire personal staff and security staff of the HE the Governor of the state of MP which are around 200 in number.		

DESCRIPTION OF YOUR DUTIES :

- Office Incharge and Chief of Staff of the Director General of Police / Chief of the State Police having more than 125000, employees.
- This position requires supervision on behalf of the chief of police for Human Resources, Planning, Provisioning and Operational Policing and standard setting for police reforms and police service Delivery.
- Community Policing Chief of the state- Additional Charge of Community Policing – to lay out the direction and oversight of the Community Policing initiatives of the entire state of Madhya Pradesh having 950 Police stations under its jurisdiction- requiring monitoring of the Community police projects and practices
- Police Media advisor for improving police public interface and police media management
- Police Training Project advisor for improving police training, doing TNA Training Needs Analysis and Human Rights oriented Police Training and improving soft skills and pro public police behaviours through training
- Evidence Based Police Research Team Advisor to take up new research projects aimed at evidence based police improvement and Service Delivery enhancement programs at the state police head quarters.
- Police Welfare Advisor – taking care of special projects to improve police motivation, police personnel wellbeing, health including emotional well being, their family welfare and improvement of their motivation and service Delivery standards.

Achievements

- Lead Role in designing and implementing a state wide community police based child protection and adolescent girls safety Project. This approach has brought thousands of girls out of child marriage and has ensured Access to Justice for girls in the community, making them skilled to earn and living and providing them personal safety and rights awareness training. The crime in the slums has come down as the girls act as advance Warner and this ensures that police reach in the community has increased which has resulted in its appreciation at the national level by UNICEF which also got it presented as a best practice before the prestigious Juvenile Justice Committee of the Supreme Court of India
- The community Police initiatives in Madhya Pradesh through the women's help desks at the police station level through activating women's community collectives called 'Shakti Samitis' combined with adolescent girls program- 'Srijan' won lots of appreciation in reducing community based crime against women and also by UNWOMEN which showcased it as a best practice in community police based safety solutions for safe urban spaces for women conference held at Quito Ecuador in November 2023.

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

- UN Peacekeeping and Public Order Management related paper for Policy recommendation entitled, "*Community Policing Solutions for Religion-on-Religion Conflict: Lessons from an Indian Case Study*" published in the journal 'World' 2022 (MDPI) and is available online: Abstract: <https://www.mdpi.com/2673-4060/3/4/47> PDF Version: <https://www.mdpi.com/2673-4060/3/4/47/p>
- *Human Security and Norms Setting for the Police in the Pandemic - Police Chief Magazine Global Policing edition Wahington DC June 2021*
- *Police Motivation, Agency and Internal Communication Survey of Pandemic Duties in the Police by IDFC Institute and MP Police. IDFC Institute website and online resource, 2021*
- Public Order Management in Multicultural Societies related paper – "*Community Policing - Diversity Engaged and Embedded Multicultural Community Policing DEEM-COP - Police Chief Magazine IACP, Wahsington DC 2020*
- *Policing and Public Health: State Capacity on the Front Lines of the COVID-19 Pandemic- CASI Centre for the Advanced Study of India, University of Pennsylvania, 2020*
- *Organizational Development Approach to Training Needs Analysis in the Police: An Assessment of TNA Based Training Design and Delivery in Madhya Pradesh-The Indian Journal of Criminology and Criminalistics , 2019*
- *Research Paper Read at International Education Conference in Dec 2015 at Banguluru India - Research Paper titled- "Education for Emancipation and Law Enforcement: Critical Pedagogical Examination of the Human Rights Education of the Police",*
- *Research Article entitled - "The Anatomy of the SMART Police Model: Towards Identification of an Agenda for Change " published in the Indian Police Journal -March-June 2015.*
- *'Training Needs Based Training Innovations in the Police Training: Experiments and Initiatives in MP', Special Journal Published on the occasion of the 33rd All India Police Science Congress at Ahemdabad, March 2015*
- *'The T-2 of SMART: Democratic Demands and the Capacity Building of Police in India', May 2015, forthcoming article to be published in the Special Issue of Journal published by International Police Expo in May 15 at New Delhi.*
- *Democratic Accountability for the Police: The Best Practice Review of the Independent Police Complaints Commission for the England and Wales: The Indian Police Journal July 2013*
- *'Samudayik Police- Community Police Training Manual ' – Training Manual for Community Police Workers, book in Hindi language as a basic reader for community police members . Madhya Pradesh Police Press 2011.*
- *Police Case Studies: Training Manual for the Police Investigators – Editorial work Training Case Studies Collection for training of police officers undergoing basic training .Madhya Pradesh Police Press 2011.*
- *Protecting Women from Domestic Violence- Research Article in The Tribune Chandigarh -2011*
- *VVIP Security Arrangements and the Role of the Police - Training Booklet for Police Training- BPRD , Ministry of Home Affairs , New Delhi. 2011*
- *Human Rights Based Approach to Development and Local Level Democracy :Critical Evaluation of India's Panchayati Raj System –Working Paper Series , Human Rights Center London School of Economics and Political Science 2010*
- *Police Reforms: Need to Focus on the Police Station- Research Article in The Tribune Chandigarh -2010*
- *Development and Human Rights: The Empowerment of Individuals Holds the Key to Growth- Research Article in The Tribune Chandigarh -2010*
- *Civilian Oversight for the Police in the UK: UNDP Research Report on Civilian Oversight for UNDP Turkey 2009-2010*
- *Governance Human Rights and Women's Access to Justice: Indian Police Journal April-June 2007*
- *Training Needs Analysis for the Border Security Force in India: Co-authored Research Report for BPRD Ministry of Home Affairs 2004*

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YEAR 1 Jul 2020	MONTH/YEAR October 2023	STARTING Rs 2400000	FINAL 3300000	Deputy Commissioner of the Police (HQrs and Women's Security, community Policing) Police Commissionerate of Bhopal City.
NAME OF EMPLOYER: Government of MP-India Police Department		TYPE OF BUSINESS Command level position involving administration , Human Resources, Financial Management of large Police Unit along with supervision of Crime Against Women, Children and Managing Community Police specialization in the city.		
ADDRESS OF EMPLOYER: Government of Madhya Pradesh Home Department , Wallabh Bhawan Bhopal MP,		NAME OF SUPERVISOR Makrand Deoskar IPS Commissioner of Police Bhopal-MP Police Ph 0091-9425087494, email-		
		NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: Police Staff of more than 5000 which involved all ranks from senior supervisory ranks to police station staff		

DESCRIPTION OF YOUR DUTIES :

- Command level position for the state capital city of Bhopal one of the biggest cities in Central India. This involved Human Resources Management, Operational Staff management, including recruitment, selection and on the job training.
- Financial administration, logistics and Provisioning. This involved logistics for the entire force and control of police Budget and finance
- Supervision of Crime Against Women and all programs related to ending violence against women and gender based work in the Police . This involved public outreach to improve Access to Justice.
- Supervision of Work related to Child Protection and Crime Against Children. This involved multi agency work with police and other Related criminal Justice agencies.
- Crime Statistics Management. Collection of Crime data, Hotspot mapping and supporting operations and planning through statistical research on crime and public security.
- Media and Press Management for the Police
- Community Police Incharge of the district – looking after community police interface and synergy. Running special community Police drives in the city.

Achievements

- Establishment of newly constructed Police Commissionerate System in a city of around 3 million people involving a police force of 7000 police personnel as the chief manager of police establishment for human resources and logistics related establishments.
- Managed a large recruitment drive for the police and inducted and trained 1200 police personnel in a span of one year.
- Managed a large scale public security for general elections for democratically electing public representatives which had huge Public security and free and fair conduct of election overload. This had major police deployment and management requirement.
- Best Practice Model creation for Women's Police Station in the city, establishment of Women's Help Desks in each of the 40 police stations, establishment of child protection units and special juvenile police units
- Co-created a community police Unit which involved the synergistic working based on the convergence of best efforts of different criminal Justice sector stakeholders Associated with the Police Community wing of the newly established Police Commissionerate.

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YEAR 10 August 2019	MONTH/YEAR June 2020	STARTING \$110000	FINAL \$ 110000 Research Assignment	Visiting Professor of Practice- Global Studies- Global Security, Justice and Human Rights at the Democracy Lab of the University of Virginia USA
NAME OF EMPLOYER: University of Virginia USA		TYPE OF BUSINESS Research on Policing, and Global Security, Justice and Human Rights- Violence Against Women and Peacekeeping and, Multicultural Policing		
ADDRESS OF EMPLOYER: Democracy Lab University of Virginia USA		NAME OF SUPERVISOR Prof Sandeep Sukhtankar, Professor of Development Economics, Global Studies, University of Virginia, Room No 330, Monroe Hall, UVA, McCormick Road Charlottesville VA 22904, Ph 001-857-9286438.		
		NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: Academic Research Position no supervision required.		

DESCRIPTION OF YOUR DUTIES :

- Research and Some Teaching to graduate students on Global Security, Justice and Human Rights.
 - Research on Ending Violence Against Women with special reference to Police Practices and Opening up of Women's Help Desks at Police Stations in India
 - Research on Peacekeeping and Interreligious violence and how multicultural policing finds solutions in Civilian Conflicts and Peacekeeping which has imperatives for Peace keeping in the UN and other intergovernmental settings.
- Achievements**
- Taught Global Security, Justice and Human Rights to Graduate Level Students preparing them to serve in International Development and Justice Administration.
 - Published a research on Access to Justice for Women and Women's Help Desks at Police Stations through Abdul Jameel Poverty Action Lab's Research and Research done with the support of University of Virginia devising a model of Women's Help Desks in Police Stations.
 - Published a Research in Religion on Religion Civilian Conflicts and International Peace Keeping Implications through Community Police Models based on Best Practices from an Indian Perspective.

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Deputy Director MP State Police Academy Bhopal MP
MONTH/YEAR 15 January 2019	MONTH/YEAR 1 August 2019	STARTING Rs 1800000	FINAL Rs 1800000	
NAME OF EMPLOYER: Government of MP-India Police Department		TYPE OF BUSINESS Deputy Head of Training Academy and incharge of Research and Evidence Based Police Reforms		
ADDRESS OF EMPLOYER: Government of Madhya Pradesh Home Department, Wallabh Bhawan Bhopal MP,		NAME OF SUPERVISOR Anuradha Shankar IPS, ADG Training Police Headquarters Bhopal 0091-7552443584, 0091-9425005210		
		NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: Total of 400 Training center employees and around 800 trainees at a time This involves 34 Senior Trainers and Training Adminstrators		

DESCRIPTION OF YOUR DUTIES :

- Deputy Head of Training Academy involving Training Administration, Training related HR, running of day to day administration, Budget, finance and Academic aspects of Training Administration in the Institution.
 - Curriculum Development syllabi design and working out needs based police training practice through Training Needs Analysis, Training of Trainers and Trainer development methodologies.
 - Research Lead Police Reforms and Evidence Based Police Practice through a research cell established at the Training Center – leading various research lead police reforms projects.
 - Trainer and Senior Supervisor for Basic Training and Recruit Training for all ranks of the police personnel recently recruited.
 - Trainer and Senior Supervisor for specialized police training and for in service police training
 - Specialist Trainer for Human Rights Training of the Police
 - Specialist Trainer for the Soft Skills Training of the police.
- Achievements**
- Large scale Training Administration covering the Recruit Training of more than 1500 Police Officers and Investigators
 - Senior Police Officer's Recruit Training of 250 police officers involving senior supervisory police role training
 - Conduct of TNA Training Needs Analysis for designing the syllabus of senior officer's promotion to higher ranks and their Training
 - Designing of Mentoring Plan for Police Investigators and Young Officers and implementing them.
 - New Training Methods Devised and Implemented with Experiential Learning Methods and Audio Visual Aid.

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Senior Superintendent of Police for the district Vidisha in the state of Madhya Pradesh
MONTH/YEAR 1 March 2017	MONTH/YEAR 15 January 2019	STARTING Rs 1800000	FINAL Rs 1800000	
NAME OF EMPLOYER: Government of MP-India Police Department		TYPE OF BUSINESS Police Chief of District -Operational and HR Command.		
ADDRESS OF EMPLOYER: Government of Madhya Pradesh Home Department, Wallabh Bhawan Bhopal MP,		NAME OF SUPERVISOR Mr Rishi Shukla IPS Director General of Police – State Police HQ Jehangirabad Bhopal MP Ph 0091-755-2443500		
		NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: Chief of the Police of the district Vidisha Command level position having supervision of more than 2000 police employees from all ranks ranging from constables upto command level police managers.		

DESCRIPTION OF YOUR DUTIES :

- Senior Command level police chief position involving supervision and management of a large police district having urban towns and villages covering more than 3 million population with a supervisory jurisdiction of 24 police stations.
 - Leadership level responsibility in Human Resource Management, Training and capacity building also involving discipline and control, and development and ensuring internal vigilance and ensuring police accountability
 - Leadership in the command of Operational duties of planning and executing police operations and all kinds of crime control responsibilities
 - Senior most Investigation supervisory, leading a team of police investigators giving them guidance and overseeing foolproof investigations
 - Command level responsibility in maintaining police Public Order and Peace and ensuring peaceful events and public situations where crowd control and public order management in other events are involved.
 - Chief Coordinator for Community Policing for the district and laying the protocols for community police interface for the various police under the jurisdiction. Leading Community Police events
- Achievements**
- Conduct of Peaceful, free and fair General Elections for Democratic Elections for state legislative assembly and national parliamentary election
 - Effective Crime Control and Peace Administration by leading the district through crime control, prevention and detection supervision effectively.
 - Started a new Women's Help Desk and One Stop Crisis Center for women facing Violence and children and women affected by domestic violence
 - Effective Launch of Community Policing initiative to ensure conflict management and peace building between different Religious groups and bringing inter religious dialogue and peaceful coexistence after the area saw violent conflicts.

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Staff Officer to the Director General of Police at State Police HQ Secretary Police Research Cell for Evidence Based Policing
MONTH/YEAR 1 July 2016	MONTH/YEAR 1 March 2017	STARTING Rs 1560000	FINAL Rs 1560000	

NAME OF EMPLOYER: Government of MP-India Police Department	TYPE OF BUSINESS Chief of Staff for the Director General of Police,, Principle Advisor and Police Research and Reforms Lead	
ADDRESS OF EMPLOYER: Government of Madhya Pradesh Home Department , Wallabh Bhawan Bhopal MP,	NAME OF SUPERVISOR Mr Rishi Shukla IPS Director General of Police – State Police HQ Jehangirabad Bhopal MP India Ph 0091-755-2443500	
	NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: A Lead staff position which has the supervision of the entire personal staff and security staff of the Director General of Police of the state of MP which are around 200 in number.	REASON FOR LEAVING N/A

DESCRIPTION OF YOUR DUTIES :

- Chief of staff for the Head of the State Police of Madhya Pradesh under the federal structure of the Republican Syatem of Indian Governance. work profile includes Secretarial, Ceremonial and Lison incharge for the Director General of the Police including HR issues, senior level accountability and internal inquires and related standard setting of the police conduct. Ceremonial incharge of DGP's office.
- Founded the DG Research and Policy Cell for the state Police with a mandate to do collaborative research with think tanks and universities for evidence informed police reforms and practice with action research methods.
- Leadership position in Police Reforms and Research wing of the state police devoted to deciding and executing the mandate of Evidence Informed Police Reforms Decisions and projects being undertaken.

Acheivement

- Established the DG Research and Policy Cell which has become one of the rare institutions of research based police reforms and Evidence Based Policing. It has collaborated with international Think Tanks and Universities to enagage In effective police reforms Project for ending violnece gaianst women, for improving the training of the police and bringing best practices from international perspective to Indian Policing.Managed and initaited Collaborations and MOU with JPAL- Poverty Action Lab- MIT, USA and SHU -UK along with famous Indian Universities like Tata Institute of Social Sciences and National Law University Delhi. This institution has grown to embrace many capacity building, community policing projects for the police in Madhya Pradesh.

.B PREVIOUS POSTS (IN REVERSE ORDER)

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: ADC (<i>Aide De Camp</i>) to H.E. the Governor of the State of Madhya Pradesh . Liason, Security and Office incharge for the Head of the State of MP.
MONTH/YEAR	MONTH/YEAR	STARTING Rs	FINAL Rs	
23 Jul 2012	1 July 2016	1200000	1200000	
NAME OF EMPLOYER: Government of MP-India Police Department		TYPE OF BUSINESS Liason, Secretarial and office incharge for the Head of the State.		
ADDRESS OF EMPLOYER: Government of Madhya Pradesh Home Department , Wallabh Bhawan Bhopal MP,		NAME OF SUPERVISOR Mr Sarabjeet Singh Additional DGP Admn Bhopal MP India Ph 0091-755-2443511,2443512, Mob 0091-9425027735 email:rkumar47@yahoo.com		
		NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: A Superior and Ceremonial postion which has the supervision of the entire personal staff and security staff of the HE the Governor of the state of MP which are around 200 in number.		REASON FOR LEAVING N/A

DESCRIPTION OF YOUR DUTIES :

- Chief Aid to the Head of the State of Madhya Pradesh under the federal structure of the Republican System of Indian Governance. work profile includes Secretarial, Ceremonial and Liaison incharge for the Hon'ble Governor.
- This is a senior position which requires to forward the orders and wishes of the Governor to all other Government Departments and to maintain liaison with the office of the President of India, the Chief Minister of the State, the Ministers of the Central Government, the Ministers of the state Government, Top most bureaucracy of the Central Government, Central and State Government Officials, Top most police leadership, the Defence Services and all the Vice Chancellors of the Universities falling under the State Government.
- The duties include organization and participation as the personal and closest assistant to H.E. the Governor in all ceremonial matters and representing the Governor's house and office in all ceremonial matters.
- Liaisoning with Government and representatives of Government in all official matters on behalf of H.E. the Governor and carrying forward and communicating the wishes of the Governor and facilitating the conduct of various responsibilities of the office of the Head of the State.
- Arranging and fixing appointments for the H.E. the Governor and organizing all the events, swearing in ceremonies and top level government meetings in which the head of the state has to participate.
- Accompanying the H.E. the Governor in all his state visits within the state and outside the state and work as his office incharge and assisting him in all the discharge of his official responsibilities while on official visits.
- Maintaining all official communications and correspondence with the Central and State Governments and Universities which are intended to communicate H.E. the Governor's orders.
- Brief the H.E. the Governor in all matters communicated to him by the state and central Governments and regarding all other Government and Public matters where the Governor needs to express his opinion, approval or disapproval.
- Arranging and facilitating the participation of the Governor at Public Functions.
- Facilitating the democratic public grievance mechanisms in which the public Access to the Head of the State is facilitated for grievance related issues pertaining to the working of the state government and universities. Arranging for the Governor the appointments and grievance hearing opportunities related to the common public.

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:	
MONTH/YEAR AUG-2010	MONTH/YEAR Jul 2012	STARTING Rs 800000	FINAL Rs 800000	Asistant Inspector General of Police AIG (Police Training Branch) State Police Headquarters Bhopal MP India	
NAME OF EMPLOYER: Government of MP-India Police Department			TYPE OF BUSINESS Police Administration, Reforms and Training		
ADDRESS OF EMPLOYER: State Police Headquarters, Jehangirabad, Bhopal, MP, India			NAME OF SUPERVISOR Mr Rajendra Kumar Addl. DGP Trng, State PHQ Ph 0091-755-2443681, Mob 0091-9425027735 email:rkumar47@yahoo.com		
			NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 1000 Specialist position - approximately a total of 1000 employees in various training centers spread across the state, ranging from Deputy Sprintendents to Inspectors, sub inspectors of police and other support staff, including various categories of instructors, drill and weapon instructors, police science and criminology lecturers, instructor police officers, various office managers and office staff.		REASON FOR LEAVING N/A

DESCRIPTION OF YOUR DUTIES :

Senior level Police Training Management and Development role. Design and Development of Police Training Curriculum and Training Resources. The supervision and monitoring of eight police training colleges /institutions spread across the state. The charter of duties include Training Design, and Higher level Management of year long Training activity in these institutions. Representing the central police authority through the police head quarters. I am entrusted with the responsibility of devising an year long Training calendar for eight Training Colleges, where basic training of various ranks and cadres of police officers get their induction training, also included are those in service police officers who undergo pre promotion trainings, mid career training, specialized job related trainings in the training colleges and on the job trainings in the field. Every year around 3000 officers and constables get trained through this process. Significant involvement in devising and executing on the job police training for the civilian police officers spread across the fifty states districts of the central Indian state of MP. The job responsibilities also include mainstreaming police reforms through research and training activity. Mainstreaming Human Rights Police Ethics, Soft Skills and Community Police Training as a police reforms effort. It is a senior command level position overlooking the police training, policy making, implementation and day to day monitoring.

My mandate also includes,

- 1- Training Needs Analysis, and Designing of Curriculum, Training the trainers of the different training institutions,
- 2- Conducting training sessions on my own and organizing training workshop by inviting various experts,
- 3- bringing changes in Training activities with an eye on the field requirements of the police officers.
- 4- The Institutional administration of police training centers and Human resource Management is also included in the job profile.
- 5- The job requirements also include personnel management work for all the 800 employees working under the various training institution. The Trainees undergoing long term training are also subjected to overall disciplinary control.
- 6- Designing Training activity, executing various training projects, liaising with various police and academic establishments for the purpose of designing and delivering training modules, supervising the day to day administration of training activity in training institutions, formulating and managing centralized examination for the foundation training of new recruits, building training material and resources and contributing to the policy making about training for the entire police set up of the state under the direct guidance of the top most leadership of the police establishment are my major areas of my work.
- 7- Community Police Training: Special modules developed for community police training for community members and police officers working in the field. Around 4500 community members and police officers were trained every year throughout the 50 police districts of Madhya Pradesh in central India through design and development of training resources and delivery of training content.

Achievements –

Through the post of AIG training at Police Headquarters, I have been able to mainstream police reforms and community policing ethics within the policing strategies and capacity building efforts in the following way-

- 1- involved in major criminal justice reform programs and access to justice and training projects as a National Resource Person in Training with the Ministry of Home Affairs Government of India and the state Government.
- 2- Involved in HUMAN RIGHTS TRAINING and capacity building specialization within the police service through basic and in service training project covering all the 50 districts of the state of MP.
- 3- Associated as a project manager in a major Human Rights Based Good Governance and Development project for the Indian Police. This included the SSAJ-Safety Security and ACCESS TO JUSTICE Program for Indian Police, started by the Department of International Development, DFID U.K. in collaboration with the Ministry of Home Affairs Government of India
- 4- My responsibilities as a NATIONAL RESOURCE PERSON IN TRAINING included RESEARCH in governance practices, public service ethics, TRAINING NEEDS ANALYSIS and strategic Training Intervention for ensuring Human Rights based criminal justice reform which reached police units at the local level.
- 5- Resource Person for GENDER MAINSTREAMING in criminal justice with special focus on DOMESTIC VIOLENCE.
- 6- Community Police Training intervention by launching a community police training project for the entire state of Madhya Pradesh covering all the 50 districts of MP and also 8 training centers in Madhya Pradesh with a total reach of around 10000 police personals and community police workers.
- 7- Massive efforts for the capacity building courses for Child Rights, Gender Justice and Attitudinal and Behavioural Orientation of the police.
- 8- Built up interagency approach in police training by involving multi stake holder association in police training and police reforms by promoting partnering of police with the Civil Society, Other Civilian Government departments, Non Governmental Organizations, Universities and Intergovernmental Organizations like the UNICEF, UNFPA, UNDP etc.
- 9- Introducing Soft Skills training in the basic training of the police recruits at the induction training level, in order to promote better policing and democratic policing norms.
- 10- Revamping of the Police Training Syllabi of the induction training in order to include Rule of Law, Democratic Policing and Ethical Orientation in the Police work.
- 11- Efforts at infrastructural development of the Police training centers in order to give better training for the police.

This exposure has helped me to understand the governance, development and human rights context of the poor people living in the developing countries and appreciate the linkages between development, empowerment and human rights.

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Additional Suprintendent of Police- Incharge of District Headquarters, for the Metropolitan District of Indore
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
Jun-2009	Aug-2010	500000 INR	500000 INR	
NAME OF EMPLOYER: Government of MP-India-Police Department				TYPE OF BUSINESS: Police Administration- Supervision of Crime Control, Crime Investigation and Prevention. Maintenance of Law and Order and Security. Community Police and Police Public Relations.
ADDRESS OF EMPLOYER: State Police Headquarters, Jehangirabad, Bhopal, MP, India				NAME OF SUPERVISOR: Mr D. Srinivasa Rao DIG of Police, SSP Indore
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 4000 The Largest operational field unit of the police in the state of MP, which included approximately a strength of 4000 police personals of various ranks. It included around 25 Deputy Suprintendents, around 100 inspectors, around 450 sub inspectors and Asistant Subinspectors and around 3500 constables and head constables.
				REASON FOR LEAVING: Transfer to the present position due to demand for specialised officer in the Police Head quarter's training establishment
DESCRIPTION OF YOUR DUTIES				
<p>Supervision and Senior command level management of the largest operational police district of central India- Indore. Human Resource Management in terms of deployment of police officers and forces to different police responsibilities and different police stations. Training and development of various police officers and looking after their various service matters. Leadership role in operational matters of day to day policing. Planning and provisioning for the needs of the police district. Supervision of police investigation, monitoring the police investigation in serious criminal cases and management of day to day Law and order situtaion of the city. Keeping track of crime statistics and managing and giving directions to various police roles and responsibilities. Supervising the Police Complaints Unit and investigating the police complaints coming from different parts of the district. Supervising and monitoring the police control room .</p> <p>Heading the Community Policing Cell, planning various community policing events and monitoring and giving directions to the police station level community policing efforts. Heading specail community cells for Women and Children and running specail community police schemes in this direction. Supervising the special cell for police efforts to control Domestic Violence and Crime Against Women. Monitoring the special Juvenile Protection Unit.</p> <p>Achievements</p> <ul style="list-style-type: none"> Planning of new operational set up for the police jurisdictions of the city of Indore. The Government decided to revamp the old structure of the police jurisdiction in order to create a smart police organizational structure for better control of crime. I was one of the team members to plan and execute this new system according to the needs of the policing and public demands for better crime control and accessibility of the police in the city. Security, Organization and Execution of the large public event of on the festival of Gnaesha Visarjan where more than 150000 people congrégate and form a carnival for the worship and procession in the city. Revamping of the Community Police Structure of the city of Indore, where I was instrumental for the inclusion of the representatives of poorer communities and minorities in the Community Police initiative for better and more democratic structure of Community Policing in the city. Inclusion of Gender component in the Community Police structure by reformulation of Women's Cells in the Community Police set up of the city which helped the police to have a better control of the domestic violence and improve the accessibility for the victims of crime. As incharge of the Community Police Wing of the Indore City, I was instrumental in the promotion of Inter Agency Approach as a Community Police initiative in Crime Victim Protection particularly focussed for the vulnerable groups of the socitey. This was achieved through partnership building with other non police governmental agencies, Non Governmental Organizations, international donor agencies, Universities and Civil Socitey members. Technological improvement in the policing by contributing to the installtion of city survillance scheme , use of GPS in city monitoring, use of crime mapping in crime control strategies and popularization and training of basic cyber forensics in routine crime investigation. As incharge of the welfare of the police forces in the city, I was instrumental in planning new housing scheme for the police constabulary, revamping the infrastructure of the police offices and police stations for better work out put. Introduced new complaints redressal system for the public who were not satisfied with the police police response and needed special police help. This was successful initiative and replicated in other cities as well. 				

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Suprintendent of Police and Principal of Police Training School –Indore and Pachmarhi.
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
Feb-2007	Jun-2010 (Time between Nov 2009-Mar 2010 spent on sabattical to London School of Economics as visiting fellow to Human Rights Center at LSE.)	450000 INR	450000 INR	
NAME OF EMPLOYER: Government of MP-India		TYPE OF BUSINESS: Police Training, Capacity Building and Police Reforms		
ADDRESS OF EMPLOYER: Police Headquarters, Jehangirabad Bhopal MP India		NAME OF SUPERVISOR: Mr Ramesh Sharma, Additional Director General of Police, Training Division, Police Headquarters, Bhopal, MP (India)		
		NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 200 Traning Employee Two Deputy Suptd of Police(Training) Two Asistant Prof of Criminology Foutry Police Instructors around 150 employees related to management and support services of police training institution around 400 trainees who underwent training at any given time.		REASON FOR LEAVING: Rotational Deployment policy of the police Department lead to the transfer of duties to Operational Command positions in the police dustricts.
DESCRIPTION OF YOUR DUTIES				
<p>As incharge of the two Police Training Schools, namely Police Training School Indore and Poloce Training School Pachmarhi, I was responsible for over all management and execution of training of recruit constables which numbered around 600. These two are the largest Police Training Schools in Central India which look after the training of police conatbles both men and women. The Police Training School of Indore which I headed for more than one and half years had the unique distinction of running a special training centers for women police. The Policev Training School at Pachmarhi is famous for its Un Armed Combat Training. My charter of duties as head of Training Institutions included,</p> <ol style="list-style-type: none"> 1- Heading a police training institution, which involved overall management of the police triaining school, infrastructural development and administration. 2- Designing Courses, Monitoring the performance of the Trainers, preparing and assessing the lesson plans, preparing practcial training exercises in the field. 3- Working as a senior faculty on Police and related subjects, taking up training sessions and liasioning with various agencies and institutions which have close association with the police reforms and training. 4- General administration of the training center, maintaining close contacts with the field police units inroder to understand the training needs and then devise training strategy which remains need based. 5- The responsibilities also included running Training the trainers courses , preparing training resources and guiding the trainers for conducting training sesiôn.Taking feed back and conducting training needs analysis exercises. 6-Introducing innovation in police training for the initial training of basic recruits and also for conducting training for inservcie training for the members of criminal justice sector functionaries. 7-Conducting and directing research on Police and Justice Sector Reforms. 8- Running Training of Trainers TOT Courses for capacity building of Trainers of other Police Training Centers. 9 - Conducting Training Needs Analysis TNA for devising new training inputs for the police officers of various ranks and for intoducing various thematic componenets in training. 10- Running special training capsules for Community Police Training. <p>Achievements The Achievements of this job could be enlisted as follows-</p> <ul style="list-style-type: none"> • Conduct of Training for 600 police recruits per year which included a significant number of women police officers. • Skill developemnt courses for the in service police officers who were given specialized training on various police professional issues in composite training capsules especially designed by me after a rigorous TNA activity to assess the speciafic needs. • Gender Manistreaming Training introduced as a specail capsule course for all police officers who under go the police training. • Community Police Training Capsule introduced and successfully executed for the community police workers and police officers. • Training of Trainers courses oreganized to develop the training skills of police trainers of all eight training ceneters in the state. • Field Training and On the Job Training Componenets introduced in the training for the first time. This was done in order to create a connect between the training schools and the field realities of every dau policing, in order to create the field relevance of training • Human Rights and Police Ethics Training Capsules were introduced as regular training events in order to mainstream them. • Infrastructural developemnt of the police training schools in order to create bettrter facilities for better out put of the police trainees 				

	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:	
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	Chevening Human Rights Fellow at Human Rights Center University of Essex Colchester UK. (On study leave from the permanent employment of MP state Police Service- where salary and employment were fully protected)	
Oct-2005	Jan-2007	350000 INR	350000 INR		
NAME OF EMPLOYER: Human Rights Fellowship grant from Foreign and Commonwealth Office Government of UK through University of Essex UK. Since I was on study leave -Employment was retained by the MP Police Government of MP India				TYPE OF BUSINESS: Research and postgraduate qualifications in the Theory and Practice of Human Rights.	
ADDRESS OF EMPLOYER: Human Rights Center University of Essex Wivenhoe Park Colchester UK.				NAME OF SUPERVISOR: Prof Paul Hunt Prof. Intl. Human Rights Law Human Rights Center University of Essex Wivenhoe Park Colchester UK CO43SQ ph -+44 1206 873775 Email-paulhunt28@yahoo.co.uk	
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: N/A Not Applicable	REASON FOR LEAVING: fixed term higher education degree
DESCRIPTION OF YOUR DUTIES					
<p>Selected as the British Chevening Human Rights Scholar for the year 2005-2006 from India through an international selection process through which pursued a Master's degree in Human Rights Law -Theory and Practice, from the Human Rights Center, University of Essex,UK. Achieved an overall distinction in this master's course. Specialised in Criminal Justice, Access to Justice and Human Rights, Human Rights Training, Development and Human Rights, Peace keeping and Humanitarian work and Women's Rights.The course involves a considerable input in the Practice of Human Rights and the UN system and NGO/Civil Society work. Within this academic programme I have specialized in Policing and Human Rights, Criminal Justice Reforms and Rights Based Approach to Development.</p>					
<p>Achievements Since I have been in a full time taught course, my major achievements have been in the academic field in this period.I have achieved an overall distinction in this master's degree in Human Rights at the University of Essex; which is highly acclaimed in the university . The selection for the British Chevening Human Rights Scholarship Award in itself was an achievement as it is an international award on human rights for young scholars, which involves selection of candidates at an international level who have creditable experience of Human Rights Work and have made contributions at their individual level as young professionals and show potential to contribute substantially to the field in the future. Based on my previous experience and the academic performance, I was selected for a four months internship at the prestigious international Human Rights NGO in London, called the 'Medical Foundation for Torture Care', which gave me an important exposure to international Human Rights Work through the NGOs.In the Human Rights Center at the University of Essex, I have presented two academic papers on the theme of 'Human Rights Based Approach to Development and Local Level Democracy in India' and another paper on 'Gender Mainstreaming in Criminal Justice and Domestic Violence Redress'. I was selected as a team member on research group related to 'Human Rights Training for the Police'. I had been selected as a part of the editorial team of the online journal Essex Human Rights Review, issued from the Human Rights Center at the University.I feel that my human rights education at this advanced level would help me evolve as a mature human rights trainer and practioner and would directly help me in criminal justice and police reforms work.I am satisfied with my performance and hope that I would be able to utilize the high academic input of Human Rights,I have received at this university, in the actual practice in the field</p>					

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Police Training ,Reforms and Community Police Coordinator and Deputy Suprintendent at Indore MP India
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
May-2004	Sep-2005	360000 INR	360000 INR	
NAME OF EMPLOYER: Government of MP -Home Department -Madhya Pradesh Police, India				TYPE OF BUSINESS: Police Training, Reforms and Community Policing
ADDRESS OF EMPLOYER: Office of the DGP MP, Jehangirabad, Madhya Pradesh India.				NAME OF SUPERVISOR: Mr PL Pandey Inspector General of Police Indore 0091-731-27707
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: Police Officers, Civil Administration coordinators, Police investigators, Researchers , members of the civil society organisations, Police and Justice Sector Trainers and
				REASON FOR LEAVING: Selection for pursuing an advanced postgraduate degree in Human Rights From UK
DESCRIPTION OF YOUR DUTIES				
<p>My duites were mainly related to Police and Criminal Justice sector reforms and training. Having a jurisdiction extending to 8 western police districts of western MP in central India, I have been incharge of research, planning, coordination and execution of police reforms and training programs. Developing expertise in Community Policing and its training and conducting community policing training camps in all the seven districts of the zone.I have handled the responsibilities of conducting Training Needs Assessments and research work related to criminal justice reforms, democratic policing and pro-poor police reforms. I had been given the additional responsibility of giving advise and working on the projects related to police modernisation, computerisation, mechanisation and improving the police professionalism through greater use of scientific methods and resources in the police. I have acted as Training Manager, Training Coordinator, Researcher and Trainer in the field of Police reforms. I have acted as an expert in Police Ethics, Pro-Poor Police Reforms, Human Rights Training and Equal Opportunities and Attitudinal Change in the Criminal Justice Sector. I have acted also as Lead Trainer in the Training of Trainers Programmes for the police. I held important advisory role within this responsibility for police and justice sector reforms.</p>				
<p>My major achievements were as follows,</p> <p>1-Training Needs Assessment of Constable's Training - a training needs analysis document which was prepared by a colleague and me, which was considered a major police reforms and training document for grass roots level reforms in the area of promoting democratic policing in Central India.</p> <p>2- Training Manager of a large scale police training project related to the Attitudinal Change of Police Officers towards vulnerable groups of the society. This training project covered around 2000 inservice police officers serving in various rural and urban districts of central India who attended this sensitisation training project in consequent batches.This project got the distinction of the best managed and most thoughtfully conceived police training project related to pro-poor justice sector reforms.</p> <p>3- Training Coordinator of a National Level Police Training Workshop on Human Rights Mainstreaming in India.</p> <p>4- Planner and Cheif organiser of the National Workshop on 'Child Rights, Role of Police and the Juvenile Jstice in India', which was jointly organised by the MP Police and the UNICEF India.</p> <p>5- Coordinator of National Training Seminar on the 'Access to Justice for the Women and the Role of Police in Domestic Violence', which was jointly organised by the police and the UNIFEM India.</p> <p>6- Planning and Coordination work in establishing a network of around 72 Domestic Violence Redressal Cells with the joint efforts of the police and civil society institutions in the rural districts of MP in central India, where the domestic violence redress was very poorly managed.</p> <p>7-I have also been involved in conceiving , planning and executing the training programmes of the domestic violence special constables and civil society workers by conducting rural police and civil society training camps for this purpose which was considered a unique efforts in this direction.</p> <p>8- Expert Trainer in Community Policing and conducted Community Policing Training Camps in all the rural districts of Western MP region, which was considered as an important effort in popularising community policing strategy in rural districts. Also conducted a national workshop on 'Community Policing and Police Public interface' as the Coordinator of the Workshop.</p> <p>All of the above efforts have been in the direction of improving the access to justice and mainstream police reforms.</p>				

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:	
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	UN-Deputy Regional Kosovo Police Service and Field Training Coordinator	
May-2003	May-2004	30000 USD	30000 USD		
NAME OF EMPLOYER: UN Mission in Kosovo UNMIK				TYPE OF BUSINESS: UN Civilian Police Service	
ADDRESS OF EMPLOYER: Commissioner of Police, UN CIVPOL Headquarters, UNMIK HQs, Pristina, KOSOVO				NAME OF SUPERVISOR: Commissioner of Police	
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 1200 KPS & UN Officers	
				Kosovo police service officer around 1100 Around	
REASON FOR LEAVING: Fixed term					
DESCRIPTION OF YOUR DUTIES					
<p>This was a senior position involving human resource management and Building of Human Rights Culture within the Upcoming Kosovo police Service.This involved recruitment,training and placements ,and duty allocation for the Kosovo Police Service.Since it was a senior managerial position,it required planning and policy making at the regional level ,which consisted of a jurisdiction covering the entire Border Police Region of Kosovo which covered 14 police stations,Regioanl Headquarters and a training Unit.The job required constant monitoring of the field units with frequent visits to the field units.</p> <p>The post conflict situation and ethnic make up of the Kosovo society was sensitive and the UN standards of Human Rights had to be translated into the upcoming Kosovo Police Service and it was at this requirement that my job demanded working on policy issues and standard setting for best practices in Human Rights Protection through the building up of responsive and sensitive policing culture.</p> <p>The responsibilities also included mainstreaming of community policing strategy within policing ethos of the upcoming Kosovo Police Service, a responsibility in which my expertise in Community Policing became very useful.The job also required Statagic Training Management and Training Intervention to create a culture of professional and Human Rights sensitivse police service.Its was a police leadership position requiring decision making capacity,planning and devising of professional standards .</p> <p>Summarize Any Of Your Achievements.</p> <p>During my tenure as the Regional Coordinator,ethnic riots broke out in Kosovo,the newly recruited Serbian officers who were in a minority in some areas felt insecure and wanted to leave the service out of fear.This reflected the general sentiment of the minority communities which felt highly insecure .It was very important for the UNMIK Administration to build up confidance in the people.</p> <p>As incharge of the Kosovo Police Service related issues this matter of minority serbian officer's fears came to me .It was difficult time, at the one end the police was trying to restore peace in a post conflict riot situation, whereas at the other end ,we had to maintain the multiethnic character of the police servise and build up confidence in the minority officers so that they remain in the service and donot leave it out of fear.We started measures to deal with it.We tried to create a sense of responsibility among the police officers in the Kosovo Police Service to face the challenge by building solidarity between Albanian and Serbian officers so that Albanian officers feel responsible for their Serbian colleague's security.</p> <p>In a post conflict situation there was always a danger of finding the police divided on ethnic lines.Since we followed certain norms, standards and ethics of service,we were able to create a sense of solidarity between Albanian and Serbian officers.My experience in community policing strategies became very useful in this situation. We applied community policing strategy by inculcating community policing ethos amongst the young Kosovo Police Service Officers and the communities with which they had an interface. Following this approach, we went to the minority communities and listened to their fears and insecurities and tried to help them to come out of these fears through confidence building strategy.</p> <p>This was achieved by building up of a mutually understanding and secure environment, through counselling and through a community based -prejudice free, participatory security management strategy where greater involvement of the citizens was promoted.The community after some time started supporting the serbian officers to remain within the service.With the efforts of all my colleagues we were able to build up a sense of security in a riot situation.After a few months, all the officers who had applied to leave the service out of fear,changed their decision.The community memeber in our target villages, who had left their houses out of fear, also returned.I feel very satisfied when I think of this experience .</p> <p>I feel that for the cause of peace, my colleagues and I were able to contribute our bit. I could feel the potential of community policing .I believe these efforts of building pecaee and fighting for restoring human rights of the people have been events of personal satisfaction.They are also my achievements.</p>					

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: City Superintendent of Police Indore District
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
Mar-2000	May-2003	360000 INR	360000 INR	
NAME OF EMPLOYER: SK Das, DGP MP Police				TYPE OF BUSINESS: Police Administration, Crime Prevention and Crime Control, Investigation of Crime and Supervision of Investigation, Community Policing and general Police Administration
ADDRESS OF EMPLOYER: Office of the DGP MP, Jehangirabad Bhopal, MP PH 0091-755-2443500, 2443501, 2443512				NAME OF SUPERVISOR: BBS Thakur SP District Indore MP
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 350 around 350 employees ranging from the rank of Inspector, Sub Inspectors to the constables.
				REASON FOR LEAVING: Selection for the UN Mission in Kosovo
DESCRIPTION OF YOUR DUTIES				
<p>As City Superintendent of Police I was incharge of one of the most busy police subdivisions in the city of Indore which is the largest city in central India. The jurisdiction comprised of three police stations in Sanyogitagunj area which had high rate of crime and very high incidence of public agitations and demonstrations. The job profile was concerned with the operational policing and supervision of Investigation and Public Peace and Security. The mandate of responsibilities included Crime Prevention and Crime Detection work, Public Order Management, Intelligence Collection, Security and Surveillance work. The jurisdiction of work included the supervision of all police operational duties and Investigation work which can be summarized as follows:</p> <ul style="list-style-type: none"> • Supervision of Crime Investigation in the jurisdiction and giving directions to subordinate investigators investigating the crimes • Investigation of Heinous Offences and Offences Against Women and Weaker Sections of the society • Public Order Management of the jurisdiction in terms of regulation and control of Public agitations and demonstrations in order to maintain peace and order in the jurisdiction without affecting the democratic rights of the demonstrators. • Building Communal Harmony in the disturbed areas and maintaining peace and tranquility in areas of mixed neighbourhood. • Security of the area and keeping a watch on the anti social and criminal elements in order to preserve peace and tranquility. • Monitoring the VIP security of the VIPs visiting the city as all VIP areas were located in my jurisdictions. • Coordination of all Community Police Work in the area and maintaining a healthy Police Public interface in the area. • Management of Traffic Control in the area. • Supervision of the Domestic Violence Redressal Cells in the area and improving the Access to Justice for the women. 				
Achievements				
<p>This was one of the most busy charges of the operational jurisdiction of the city of Indore. The achievements could be summarized as follows:</p> <ul style="list-style-type: none"> • Control of Communal Clashes and Riots between Hindu and Muslim Communities in the highly sensitive localities of Azad Nagar Palasia and Chawani where the two communities came face to face in communal clashes and rioting. This was during the time of infamous Godhara -Gujrat Riots in 2002. The control of communal rioting during this time in my leadership was highly appreciated by the top police commanders. • Supervision of heinous crimes and detection of homicide cases with the use of advance forensic techniques. These were the cases in which the offences were blind and the mysterious homicide cases were difficult to detect. • Investigation of the first Cyber Crime Case in Central India in the year 2001, when I was entrusted the responsibility of investigating a cyber crime case by using a newly formed legislation banning various activities on the Cyber Space. • Inclusion of large scale community workers in community police network in the area, thereby improving the police public interface. • Opening of Sanjivani Bal Mitra Kendra, a unique Community Police Network which worked for the Children in Conflict with Law and utilized the services of Governmental and Non Governmental Agencies in building Synergy with police to extend the base of Community Policing for the betterment of Children and for Child Protection issues. • Introduced a special Protection Scheme for the Victims of Domestic Violence and used Community police workers network to run counselling centers for the Domestic Violence Victims. • Built up the first ideal police station in Madhya Pradesh, this was called Palasia Police Station. I was chosen as the officer incharge of opening a new police station set up which was citizen friendly and had all the facilities and quick response mechanisms. The System was based on Access to Justice principles and required Ethical Practice and Professional commitment. 				

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: SDOP Baihar Balghat Sub Divisional Officer of the Police at BAIHAR District BALAGHAT Madhya Pradesh.
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
Jan-1999	Feb-2000	300000 INR	300000 INR	
NAME OF EMPLOYER: Government of Madhya Pradesh India				TYPE OF BUSINESS: Incharge of Police Sub Division, Control of Left Wing Extremism and insurgency.
ADDRESS OF EMPLOYER: Office of the DGP MP, Jehangirabad Bhopal, MP PH 0091-755-2443500, 2443501, 2443512				NAME OF SUPERVISOR: GP Singh SP of Balaghat Dist. MP India
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 500 employees ranking from the rank of Inspector, Sub Inspectors to the constables. This also incuded armed police and civilian police . Specail squads of Anti- Terrorist Operations and Specail Combat Suqds were also incuded in this tough jurisdiction which was heavly affected by left wing extremism.
				REASON FOR LEAVING: fixed term routine tranfer.
DESCRIPTION OF YOUR DUTIES				
Description of Duties				
<p>This was a special operations jurisdiction which gave me a valuable experience in Anti- Terrorist Operations, Anti- Insurgency Operations and helped me to understand the working of Conflict Zone Policing. The job profile of this area was realted to the following tasks:</p> <ul style="list-style-type: none"> Intelligence Collection for the movement and hide outs of the gurellias related to Left Wing Terrorism called the Naxals. Preparation of meticolus records of these gurellias and keeping tracjk of all their activities. Planning special operations against these gurellias by restricting their movements and arresting them in order to prevent their terrorist activities. Building the confidence of the general public living in the Conflict Zone where the police and the Naxal gurrellias were against each other. Winning back those Naxal gurrellias who wanted to come back to the normal civilian life. Providing better and more humane policing with better Access to Justice initiatives in order to promote better police public interface and improving the orinetation of policing in terms of its interface with poorer communities. Area Dominanace through regular patrolling and improving police presence through the better security og the jungle out posts which were under the threat of violence by the Naxal Gurrellias. Promoting police motivation in the difficult operational districts. Crime Detection, Prevention and Control. Public Order Management and other routine issues. 				
Achievements				
<p>The Achievements of this position could be summarised as follows:</p> <ul style="list-style-type: none"> Area Domination strategies were employed in order to create security atmosphere amongst the public and no Gurrelia Activity related violence could take place during the tenure. Six Naxalite Gurellias could be apprehended and arrested by the police forces as a matter of control strategies. These Gurellias were wanted in various offences and their arrest brought a calming down of the insurgency related activities in the area. A land mine was detected on the highway just few hours before the arrival of the district magistrate on that highway. Precious lives were saved due to this commendable actvity by the police. All the police, men involved in this operation were rewarded by the government for their superior intelligence and brave act. Survillance and Patrolling in the Conflict zone was increased and the local tribal communities' confidence mechanism was increased as a result of which they started attending local markets and the children could resume going to schools and forest gathering activities could also be resumed. These confidenec building mechanisms helped to restore the peoples confidedce in the government and they started resuming their normal economic activity. This confidence buidling mechanism was important for the economy of the highly under developed and poor coomunities of the area. Motivation was provided to the police forces which were working under extremely tough conditions in the forests of the conflict zone. By the improvement of the motivation of the police forces, better police survillance could be acxhieved. 				

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: SDOP JAORA District Ratlam MP	
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL		
Oct-1997	Jan-1999	300000 INR	300000 INR		
NAME OF EMPLOYER: Government of MP -Home Department -Madhya Pradesh Police, India				TYPE OF BUSINESS: Operational Police Work and Supervision of Crime Investigation and Public Order Management	
ADDRESS OF EMPLOYER: Office of the DGP MP, Jehangirabad, Bhopal , MP, India				NAME OF SUPERVISOR: Mr Sanjya Mane Suprintendent of Police District Ratlam MP India	
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 350 employees different ranks ranging from Police Inspectors to Sub Inspectors and Constables. All were civilian police officers well versed in investigation and public order management.	REASON FOR LEAVING: regular transfer after term was over
DESCRIPTION OF YOUR DUTIES					
<p>As Sub Divisional Officer of Police I was incharge of one of the rural subdivisions in the Ratlam District which was situated in the heart of Opium growing areas notorious for drug crime and other related offences. The jurisdiction comprised of six police stations which had high rate of crime and very high incidence of public agitations and demonstrations as it had communal tension due to religious conflicts . The job profile was concerned with the operational policing and supervision of Investigation and Public Peace and Security. The mandate of responsibilities included Crime Prevention and Crime Detection work, Public Order Management, Intelligence Collection, Security and Surveillance work. The jurisdiction of work included the supervision of all police operational duties and Investigation work which can be summarized as follows:</p> <ul style="list-style-type: none"> • Supervision of Crime Investigation in the jurisdiction and giving directions to subordinate investigators investigating the crimes • Control over drug related crime and prevention of drug smuggling. • Prevention of drug abuse • Control on Kanjar Bandits which were creating a huge security problem in the rural countryside. • Prevention of Communal Conflicts • Investigation of Heinous Offences and Offences Against Women and Weaker Sections of the society • Public Order Management of the jurisdiction in terms of regulation and control of Public agitations and demonstrations in order to maintain peace and order in the jurisdiction without affecting the democratic rights of the demonstrators. • Building Communal Harmony in the disturbed areas and maintaining peace and tranquility in areas of mixed neighbourhood. • Security of the area and keeping a watch on the anti social and criminal elements in order to preserve peace and tranquility. • Coordination of all Community Police Work in the area and maintaining a healthy Police Public interface in the area. • Supervision of the Domestic Violence Redressal Cells in the area and improving the Access to Justice for the women. <p>Achievements</p> <p>The major achievements of this operational jurisdiction could be summarised as follows:</p> <ul style="list-style-type: none"> • Control on drug crime and drug smuggling by taking measures to check the activities of the drug peddlers and by creating an intelligence network to keep track of the movement of the suspect drug manufactureres and their associates. • Nabbing of drug offenders and seizing a large amount of Opium, brown sugar and smack from the drug peddlers thereby creating a severe check on the smuggling activity. • Preventing Communal Conflicts and Rioting in the city of Jaora where a major clash ensued between Hindu and Muslim Communities over the issue of a marriage procession. Timely action taken by me and my colleagues helped save a violent communal riot and communal conflict in the area. • Check on the activities of the Kanjar Bandits who were indulged in high scale property crime by creating a strict vigilance over their activities and nabbing those bandits who were involved in crime and were absconding from the police. • Control over the rural crime and insecurity related to village disputes and agricultural disputes amongst various communities. • Detection of heinous murder case with the help of advanced forensic techniques. • Arrangements of High Security Arrangements for VVIPs who were having high threat calls. • Running of Domestic Violence Cells • Promoting Community Policing units in each rural police station by forming rural community police groups. 					

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: SDOP SALHEWARA DISTRICT RAJNANDGAON	
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	Sub Divisional Officer of the Police at Salhewara District Rajnandgaon Chattisgarh then Madhya Pradesh.	
Oct-1996	Oct-1997	240000 INR	240000 INR		
NAME OF EMPLOYER: Government of MP -Home Department -Madhya Pradesh Police, India				TYPE OF BUSINESS: Incharge of Police Sub Division, Control of Left Wing Extremism and insurgency	
ADDRESS OF EMPLOYER: Office of the DGP MP, Jehangirabad, Bhopal , MP, India				NAME OF SUPERVISOR: Mr UR Netam Suprintendent of Police District Rajnandgaon Madhya Pradesh India.	
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 200 employees 200 employees ranging from the rank of Inspector, Sub Inspectors to the constables. This also inculed armed police and civilian police . Specail squads of Anti- Terrorist Operations and Specail Combat Suqds were also inculed in this tough jurisdiction which was heavily affected by left wing extremism.	REASON FOR LEAVING: Fixed term job routine tranfer
DESCRIPTION OF YOUR DUTIES					
<p>This was a special operations jurisdiction which gave me a valuable experience in Anti- Terrorist Operations, Anti- Insurgency Operations and helped me to understand the working of Conflict Zone Policing. The job profile of this area was realted to the following tasks:</p> <ul style="list-style-type: none"> • Area Dominanace and Securing the Police Out Posts and Police Parties from the frequent attacks of the Gurrellias who were increasingly targeting the Police to prove a point of dominanace in the area. • Intelligence Collection for the movement and hide outs of the gurellias related to Left Wing Terrorism called the Naxals. • Preparation of meticolus records of these gurellias and keeping tracjk of all their activities. • Planning special operations against these gurellias by restricting their movements and arresting them in order to prevent their terrorist activities. • Building the confidence of the general public living in the Conflict Zone where the police and the Naxal gurrellias were against each other. • Winning back those Naxal gurrellias who wanted to come back to the normal civilian life. • Promoting police motivation in the difficult operational districts. • Crime Detection, Prevention and Control. Public Order Management and other routine issues. <p>Achievements</p> <p>The Achievements of this position could be summarised as follows:</p> <ul style="list-style-type: none"> • During this tenure a sever attack was made by the hordes of gurrellia at the Bakarkatta Police Station which was located in deep jungle, the efforts of my team could avert this attack as the police force inside the out post acted very swiftly to defend yhemselves and the reinforcement was provided from outside to prevent the attck . Police dominanace was established through this activity in the area. • Area Domination strategies were employed in order to create security atmosphere amongst the public and no Gurrelia Activity related violence could take place during the tenure. • Survillance and Patrolling in the Conflict zone was increased and the local tribal communities' confidence mechanism was increased as a result of which they started attending local markets and the children could resume going to schools and forest gathering activities could also be resumed. These confidenec building mechanisms helped to restore the peoples confidedce in the government and they started resuming their normal economic activity. This confidence buidling mechanism was important for the economy of the highly under developed and poor coomunities of the area. • Genral Policing startegies were reintroduced in the area and people who ahd lost confidence in the police started visiting the police station again for the redressal of their disputes and for other legal matters. <p>Motivation was provided to the police forces which were working under extremely tough conditions in the forests of the conflict zone. By the improvement of the motivation of the police forces, better police survillance could be acxhieved.</p>					

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Trainee Deputy Superintendent of Police District Gwalior MP India
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
Jan-1995	Oct-1996	240000 INR	240000 INR	
NAME OF EMPLOYER: Government of MP -Home Department -Madhya Pradesh Police, India				TYPE OF BUSINESS: Operational Police Work, Crime Control, Crime Prevention, Crime Investigation, Field and Institutional Police Training
ADDRESS OF EMPLOYER: Office of the DGP MP, Jehangirabad, Bhopal , MP, India				NAME OF SUPERVISOR: Mr Ramniwas Yadav, SP Mr Vipin Maheshwari Additional Suprintendent of Police
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 50 to 100 A new officer trainee position but supervised around 50-100 employees as a part of field training of police officers in leadership position. The officers ranged from Inspector to Constable rank officers.
				REASON FOR LEAVING: Fixed Term Appointment and routine transfer

DESCRIPTION OF YOUR DUTIES

This was a trainee position. I spent some time of the tenure in the Police Academy at Sagar to learn basic Law , Crime Investigation, Forensic Science, Human Rights, Public Order Managment and other related aspects of police training. I learnt about field training by going to the field units of Gwalior district where I was posted as police station incharge of a rural police station where I supervised 50 police personals and gained insight into the crime prevention and detection techniques. I did a number of investigation of serious body and property offences and did many public prder management duties. Then I was posted in the urban police station of the Gwalior district. Here I was given the cahрге of an Urban Police Station which had more than 100 police eprsonals. I learnt about human resource management in police and community police startetgies. I learnt baout crime investigation ajnd public order management and conduct of security duties for VIP visits. I also learnt about crowd control and how crowd control is done in pubic congregations.

Achievements

Since this was my period of learning through field training, I cannot claim any achievements at this juncture, but my intial experinec in investigation of crime were quite helpful in building confidence in me. I successfully did investigation of homicide cases and forgery cases which are complicated investigations. I gained confiedence in crowd control as I managed Public congregation of 50000 people in Gwalior Mela which ia a huge annual event. Similarly I did some election duties successfully where a large numbers of factors have to be taken into consideration for fool proof managment of elections in a democracy. I learnt about mega event management by participating in International Cricket Match Arrangements where I was quite given charge of finalizing the security plans. I learnt community police basics through my training expeience in police public interface. This wan indeed a very rewarding experience as a police officer learning the basics of policing through field level basic training.

28. HAVE YOU ANY OBJECTIONS TO OUR MAKING INQUIRIES OF YOUR PRESENT EMPLOYER? YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>		
29. ARE YOU NOW OR HAVE YOU EVER BEEN A CIVIL SERVANT IN YOUR GOVERNMENT'S EMPLOY? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> If answer is "yes", WHEN? I am a Police Officer since 1995		
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. <i>Do not repeat names of supervisors listed under Item 27.</i>		
FULL NAME	FULL ADDRESS	BUSINESS OR OCCUPATION
Anuradha Shankar (Indian Police Sservice)	House No- B 3 Profesor Colony Bhopal, MP, India Mb 0091-9425005210 Email- 3.anushankar@gmail.co	Presently a Social Development Leader, Formerly Senior Police Officer Head of Police Training for the State Police Service of overlooking a forcé 125000 employee's training. She has supervised the candidate during his role as the Head of Police Training Academy and as operational Command Officer.

Prof Peter Ochs	Prof Peter Ochs Peter Ochs Professor Emeritus Dept. of Religious Studies University of Virginia USA Email- pochs2@gmail.com ph 434-924-6718	Profesor Emeritus at the University of Virginia in the Department of Religious Studies. The candidate has done collaborative research on Interreligious Conflicts and Peacekeeping and Public Order Mnagement through community policing- co produced a paper published in international journal and autor remains connected through research and practice. https://www.mdpi.com/2673-4060/3/4/47
Prof Akshay Mangla	Prof Akshay Mangla Associate Professor in International Studies Saïd Business School University of Oxford Park End Street Oxford OX1 1HP Emails- akshay.mangla@gmail.com akshay.mangla@sbs.ox.ac.uk Phone - +44 (0)1865 288409	Prof Akshay Mangla's expertise is in comparative political economy, governance and development, with a regional specialisation in South Asia. Prof Akshay has worked with the candidate on Police Reforms Projects, Access to Justice Projects and Research for Ending Violence Against Women. He has coproduced a paper on internal security and the police in India. There are ongoing projects on inclusion of women in police force

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.

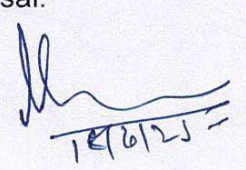
33. OTHER AGENCIES OF THE UNITED NATIONS SYSTEM MAY BE INTERESTED IN OUR APPLICANTS. DO YOU HAVE ANY OBJECTION TO YOUR PERSONAL HISTORY FORM BEING MADE AVAILABLE TO THEM? YES ☐ NO ☒

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)

18/06/2025

SIGNATURE


Vineet Kapoor

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.

UNITED NATIONS

Employment and Academic Certification

Attachment to Personal History Profile (P11)

TO BE COMPLETED BY CANDIDATE:

1. PERSONAL DATA :

Family Name: Kapoor	First name: Vineet	Middle names:	Gender: M Male
e-mail address: Kapoorvineet28@gmail.com			

2. POSITION/S O WHICH YOU ARE APPLYING

Title: 1. Public Order Adviser P-4 SPC Brindisi, Italy, Department of Peace Operations,	Job Opening Number : 2025-SPC-75916-DPO
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Military Service History/Police Service History

3. MILITARY SERVICE HISTORY/ POLICE SERVICE HISTORY

Date of Commission (for military officers) or date of enlistment/entry o service (for police officers):

Current rank:	Date Last Promoted:	Date eligible for Promotion to next rank:	Projected Retirement date from current rank:
DIG (Deputy Inspector General of Police)	1/01/2024	Jan 2028	30 Sept 2030

Branch/Corp/Mustering
Civilian Police

Sub Specialisation/additional qualifications

- Public Order Management and Policing - Peacekeeping and Rule of Law standard setting
- Police Training and Capacity Building- Mentoring, Monitoring, Advising and Training Management Expertise
- Operational Policing and Command level Administration
- Police and Security Sector Reforms; Human Rights and Ethics Mainstreaming
- Community Policing and police public interface and multicultural police managment
- Ending Violence Against Women & Child Protection – institutionalising reforms, innovations and best practices.
- Evidence Based Policing, Reforms and Research

Additional qualifications

- *PHD on Organizational Behaviour of the Police, Police Training and Capacity Building.*
- *Community Safety Award Recipient by the International Association of the Chiefs of Police*
- *British Chevening Human Rights Scholar*
- *Member of National Police Mission -an advisory and executive body of specialists for police improvement initiatives of the Ministry of Home Affairs Govt of India, Member of National Police Training Standardization,*
- *Fellow of the Cambridge Centre for Evidence Based Policing, Visiting Fellow at Democracy Lab to research on Global Peace at University of Virginia and Fellow at Human Rights Centre London School of Economics.*
- *Research Papers and Documents on Police Training, Women's Safety and Child Protection*
- *Research Papers on Conflict Prevention, Public Order Management, and Peacekeeping,*
- *Research Papers on Multicultural Policing and Community Policing*

Are you currently working for the United Nations?

Yes, ☐

No ☒

If Yes Please Explain: -----

Community Safety Award IACP-Boston USA- National Symposium on the best innovations in Community Policing for Public Order and Safety through Police Public Interface	28 Feb 2024	Washinton DC National Police Mission under yhe Ministry of Home Affairs Govt of India New Delhi
The 18 th International Symposium of the World Society for Victimology -Gandhinagar	1-5 September 2024	World Society for Victimology with National Forensic Science University GandhiNagar
Justice Inclusion and Victims Access JIVA – International Conference 2024- Bhopal	22-23 March 2024	UN Women and Collaboration with MP Police
National Standardization of Police Syllabi National Symposium on Police Training on Indoor subjects – New Delhi	21 st February 2024	Ministry of Home Affairs Govt of India through Bureau of Police Research and Development
National Seminar on Police Human Resource Development Innovations in Mgmt and Planning	13 December 2023	National Police Mission under the Ministry of Home Affairs Govt of India New Delhi
International Safe Cities Conference for Women's Safety – Quito Ecuador South America	26-30 th Nov 2023	Organized by UN Women - International Seminar UN Women Headquarters New Yok
Safe Cities for Women Conference - Bhopal	11 -12 Sept 2023	UN Women in Collaboration with MP Police and Parimal Research Centre
National Standardization of Police Syllabi National Symposium carving out a national committee – New Delhi	23- 24 August 2023	Ministry of Home Affairs Govt of India through Bureau of Police Research and Development
Justice Inclusion and Victims Access JIVA Conference -Bhopal	17-20 th March 2023	Unicef and Civil Society Organizations in Collaboration with MP Police

6. EXPERIENCE IN PEACEKEEPING OPERATIONS :

Specify UN or other, starting with your most recent experience and list in reverse order

Dates mm/yy- mm/yy	Mission/ Operation/Loc ation	Position/title (Milob, HQ Staff, Contgt, Adviser,Internatio nal Police Officer(IPO), Police Adviser, FPU Officer, Professional Post or above)	Description of duties
May 2003 to May 2004	UNMIK UN Mission in Kosovo	UN-Deputy Regional Kosovo Police Service and Field Training Coordinator at The Border and Boundary Police Headquarters Pristina	<ul style="list-style-type: none"> - Liaison with all other police and defence services working through UNMIK, OSCE, EU and KPS(Newly formed Kosovo Police Service) in Kosovo -Police Monitoring and Evaluation . -Training Needs Analysis for Kosovo Police Service and establishing standards for them -Training Design for Kosovo Police Service - Examiner for various kinds of in service courses and basic training courses - Standard Setting , Monitoring and field evaluation of various Police officers across the Border Police jurisdiction in Kosovo - Planning and Policy adviser for developing
Other- related UNDPKO work assignment			
March 2016 - August 2016	UNDPKO - DDG	1-DDG Expert on Monitoring, Mentoring and Advising 2- DDG Expert on Operational Planning	As an expert contribute to the the UN DPKO Strategic Guidance Framework to develop doctrines for International Peacekeeping. This is a seconded expert nomination through national government through which UNDPKO has selected the expert to contribute through online and other distance based communication channels. (An expert remote position to contribute to Doctrinal Development Group at UNDPKO an expert position not involving deployment from home country)
Peacekeeping Research Assignment			

4. DEGREES AND ACADEMIC DISTINCTIONS OBTAINED :

	NAME OF INSTITUTIONS, PLACE AND COUNTRY, (Please give complete address)	ATTENDED		RANK AND DEGRESS OBTAINED
		From Month/Year	To Month/Year	
Military or Police Degrees.	Military Academy (and/or similar military officer institution) -name and address: NOT APPLICABLE			RANK OBTAINED DEGREE OBTAINED
	Command and Staff College (and /or similar military officer institutions)- name and address			RANK OBTAINED DEGREE OBTAINED
	Police Academy (and /or similar law enforcement training institution)- name and address Graduation from Police Academy as a Deputy Superintendent of Police Institution- Jawahar Lal Nehru Police Academy Sagar Madhya Pradesh, India.	Jan1995	Feb 1996	RANK OBTAINED – Dy SP (Deputy Superintendent of Police) DEGREE OBTAINED- Qualified Police Officer Degree for DySP Rank
Civilian Degrees	NAME of INSTITUTION, PLACE AND COUNTRY. Please give complete address	ATTENDED		DEGREES and ACADEMIC DISTINCTIONS OBTAINED
		FROM: Month/Year	TO: Month/Year	
	Tata Institute of Social Sciences, Mumbai, India.	Aug 2013	July 2017	PHD in Human Rights Police Reforms, Training & Org. Behaviour
	Human Rights, University of Essex, Colchester UK	Oct 2005	Dec 2006	MA in Theory and Practice of Human Rights and International Human Rights Law
	Delhi School of Economics, Delhi University, New Delhi	Jul 1991	Aug 1993	MA in Human and Development Geography
	Kirorimal College Delhi University, New Delhi-India	Jul 1988	Jun 1991	BA (Hons) Geography

Military and/or Police Training Courses/Seminars: (last two years)

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

Name of Course	Date attended: From mm/yy – To mm/yy	Institution
Community Police Solutions for Public Peace and Security- National Best Practice Review- New Delhi	April 17 th to 18 th April 2025	National Police Mission -Bureau of Police Research and Development,
Public Order Management and Police Training and Planning Seminar -National Standardisation of Syllabi for the East Zone and North East Zone-	4-5 th April 2025	Ministry of Home Affairs Govt of India through Bureau of Police Research and Development- Central Detective Training Institute Kolkatta - GoI
Police Training and Planning Seminar for Police Reforms -National Standardisation of Syllabi for the West Zone -Jaipur	9 th -10 th March 2025	Ministry of Home Affairs Govt of India through Bureau of Police Research and Development- Central Detective Training Institute Jaipur- Gol.
National Standardisation of Syllabi for the Police for all states of North Zone -New Delhi	27-28 February 2025	Ministry of Home Affairs Govt of India through Bureau of Police Research and Development
Police Training Standardization for Law Enforcement -National Standardisation of Syllabi for the Central Zone – Bhopal	09-10 February 2025	Ministry of Home Affairs Govt of India through Bureau of Police Research and Development and Central Academy for Police Training
Police Training and Planning Seminar -National Standardisation of Syllabi for South Zone – Hyderabad	27-28 January 2025	Ministry of Home Affairs Govt of India through Bureau of Police Research and Development and National Police Academy
Victim Support Asia Conference -International Conference -New Delhi	9-10 November 2024	National Law University Delhi in collaboration with Asian Society for Victimology
International Police Chief's Conference and	18-22 Oct 2024	IACP- International Association of the Chiefs of Police

August 2019- March 2020	Global Studies Department at University of Virginia- USA	Chief Researcher on Global Conflicts, Security and Peace Keeping. Research on Gender Based Violence and Community Policing	<ul style="list-style-type: none"> Research on International Peacekeeping within the context of Multicultural Community Policing and how it illustrates replicable examples for Peacekeeping through Conflict Management and Civilian Policing. The paper was published at the World Journal (MDPI) IN 2022- Community Policing Solutions for Religion-on-Religion Conflict: Lessons from an Indian Case Study" has been published in the journal 'World' 2022 (MDPI) and is available online: pdf Version: https://www.mdpi.com/2673-4060/3/4/47/p Evidence Based Police Research on Gender Based Violence and Community Policing through action research.
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7. COMMAND EXPERIENCE (at Battalion/equivalent level or above when applying for positions at the P5 level and above), starting with your most recent experience and list in reverse order

Dates mm/yy- mm/yy	Unit/Position/Org	Significant Unit Activities
<i>I have been at command level positions since more than a decade but I am not mentioning them here as this is a P4 position and the information as per above instruction is asked in case of P5 position or above . (although mentioned in P11)</i>		

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

(Experience for the Post applied for is Public Order Advisor, P4 in SPC Brindisi, Italy.)

Dates mm/yy- mm/yy	Position/Org	Operation/Activity
04/08/2023 to Present	Principle Staff Officer to State Police Chief & Deputy Inspector General of Community Policing	<ul style="list-style-type: none"> Office In charge and Chief of Staff of the Director General of Police / Chief of the State Police having more than 125000, employees. This position requires supervision on behalf of the chief of police for state wide oversight of the emerging trends and subsequent management of Public Order and Security in various regions and cities of the state, Community safety and Police Public interface including Media Management. This also covers an advisory and monitoring role on issues related to Human Resources, Training and standard setting for police reforms and service Delivery. Oversight and Advisory role to the chief of the state police in monitoring and remaining in connect with filed units by keeping a tract of intelligence inputs on public congregations, protests, rallies and demonstrations, events and crowd scenarios and subsequent emerging trends in public order, crowd management, event management. Advising the State Police Chief and create communication channels with field units and specialized police establishments. Police Media advisor for improving police public interface and police media management Community Policing Chief of the state- Additional Charge of Community Policing .Community Safety and Conflict Prevention Work related to Community Cohesion and trust building activities to prevent inter cultural conflict, peace building during events and inter community dialogue building to prevent community conflict and create public order and peace within multi -cultural urban and rural police jurisdictions.

30/12/21 to 04/08/23	Deputy Commissioner of the Police for the Police Commissionerate of Bhopal City (HQrs /Women's Security/community Policing)	<ul style="list-style-type: none"> • Command level position for the state capital city of Bhopal one of the biggest cities in Central India. This position was related to leadership in Police Operations and Public Order and Pace Management in the city along with the responsibility for police administration and capacity building. • Leadership role in Public Order Management, intelligence, Conflict Prevention, Peace Administration, Crowd Control, and public safety. • Supervision of Crime Against Women, Child Protection and Crime Against Children. • Running special community police drives in the city, managing peace committees at neighbourhood level, women safety and child protection measures for creating public trust in the police, promoting peaceful inter community coexistence, peaceful conduct of public events and crowding, managing conflicts and maintaining peace through police public interface.
1 st June 2020- 30 th December 2021	Deputy Director of the State Police Training and Secretary Evidence Based Police Research Cell	<ul style="list-style-type: none"> • Deputy Head of Training Academy involving Training Administration, Training related HR, running of day to day administration, Budget, finance and Academic aspects of Training Administration in the Institution. • Strategic Peace Building, Intelligence Collection, Conflict Management and Negotiation Skills training for recruit training and in-service training. • Curriculum Development syllabi design with significant inputs on Public Order Management Crowd Science, Public Event Management, Community Safety, Multicultural Peace Administration. • Training Content Development, Case Study Development and digital learning resources development based on Training Needs Analysis for mainstreaming Public Order and Peace Administration Training. Best s. • Specialised training solution including technical and digital solutions for Crowd Management and Public Safety Measures. • Resource planning and execution of Public Order Training programs through the Training of Trainers and Trainer development methodologies. • Research and Best Practice Reviews on Public Order Management through national and international Public Order and Peace Administration scenarios.
21 st July 2019 to 30 th May 2020	Visiting Scholar and Professor of Practice- Global Studies- Global Security, Justice and Human Rights at the Democracy Lab of the University of Virginia USA	<ul style="list-style-type: none"> • Research on Peacekeeping and Interreligious violence and how multicultural policing finds solutions in Civilian Conflicts and Peacekeeping which has imperatives for Peace keeping in the UN and other intergovernmental settings. • International Peacekeeping research inferences within the context of Case Study based Multicultural Community Policing and how it illustrates replicable examples for Peacekeeping through Conflict Management and Civilian Policing. • The paper was published at the World Journal (MDPI) IN 2022- Community Policing Solutions for Religion-on-Religion Conflict: Lessons from an Indian Case Study" has been published in the journal 'World' 2022 (MDPI) and is available online: pdf Version: https://www.mdpi.com/2673-4060/3/4/47/p • Evidence Based Police Research on Gender Based Violence and Community Policing through action research. Published a research on Access to Justice for Women and Women's Help Desks at Police Stations through Abdul Jameel Poverty Action Lab's Research and Research done with the support of University of Virginia devising a model of Women's Help Desks in Police Stations.

17 January 2019 to 21 st July 2019	Deputy Director of the State Police Training Academy	<ul style="list-style-type: none"> • Deputy Head of Training Academy involving Training Administration, Training related HR, running of day to day administration, Budget, finance and Academic aspects of Training Administration in the Institution. • Training Management and Training Design through Training Needs Analysis for General Police Capacity Building and for Public Order Management and Peace Administration. Research and Teaching to graduate students on Global Security, Justice and Human Rights and Public Security and Peace • Public Order and Crowd Behaviour Training -running online and offline courses related to public order management for recruit training and in service training. • Building Master Trainers through series of Trainers ToT workshops on Public Order Management and Community Safety.
1 March 2017 to 15 th January 2019	Senior Superintendent of Police for the district Vidisha in the state of Madhya Pradesh	<p>Senior Command level police chief position involving supervision and management of a large police district having urban towns and hundreds of villages covering more than 3 million population with a supervisory jurisdiction of 24 police stations .</p> <p>Leadership level position on Public Order Management, Crowd Control and Conflict Management at Command level in the district, earning public trust and cooperation.</p> <p>Successful Command level tenure at the Superintendent of the Police district in the planning and executing of Peace building operations and Strategic Conflict Management in the background of inter-faith and inter-community tensions and political agitations, requiring high level of responsibility in Public Order Management, Conflict Prevention and Peace Administration.</p> <p>Chief Coordinator for Community Policing for the district and laying the protocols for community police interface for the various police stations under the jurisdiction. Leading Community Safety and Community Collaborated strategies in Crowd Control and Public Order management in large scale public events.</p> <p>Successfully Conducting Parliamentary Elections in multi-party political assertion in the backdrop of historical incidents requiring high levels of public safety measures due to past community conflicts.</p>
1 July 2016 to 1 March 2017	Staff officer for the Director General of Police,, Principle Advisor and Police Research and Reforms Lead	<p>Chief of staff for the Head of the State Police of Madhya Pradesh the Director General of the Police, in charge of large central Indian state having more than 8 billion population and more than one hundred thousand police personnel..</p> <p>The operation responsibilities included an advisory and senior communication role with police command level officers in the headquarters and in the field units over all public order and police performance indicators.</p> <p>Advisory Role for the Police Chief in keeping an oversight of Public Order situation including, Large Scale Public Events, social congregations, political agitations, Crowd Management scenarios, emerging public safety challenges and keeping track of the day-to-day safety and public order scenario emerging in the state having 57 districts.</p> <p>Founded the DG Research and Policy Cell for the state Police with a mandate to do collaborative research with think tanks and universities for evidence informed police reforms and practice with action research methods.</p>

July 2012 to July 2016	<p>Police Adviser and Chief Aide to the Head of Federal State-The Governor of the State of Madhya Pradesh India, also called the ADC (Police) to the Governor.</p> <p>At Rajbhawan the Office of the Governor of the federal state of Madhya Pradesh at Bhopal MP India.</p>	<p>Police Adviser and Chief Liaison Officer and Aide to the Head of Federal State. The responsibility include</p> <p>Advising and Briefing the head of state on Police Law Enforcement Issues</p> <ul style="list-style-type: none"> - Representing the office of the Governor in all important Govt activities and meetings Accompanying the Governor in all important ceremonies and functions related to Union and State Government activities -Liaison with all Govt Ministries and Departments on behalf of the Governor's office - Liaison with Important dignitaries and officials on behalf of the Governor -Advising the Governor on various issues related to Official, Social and Cultural issues - Supervising the security of the Governor which includes supervising the top security staff related to both the security of the person and premises of the Governor.
August 2010 July 2012	Assistant Inspector General of Police Training for the State of Madhya Pradesh	<p>As Assistant Inspector General of Police Training for the State of Madhya Pradesh I was responsible for the administration and Training Management of Eight Police Training Institutions across the state of Madhya Pradesh. This also included Training administration for the in-service courses being conducted at 50 police districts in the state.</p> <p>My major duties could be summed up as following:</p> <ol style="list-style-type: none"> 1- Training Needs Analysis, and Designing of Curriculum, Training the trainers of the different training g institutions, 2-Conducting training sessions on my own and organizing training workshop by inviting various experts, 3-Bringing changes in Training activities with an eye on the field requirements of the police officers. 4- The Institutional administration of police training centres and Human resource Management is also included in the job profile. 5-Public Order and Peace Adminsitration Training Design and Delivery including content development and methodology based innovation for capacity building. 6. Community Police Training: Special modules developed for community safety and police public interface to develop peaceful community based living as a training strategy to train younger officers in democratic police ethos.
June 2009 Aug 2010	Addl Superintendent of Police – Indore City - Incharge of Operational District Police- Police Operations, Admn and Public Order Mgmt	<ul style="list-style-type: none"> • Supervision and Senior command level management of the largest operational police district of central India- Indore. Human Resource Management in terms of deployment of police officers and forces to different police responsibilities and different police stations. • Leadership in Strategic Public Order Management and Crowd Management of day-to-day Law and order situation of the city. Managing communal tensions, devising community-based conflict management solutions, inculcating a community trust based inter cultural dialogue among conflict prevention strategies. • Conducting Peaceful Parliamentary and Municipal elections amidst high political tensions. • Managing large public congregations, religious rallies, political demonstration and other public events with professional efficiency and team enabled performance. • Heading the Community Policing Cell, planning various community policing events and monitoring and giving directions to the police station level community policing efforts. • Heading special community cells for Women and Children and running special community police schemes in this direction. Supervising the special cell for police efforts to control Domestic Violence and Crime Against Women. Monitoring the special Juvenile Protection Unit.

Feb 2007to June 2010	Principle and Superintendent of Police at Police Training College Indore and Pachmarhi.	<p>1-Heading police training institution, which involved overall management of the police training school, infrastructural development and administration.</p> <p>2- Designing Courses by conducting TNA -Training Needs Analyss and conducting Training Development sessions and Training of Trainer Courses</p> <p>3- Running Public Order and Peace Adminstration Training Courses. Doing lesson Plans and Training Design for the Public Order Training Courses</p> <p>4- General administration of the training centre, maintaining close contacts with the field police units inroder to understand the training needs and then devise training strategy which remains need based.</p> <p>5--Introducing innovation in police training for the initial training of basic recruits and also for conducting training for in-service training for the members of criminal justice sector functionaries.</p>
May 2004 Sept 2005	Deputy Superintendent of Police for Training lead Reforms and Community Policing	<ul style="list-style-type: none"> • Duties were mainly related to Police Public Interface, Community Policing and Criminal Justice sector reforms and training. Having a jurisdiction extending to 8 western police districts of western MP in central India, • Incharge of Public Police Interface, Conflict Management and Peace Administration and its research, planning, coordination and execution of police reforms and training programs. • Expertise in Community Policing and its training and conducting community policing training camps in all the seven districts of the zone. I have handled the responsibilities of conducting Training Needs Assessments and research work related to criminal justice reforms, democratic policing and pro-poor police reforms. •
May 2003 to May 2004	UN-Deputy Regional Kosovo Police Service and Field Training Coordinator	<p>This was a senior position involving human resource management and Building of Human Rights Culture within the Upcoming Kosovo police Service.</p> <p>This involved recruitment, training and placements ,and duty allocation for the Kosovo Police Service. Since it was a senior managerial position, it required planning and policy making at the regional level ,which consisted of a jurisdiction covering the entire Border Police Region of Kosovo which covered 14 police stations, Regional Headquarters and a training Unit.</p> <p>The job required constant monitoring of the field units with frequent visits to the field units for field training support and monitoring.</p> <p>The responsibilities also included mainstreaming of community policing strategy within policing ethos of the upcoming Kosovo Police Service, a responsibility in which my expertise in Community Policing became very useful.</p> <p>The job also required Statagic Training Management and Training Intervention to create a culture of professional and Human Rights sensitivse police service.</p> <p>Its was a police leadership position requiring decision making capacity,planning and devising of professional standards .</p>

क्रमांक-1/1/8/0037/2025/बी-2/दो
मध्य प्रदेश शासन
गृह विभाग
मंत्रालय, वल्लभ भवन, भोपाल

प्रेषक,

अन्नू भलावी
अवर सचिव

प्रति,

सुश्री जूही वर्मा,
निदेशक (Pers-Coord),
भारत सरकार, गृह मंत्रालय,
नार्थ ब्लॉक, नई दिल्ली-110001

भोपाल, दिनांक- 25/07/2025

विषय- **Department of Peacekeeping Operations के अंतर्गत Public Order Adviser (P-4) के पद हेतु आवेदन पत्र-श्रीमती निमिषा पाण्डेय, सहायक पुलिस महानिरीक्षक (प्रशिक्षण), पुलिस मुख्यालय, भोपाल।**

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महोदय,

उपर्युक्त विषय में आपके पत्र क्र. 21023/11/2025, दिनांक 22 मई, 2025 के संदर्भ में श्रीमती निमिषा पाण्डेय, रापुसे, सहायक पुलिस महानिरीक्षक (प्रशिक्षण), पुलिस मुख्यालय, भोपाल द्वारा Department of Peacekeeping Operations के अंतर्गत Public Order Adviser (P-4) के पद पर नियुक्ति हेतु निर्धारित प्रपत्र में प्रस्तुत आवेदन पत्र अनुशंसा सहित आवश्यक कार्यवाही हेतु संलग्न प्रेषित है।

2/ पुलिस मुख्यालय से प्राप्त प्रतिवेदन अनुसार श्रीमती निमिषा पाण्डेय, रापुसे के विरुद्ध अपराधिक प्रकरण/सतर्कता तथा विभागीय जांच लंबित नहीं है।

3/ कृपया प्रकरण में लिये गये निर्णय से विभाग को अवगत कराने का कष्ट करें।

संलग्न-उपरोक्तानुसार।

भवदीय

Digitally signed by
ANNU BHALAVI
Date: 25-07-2025
(अन्नू भलावी)

BIO DATA Proforma

ANNEXURE-II



1. Name of Post Applied - **Public Order Advisor**
2. Job Opening Number - **2025-SPC-75916-DPO**
3. Name of the Officer - **Nimisha Pandey**
(as per official documents)
4. Designation/rank - **AIG(Training), Police Headquarters**
Organization **Madhya Pradesh Police**
Pay scale/level **169200-215900(8900)/15**
5. Present place of posting **Police Headquarters Bhopal (M.P.)**
6. In the case of officers on deputation with other organization:-
Name of Parent Organization- **No**
Name of organization presently employed
Expected Date of repatriation to parent cadre/organization
7. NoC from Parent Cadre(if on deputation) mandatory: **Yes/No/NA**
8. Date of Birth - **30/04/1971**
9. (a) Education qualification- **Masters Degree**
(b) Required qualification as per applied job/posts(Yes/No) - **Yes**
10. Date of Joining Police Service - **26.10.1998**
11. Date of Superannuation - **30.04 2031**
12. Service/Cadre/Batch - **1998**
13. Previous UN Experience - **UNMIT(2011-2012)**
Police Reform Advisor SPC, Police Division, Brindisi (2017-2019)

14. Other Foreign/International Experience - Served as a core trainer with the Mobile Training Team under the Integrated Training Service (ITS) NewYork.

15. Contact Details: Telephone No. **07552443930**

Residence: +916265418011

Mobile: +919425068579

E-mail: nimisha.asp@gmail.com

16. APAR/ACR Grading of last 05 years (mandatory):-

Year	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
ACR Grading	A+	A+	A+	A+	A+

17. Outstanding Achievements, if any-

- **Achievement as Superintendent of Police, Police Training School (PTS), Pachmarhi:**

Led the Police Training School to national recognition, earning the **Best Training Centre Award** conferred by the **Hon'ble Home Minister**, Government of India.

- The award recognized excellence in training delivery, innovation in police education, and overall institutional performance under my leadership. Oversaw comprehensive upgrades in training methodology, infrastructure, and instructor development, significantly enhancing the quality and impact of police capacity-building.

प्रति,

विशेष पुलिस महानिदेशक
(प्रशासन)
पुलिस मुख्यालय, भोपाल

विषय : Department of Peacekeeping Operations के अन्तर्गत Public
Order Adviser P-4 के पद हेतु आवेदन।
द्वारा : उचित माध्यम


संदर्भ : भारत सरकार गृह मंत्रालय Police-II का पत्र क 21023/11/2025-Pers
Policy दिनांक 22/05/2025 के संदर्भ में।

विषयान्तर्गत अनुरोध है कि संदर्भित पत्र के माध्यम से चाहे गए नामांकन के परिप्रेक्ष्य
में Public Order Adviser P-4 के पद हेतु निर्धारित प्रपत्र में मेरा आवेदन अग्रिम
कार्यवाही हेतु संलग्न प्रेषित है।

संलग्न : उपरोक्तानुसार

 10/06/25

निमिषा पाण्डेय
सहायक पुलिस महानिरीक्षक
(प्रशिक्षण)
पुलिस मुख्यालय भोपाल


10/6/25

T-L

Pubin

पुलिस मुख्यालय, मध्यप्रदेश, भोपाल

क्रमांक-पुमु/प्रशि/टी-1(22-एफ)/ 875 /2025
प्रति,

दिनांक 11/06/2025

✓ सहायक पुलिस महानिरीक्षक (प्रशासन),
पुलिस मुख्यालय भोपाल।

विषय:- Department of Peacekeeping Operations के अंतर्गत Public Order
Adviser P-4 के पद हेतु आवेदन पत्र।
संदर्भ:- श्रीमती निमिषा पाण्डेय, समनि (प्रशिक्षण) का आवेदन पत्र दि० 10.06.25 एवं
आपका पत्र क/पुमु/1/रापुसे/4/Depu-2025/1134/25 दि० 10.06.25
-00-

कृपया उपरोक्त विषयांतर्गत संदर्भित पत्र का अवलोकन करने का कष्ट करें।
श्रीमती निमिषा पाण्डेय, सहायक पुलिस महानिरीक्षक (प्रशिक्षण) पुमु भोपाल द्वारा भारत सरकार
गृह मंत्रालय Police-II का पत्र क/21023/11/2025-Pers Policy दिनांक 22.05.2025 के संदर्भ
में Department of Peacekeeping Operations के अंतर्गत Public Order Adviser P-4 के पद
हेतु निर्धारित प्रपत्र में आवेदन पत्र प्रस्तुत किया गया है।

कृपया श्रीमती निमिषा पाण्डेय, सहायक पुलिस महानिरीक्षक (प्रशिक्षण) पुमु भोपाल
द्वारा प्रस्तुत आवेदन पत्र अनुशंसा सहित अग्रिम कार्रवाई हेतु मूलतः संलग्न प्रेषित है।
संलग्न :- उपरोक्तानुसार।

11.06.25
सहायक पुलिस महानिरीक्षक(प्रशिक्षण)
हेतु-अतिरिक्त पुलिस महानिदेशक(प्रशिक्षण)
पुलिस मुख्यालय, भोपाल

क्रमांक-पुमु/प्रशि/टी-1(22-एफ)/
प्रतिलिपि :-

/2025 दिनांक /06/2025

श्रीमती निमिषा पाण्डेय, सहायक पुलिस महानिरीक्षक (प्रशिक्षण) पुमु भोपाल

सहायक पुलिस महानिरीक्षक(प्रशिक्षण)
हेतु-अतिरिक्त पुलिस महानिदेशक(प्रशिक्षण)
पुलिस मुख्यालय, भोपाल

A-4
11/6/25

0-3110572
13/06/25

18. Last five years work profile/experience:-

- As a UN Certified Master Trainer and Mobile Training Team member, planned and delivered mission-specific training (MMA, COP, PoC) across regions, ensuring alignment with UN mandates and field realities in complex environments.
- Led strategic planning and delivery of police training as SP, Police Training School Pachmarhi, overseeing curriculum design, resource management, and operational readiness. Elevated the institution to award-winning status under my leadership.

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



Signature of applicant

Nirmisha Pandey

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

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

1. PERSONAL DATA:			
Family Name: PANDEY	Given name: NIMISHA	Middle names:	Gender: M/F F
e-mail address: nimisha.asp@gmail.com			
2. POSITION FOR WHICH YOU ARE APPLYING:			
Title: 1. <u>Public Order Adviser, P-4 (Department of Peace Operations)</u>		Job Opening Number: 2025-SPC-75916-DPO	
3. MILITARY SERVICE HISTORY/POLICE SERVICE HISTORY			
Date of Commission (for military officers) or date of enlistment/entry to service (for police officers): <p style="text-align: center;">26/10/1998</p>			
Current rank Superintendent of Police	Date Last Promoted 14/09/2011	Date eligible for promotion to next rank	Projected Retirement date from current rank <p style="text-align: center;">30/04/2031</p>
Branch/Corp/Mustering : Civilian Police			
Sub Specialisation/additional qualifications		<ol style="list-style-type: none"> 1. Proven public order leadership as ASP and DySP in India, addressing diverse challenges including communal tensions, mass protests, election security, and VVIP protection for dignitaries such as the Governor of Madhya Pradesh. 2. Served with the Anti-Terrorist Squad (ATS), enhancing preparedness for high-risk and counter-terror operations. Combined with international UN experience, this positions me to advise effectively on strategic public order management and institutional capacity-building across varied operational environments. 3. In addition to being a certified Master Trainer under the UN's Training Architecture Programme, I bring extensive international experience through my service with United Nations field mission UNMIT—as a UN Police Officer (UNPOL) and later as a Police Reform Adviser at the P-4 level. 4. This blend of National and International experience has equipped me with a comprehensive understanding of UN policing mandates, operational challenges, and institutional reform processes. It has significantly broadened my 	

	<p>strategic outlook, enabling me to address complex public order and security sector issues with a balanced, mission-oriented, and reform-focused approach.</p> <p>5. I am confident and experienced in conducting training and development needs assessments to identify gaps in public order capabilities. I specialise in presenting evidence-based findings through structured reports and in drafting practical, context-specific recommendations to strengthen institutional capacity and operational effectiveness.</p>
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Are you currently working for the United Nations ?

Yes ☐

No ☒

If yes, please explain

4. DEGREES AND ACADEMIC DISTINCTIONS OBTAINED:

	Name of Institution/Place and Country	ATTENDED		Ranks/ Degrees 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 officer institution)-name and address	-	-	-
	Police Academy (and/or similar law enforcement training institution)-name and address Jawaharlal Nehru Police Academy, Sagar, Madhya Pradesh, India	26/10/1998	29/12/2000	Rank – Dy.S.P. Degree- Graduation
Civilian Degrees	Name of Institution/Place and Country: Please give complete address	FROM: Month/Year	TO: Month/Year	Ranks/ Degrees and Academic Distinctions Obtained
	Dr Harising Gour University Sagar	1989	1991	Masters Degree with Gold Medal
	Dr Harising Gour University Sagar	1986	1989	Bachelor's Degree with Gold Medal

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

	Date attended from: mm/yy To mm/yy	Institution
1. United Nations TOT on Job Specific Training Courses, Jakarta participated as Master Trainer for MMA and COP	26 th November-16 th December 2022	United Nations DPO and Integrated Training Service, at National Police Academy, Jakarta, Indonesia
2. United Nations Instructor Development Course Master TOT on Job Specific	07 th June-27 th June 2022	United Nations DPO and Integrated Training Service, at

Training JSTC. Certified in MMA and COP.		Amman, Jordan
3. Mid Career Training Program for Indian Police	14 th Oct To 9 th Nov 2019	Helena Kennedy Centre for International Justice Sheffield, UK
4. Training of Trainers Human Rights	19-21 September 2018	Sant'Anna Scuola Universitaria Superiore, Pisa Italy
5. Competency Based Interviewing Skills Training hosted by SPC	07-08 August 2018	UNGSC Brindisi Italy
6. Course On Security Sector Reform SSR	19-23 March 2018	Folke Bernadotte Academy, Sando, Sweden
7. Pre-Deployment Training, Entebbe, Uganda	17-21 July 2017	Regional Training and Conference Centre, Entebbe, Uganda
8. Train the Trainers for UN Induction Training	03-06 April 2017	UNGSC Brindisi Italy
9. Training of Trainers on Protection of Civilians participated as Trainer organised by ITS	20 th June-01 st July 2016	Military Operations Centre Dar-e-Salam Tanzania
10. TOT On Protection of Civilians organised by ITS	18-30 April 2016	Malaysian Peacekeeping Training Centre, Port Dickson, Malaysia
11. United Nations Police Officers Course UNPOC	04 May 2015 To 15 May 2015	International Military Operations Center, Rakitje, Zagreb, Republic Of Croatia
12. United Nations Course On SCR 1325 Women, Peace And Security Agenda Asia And Pacific	May 2015	United Nations Training and Research Institute (UNITAR), e-learning platform
13. United Nations Introduction To Security Sector Reform	07 July 2015	United Nations Training and Research Institute (UNITAR), e-learning platform

6. EXPERIENCE IN PEACEKEEPING OPERATIONS:

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

Dates mm/yy- mm/yy	Mission/ Operation/Location	Position/title (Milob, HQ Staff, Contgt, Adviser, FPU officer, Professional Post or Above)	Description of duties
From June 2022	International Training & Capacity Building Experience	Master Trainer for JSTC	UN Police Architecture Program (Since 2019) <ul style="list-style-type: none"> Contributed to the design and implementation of training standards and materials under the Strategic Guidance Framework (SGF) to strengthen UN Police capacity. Certified as a Master Trainer at the UN Master Trainers Course in Jordan, specializing in Job-Specific Training Courses (JSTCs) on Mentoring, Monitoring, and Advising (MMA) and Community-Oriented Policing (COP)—key pillars of public order and peace operations. Served on the UN Trainer Team in Jakarta, Indonesia, delivering JSTCs to police officers from the Asian region, with a focus on mission preparedness and public order management in multidimensional

			<p>peacekeeping contexts.</p> <ul style="list-style-type: none"> Developed a strong foundation in capacity building, operational leadership, and preparing police personnel to effectively address mission-specific public order challenges.
<p>From 05/03/2017 To 19/01/2019</p>	<p>United Nations Standing Police Capacity Brindisi, Italy</p>	<p>Police Reform Adviser P-4</p>	<p>Field Support and Advisory: Served as a Police Reform Adviser with the Development Team of the Standing Police Capacity (SPC), providing strategic guidance and operational support to UN field missions and agencies. Offered both remote and on-ground advisory to enhance policing frameworks, institutional reform, and capacity-building efforts aligned with UN mandates.</p> <p>Deployed to UNMIL in Liberia to support the L-SMART project, contributing to security sector reform, public order management, and monitoring in a post-conflict context. Later supported UNDP Sierra Leone in designing Election Security Training Modules, integrating democratic policing, human rights, and community engagement for national police forces.</p> <p>Police Commanders Course Development (2018): Contributed to the development of the United Nations Police Commanders Course, was assigned to prepare two modules covering the core issues of peacekeeping <i>i.e.</i> Protection of Civilians and Child Protection. Provided substantive input on curriculum content, instructional methodology, and training materials, ensuring alignment with the United Nations Strategic Guidance Framework for International Policing. Participated in the curriculum development workshop held on 24–25 May at the UN Global Service Centre (UNGSC) in Brindisi, Italy,</p> <p>Participated in CoESPU trainings, a key partner institution of the UN, with a focus on gender-responsive community policing, operational planning, and policy coordination. This enhanced my ability to integrate gender perspectives into public order strategies and peacekeeping mission support, reinforcing inclusive and rights-based approaches aligned with UN values. Additionally, I contributed actively to Sexual Harassment and Abuse</p>

			workshops, promoting prevention and policy implementation to foster safe, respectful environments within peacekeeping operations.
From 22 nd July-1 st December 2017	Short term deployment from SPC to provide Support to UNDP Sierra Leone:	Election Security Training Adviser P-4	<p>As a Police Reform Adviser (P-4) with the Standing Police Capacity (SPC), I was deployed to Sierra Leone in support of the 2018 general elections.</p> <ul style="list-style-type: none"> • I developed and delivered Election Security Training Modules under the UNDP Electoral Support Project. These modules focused on public order management, human rights-compliant policing, and community engagement during electoral operations. • Working closely with the Sierra Leone Police, the Integrated Elections Security Planning Committee (IESPC), and civil society stakeholders, our efforts contributed to strengthening operational readiness and public confidence in the security framework for the elections.
From 15 th June-15 th July 2017	Short term deployment from SPC to provide Support to the UNMIL	Police Reform Adviser P-4	In my short-term role supporting the L-SMART project at UNMIL, I contributed to enhancing security management systems and resource accountability. This support was critical in strengthening public order advisory functions by enabling better coordination, informed decision-making, and timely responses to civil unrest and security challenges within a complex post-conflict environment.
From April 2016 to June 2016	International Training & Capacity Building Experience	Trainer	<p>Mobile Training Team Member – ITS, Actively contributed as part of the MTT under the Integrated Training Service-</p> <ul style="list-style-type: none"> • Conducted Training of Trainers (TOTs) for military and police officers deployed in UN peacekeeping operations. • Focused on key thematic areas including Protection of Civilians, Child Protection, and the strategic interpretation of UN mandates in multidimensional missions. • Contributed to capacity-building by promoting mission readiness and awareness of roles and responsibilities in complex operational environments.
From	United Nations	Monitoring and	Served as the Monitoring and

20/09/2011 to 19/09/2012	Integrated Mission in Timore-Leste for Peacekeeping PNTL HQ Dili	Coordination officer/ Admin officer for RRRD in UNMIT UNPOL Contingent	<p>Coordination Officer within the Reform, Restructuring, and Rebuilding (RRR) Department during a critical phase of transition in Timor-Leste.</p> <ul style="list-style-type: none"> • Tasked with evaluating the implementation of the Joint Development Plan for Capacity Building of the Timor-Leste National Police (PNTL), with a focus on ensuring institutional readiness amidst ongoing public order concerns. • Conducted field visits to various districts and police units to assess the on-ground impact of capacity-building initiatives, identify operational gaps, and gather feedback from frontline personnel. • Ensured that reform efforts remained aligned with mission objectives and adaptable to evolving realities, particularly in restoring public trust in policing and supporting the maintenance of civil stability during the fragile transition period. • Deployed as a UN Peacekeeper during the 2012 Presidential and Parliamentary Elections in Timor-Leste, a period marked by heightened public order sensitivity. Played an active role in the planning and execution of electoral security operations to prevent unrest, deter violence, and ensure a peaceful democratic process. • Contributed to coordinated efforts aimed at maintaining civil stability, managing crowd dynamics, and reassuring communities in areas with a history of election-related tensions.
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7. COMMAND EXPERIENCE(at Battalion/equivalent level or above when applying for position at the P5 level and above): Startwith your most recent experience and list in reverse order

Dates FROMmm/yy TO mm/yy	Unit level: Police Command Experience	Unit/Position/Org	Significant Unit Activities
August 2020 To Present	Head of Police Training Centre	Superintendent Police Training School Pachmarhi (M.P.) India	<ul style="list-style-type: none"> • Led all training activities at the Police Training Centre, with full responsibility for facility management, instructional planning, and strategic oversight. • Designed, updated, and delivered basic and in-service training curricula addressing key aspects of law enforcement, including public order management, crowd control, VVIP security protocols, and field craft tactics.

			<ul style="list-style-type: none"> • Emphasized scenario-based learning to build operational readiness, tactical discipline, and rapid response capabilities among trainees. • Ensured that training programs remained responsive to emerging security threats and aligned with institutional priorities for stability and public confidence and focused towards institutional development of indigenous police capacity.
Oct 2012 To – March 2017	Police Human Resources and Administration Officer	Position: Assistant Inspector General (AIG) – Administration Organization: State Police Department, Madhya Pradesh, India	<p>Innovation and Capacity Building: Led training evaluations, Training of Trainers (ToT) programs, and implemented innovations in training methods to build capacity for crowd control, crisis response, and conflict resolution.</p> <p>Human Resource Data Management: Maintained comprehensive personnel records, including data on postings, training history, skills and expertise, conduct, and disciplinary records critical for ensuring readiness and accountability in public order scenarios.</p> <p>Strategic Deployment and Rotation: Vetted vacancies and managed rotation of police personnel across various units and assignments, optimizing resource allocation to maintain public order. Special focus was given to cross-cutting issues such as gender balance and equal opportunity.</p> <p>Interagency and International Deputation: Played a key role in the selection and deputation of police personnel to specialized units and other national/international organizations, ensuring personnel with the right skills and temperament were positioned in sensitive or high-impact roles.</p> <p>Recruitment Policy and Promotion Oversight: Developed guidelines for the recruitment and selection of personnel across ranks, including screening candidates for promotions based on their service records and suitability for roles critical to public safety and order.</p> <p>Workforce Gap Analysis & Strategic Recommendations: Conducted regular needs assessments to identify skill gaps and mismatches within the force, presenting analytical reports and policy recommendations to ensure effective</p>

			personnel distribution and preparedness for maintaining public order.
Oct 2009 to Sept. 2011	Police Command Officer	<p>Position- DySP Unit - Anti Terrorist Squad</p> <p>Org- State Police Department Madhya Pradesh, India</p>	<p>Strategic Policy Planning: Formulated recruitment and training policies for police personnel selected for deployment in elite counter-terrorism and counter-insurgency units, ensuring alignment with national security priorities and operational readiness.</p> <p>Human Resource Management: Oversaw selection, recruitment, welfare, and career progression—including timely promotions and specialized training—of personnel under command, fostering high morale and professionalism.</p> <p>Intelligence Oversight: Exercised administrative control and supervision over staff responsible for intelligence collection and analysis related to terrorist threats and anti-national activities, facilitating accurate assessments and timely action.</p> <p>Comprehensive Supervision: Directed multiple functional sections including operations, planning, administration, and logistics, ensuring seamless coordination and mission effectiveness.</p> <p>Legal Enforcement: Initiated and supervised legal action against individuals and groups involved in anti-national activities, working closely with investigative teams to support effective prosecution under relevant laws.</p>
Aug 2007 to Oct 2009	Criminal Investigations & Counter-Radical Operations Experience	<p>Position- DySP Crime Unit - District Police Bhopal</p> <p>Org- State Police Department Madhya Pradesh, India</p>	<ul style="list-style-type: none"> • Led and supervised complex criminal investigations, including cases involving organized crime, extremist networks, and violent radical groups. • Conducted intelligence-led operations to dismantle radicalized cells and pre-empt violent acts, in coordination with national and specialized agencies. • Managed crime scene coordination, evidence collection, suspect interrogation, and prosecution support in high-profile cases. • Oversaw public safety operations in sensitive areas, ensuring rapid response to threats while maintaining public confidence and legal standards.

May 2005 to Aug 2007	Police Command Officer	City Superintendent of Police (City SP) Org-State Police Department Madhya Pradesh, India	<ul style="list-style-type: none"> • Commanded police units responsible for public order, crime control, and critical incident response in high-risk environments. • Led field personnel in tactical deployments during protests, VIP movements, and law and order situations. • Coordinated inter-agency efforts, ensured operational readiness, and upheld human rights standards during enforcement actions. • Gained hands-on experience in field leadership, contingency planning, and community engagement—relevant to peacekeeping and mission contexts.
May 2004 to May 2005	VIP Protection & Security Leadership Experience	Chief Security Officer to the Governor of Madhya Pradesh <i>State Police Department, Madhya Pradesh, India</i>	<ul style="list-style-type: none"> • Led the Governor's security detail, overseeing all aspects of protective planning, risk assessment, and close protection for the Head of State at both residence and during high-mobility engagements. • Managed a multi-agency protection team, coordinating with intelligence, military, and civil administration for advance security arrangements and contingency planning. • Conducted site security surveys, developed threat mitigation strategies, and ensured seamless protection in complex and high-risk environments. • Maintained strict discipline, confidentiality, and operational readiness among team members, ensuring dignitary protection aligned with national protocols and international best practices.
Jan 2001 to May 2004	Operational Leadership in Armed Police Unit	Adjutant – Armed Police Force Battalion <i>State Police Department, Madhya Pradesh, India</i>	<ul style="list-style-type: none"> • Served as second-in-command of a full-strength armed police battalion, responsible for operational readiness, training, and administration of over 800 personnel. • Coordinated and supported deployment planning, logistics, and disciplinary oversight for internal security, public order, and high-risk operations.

		<ul style="list-style-type: none"> •Conducted combat-readiness drills, managed force mobilization, and ensured welfare and morale of the unit under field and barrack conditions. •Played a key role in inter-agency coordination during elections, disaster response, and riot control deployments.
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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

Datesmm/yy-mm/yy	Position/Org	Operation/Activity
07 June 2022 – 27 June 2022 and presently working with the training team as expert.	Certified Master Trainer, UN Police Training Architecture Program	<ul style="list-style-type: none"> • Certified Master Trainer under the United Nations Police (UNPOL) Training Architecture Program, dedicated to enhancing the operational effectiveness and professional competencies of police officers deployed in UN peacekeeping field missions. • Specialized expertise in delivering Job-Specific Training Courses (JSTCs) focusing on critical areas such as Monitoring, Mentoring, Advising (MMA), and Community-Oriented Policing, which are fundamental to maintaining public order and stability in conflict and post-conflict environments. • Served as a key facilitator for the inaugural Job-Specific Training of Trainers (TOT) course conducted in Jakarta, Indonesia, working collaboratively with the UNPOL training team to build sustainable local capacity for peacekeeping policing functions. • Regularly engaged as an expert resource and consultant in high-level strategic consultations regarding the design, development, and rollout of the UNPOL Training Architecture Program, including the deployment of Specialized Training Materials (STM) and JSTCs tailored to member states' operational needs. • Deep understanding of the challenges inherent in public order management within complex operational settings, reinforced by practical experience advising on law enforcement strategies aligned with UN mandates and international best practices. • Proven ability to translate UNPOL strategic training frameworks into actionable, context-specific training solutions that empower police officers to effectively manage public order while respecting human rights and fostering community trust.
5 th March 2017 to 19 th January 2019	Police Reform Adviser P-4 Standing Police Capacity Brindisi, Police Division	<ul style="list-style-type: none"> • Served as Police Reform Adviser (P-4) with UN Standing Police Capacity (SPC), providing strategic support on public order management, police reform, and capacity building in post-conflict settings. • Developed and implemented police reform strategies aligned with the UN Strategic Guidance Framework (SGF), ensuring adherence to democratic policing, human rights, and rule of law. • Designed and delivered the Police Commanders Course and Election Security Training Modules, including advisory support

		<p>to UNDP Sierra Leone and contribution to the L-SMART project (UNMIL).</p> <ul style="list-style-type: none"> • Advised on public order preparedness, police accountability, and gender-sensitive policing. • Certified trainer in JSTCs on Monitoring, Mentoring, Advising (MMA) and Community-Oriented Policing (COP); facilitated training for peacekeepers and national police. • Provided expert guidance in operations, administration, legislation, training, and discipline to strengthen sustainable policing institutions.
20/09/2011 - 19/09/2012	Monitoring and Coordination Officer – UNPOL Contingent Mission: United Nations Integrated Mission in Timor-Leste (UNMIT) Location: PNTL Headquarters, Dili	<ul style="list-style-type: none"> • Led strategic planning to strengthen the institutional capacity of the Policia Nacional de Timor-Leste (PNTL), focusing on key areas such as Administration, Legislation, Discipline, Training, and Operations. • Developed and implemented effective monitoring and evaluation tools to track progress and impact of capacity-building programs. • Designed a daily reporting system for mission police units to enable real-time monitoring of policing activities, ensuring timely operational oversight. • Promoted human rights compliance by ensuring immediate reporting and response to violations, fostering accountability and adherence to international policing standards. • Provided critical operational support and coordination during parliamentary and presidential elections, contributing to election security planning, public order management, and effective collaboration between UNPOL and the host-state police. • Ensured the integration of public order strategies aligned with electoral processes, helping maintain peaceful, transparent, and credible elections.

9. INTERNATIONAL EXPOSURE OTHER THAN PEACEKEEPING OPERATIONS:

Start with your most recent experience and list in reverse order

Date:mm/yy-mm/yy	Position/Org	Function/Activity
November 2019	South Yorkshire Police and Sheffield Hallam University And Madhya Pradesh Police	<p>The Madhya Pradesh Police, in partnership with Sheffield Hallam University and the Helena Kennedy Research Centre, launched a collaborative initiative to address the growing challenges of cyber-crime through a community-focused policing approach. This project facilitated knowledge exchange with the South Yorkshire Police, emphasizing:</p> <ul style="list-style-type: none"> • Understanding emerging cyber-crime trends impacting local communities • Identifying operational and investigative challenges affecting community safety • Developing community engagement strategies to raise awareness and foster public cooperation in reporting and preventing cyber threats <p>By promoting community participation and enhancing public trust, the project strengthened the capacity of law enforcement to respond effectively to cyber-crime, fostering safer digital environments through international cooperation and shared best</p>

		practices.
JUNE 2002	West Midlands Police, Birmingham and Tally-ho Police Training Centre	<p>Collaborative Project on Police Training Reforms:- A collaborative initiative was undertaken under the framework of the DFID (UK) programme focused on enhancing Safety, Security, and Access to Justice. The project was supported by the Government of India, in partnership with the British Council.</p> <p>The implementation was carried out by Individual and Organizational Development and Assistance (IODA), Nottingham, UK, and aimed at reforming police training methodologies in India. Key components of the project included:</p> <ul style="list-style-type: none"> • A series of workshops based on the principles of adult learning to modernize police training approaches. • A study tour to police training centres in Coventry and Birmingham, UK, offering first-hand insights into advanced training practices. <p>This initiative was a significant step toward fostering professional development in Indian police training institutions through international collaboration and knowledge exchange.</p>

10. Additional Comments:

With over 28 years of distinguished service in Indian policing, I have developed extensive expertise in **public order management**, particularly in complex, high-stakes environments involving civil unrest, political demonstrations, VIP movements, and mass gatherings. I have successfully commanded and coordinated major public order operations, ensuring the safety of civilians while upholding democratic values and the rule of law.

Internationally, I have served as a **Police Reform Adviser** with the **United Nations Standing Police Capacity (SPC)** and as a **UNPOL officer in Timor-Leste**, gaining in-depth knowledge of UN frameworks for public safety, operational planning, human rights-based policing, and institutional reform. These deployments reinforced my capacity to provide field-relevant, strategic guidance to national police services operating in fragile and post-conflict settings.

As a **Certified Master Trainer** under the **UNPOL Training Architecture Program**, I have actively contributed to the design and delivery of **Job-Specific Training Courses (JSTCs)** and the **Monitoring, Mentoring, Advising (MMA)** model, focusing on public order policing, crowd control, and community-oriented policing. My role as a **member of the Mobile Training Team (MTT)** has enabled me to deliver high-impact, mission-tailored training directly to field personnel in diverse operational theatres, bridging the gap between policy and practice.

This blend of **national command leadership**, **field-based training delivery**, and **international advisory experience** uniquely equips me to contribute effectively as a **Public Order Advisor** within the Standing Police Capacity. I am committed to advancing professional, accountable, and operationally effective policing solutions that reflect the core values of the United Nations.

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 staff member for the United Nations liable ineligible for further consideration.

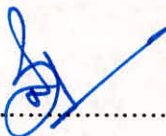
I declare that I have never committed, been convicted of and am not currently under Investigation or being prosecuted for any criminal, human rights, civil action or disciplinary offence, with the exception to minor

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 proceeding paragraphs for the following reason:

.....
.....

Date- 26th May 2025. 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.

TO BE COMPLETED BY THE RELEVANT LOCAL AUTHORITY:

On behalf of **Director General of Police Training M.P.** I certify that the information provided byNimisha Pandey..... 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

INSTRUCTIONS Please answer each question clearly and completely. TYPE OR PRINT LEGIBLY. Read carefully and follow all directions.		 UNITED NATIONS PERSONAL HISTORY					
1. Family name PANDEY			First name NIMISHA		Middle name -----	Maiden name, if any	
2. Birth Date	Day 30	Mo. 04	Yr. 1971	3. Place of birth Hoshangabad (Madhya Pradesh) India	4. Nationality (ies) at birth INDIAN	5. Present nationality (ies) INDIAN	6. Sex Female
7. Height 152 CM	8. Weight 70 KG	9. Marital status: Single		Married <input checked="" type="checkbox"/>	Separated <input type="checkbox"/>	Widow(er) <input type="checkbox"/>	Divorced <input type="checkbox"/>
10. <i>Entry into United Nations service might require assignment and travel to any area of the world in which the United Nations might have responsibilities. Have you any disabilities which might limit your prospective field of work or your ability to engage in air travel? YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> If "yes", please describe.</i> NO							
11. Permanent address Nimisha Pandey E-100/15 Shivaji Nagar Bhopal (Madhya Pradesh), India E-mail : nimisha.asp@gmail.com			12. Present address (if different) Nimisha Pandey E-100/15 Shivaji Nagar Bhopal (Madhya Pradesh), India E-mail : nimisha.asp@gmail.com		13. Office. SP PTS Pachmarhi E-mail nimisha.asp@gmail.com		
Telephone No.	+9194255068579		Telephone No.	+919425068579 +919425665926		Telephone No :9425068579 Office Fax. 0755- 2443930	
15. Have you any dependents?							
				YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> If the answer is "yes", give the following information:			
NAME	Date of Birth	Relationship	NAME	Date of Birth	Relationship		
Mishti Pandey	08.01.2001	Daughter					
16. Have you taken up legal permanent residence status in any country other than that of your nationality? If answer is "yes", which country?						YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>	
17. Have you taken any legal steps towards changing your present nationality? YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> If answer is "yes", explain fully:							

18. Are any of your relatives employed by a public international organization? If answer is "yes", give the following information:					YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>				
Name			Relationship		Name of International Organization				
19. What is your preferred field of work?			"Strategic public order management, police reform, institutional capacity-building, crowd control, and peace operations support. Focused on delivering law enforcement training, advising on deployment and use of Formed Police Units (FPUs), and strengthening indigenous policing systems in fragile and post-conflict environments, in line with UN mandates and human rights standards."						
20. Would you accept employment for less than six months					21. Have you previously submitted an application for employment with U.N.?				
YES <input checked="" type="checkbox"/> NO		If so when?			YES 1. In the year 2015 for Police Reform Adviser at P-4 level. Got selected as seconded officer and worked with the Standing Police Capacity Brindisi from 2017 to 2019. 2. In 2010 as peacekeeper in UNMIT				
22. Knowledge of languages. What is your mother tongue?									Hindi
		READ		WRITE		SPEAK		UNDERSTAND	
		Easily	Not Easily	Easily	Not Easily	Easily	Not Easily	Easily	Not Easily
OTHER LANGUAGES									
ENGLISH		√		√		√		√	
23. For clerical grades only Indicate speed in words per minute					List any office machines or equipment you can use				
NOT APPLICABLE									
				Other languages					
		English	French						
Typing									
Shorthand									

24. EDUCATION. Give full details - N.B. Please give exact titles of degrees in original language.

A. UNIVERSITY OR EQUIVALENT

Please do not translate or equate to other degrees.

NAME, PLACE AND COUNTRY	ATTENDED FROM/TO		DEGREES and ACADEMIC	MAIN COURSE OF STUDY
	Mo./Year	Mo./Year	Distinctions obtained	
Graduation From Police Academy	1998	2000	Graduated	Law, Police Science, Human Rights, Crime Investigation, Handling Law And Order And Security
Masters of Mathematics from DrHarising Gaur University Sagar(MP) India	1989	1991	Listed first in the Merit	Mathematics
Bachelor of Science from DrHarising Gaur University Sagar(MP) India	1986	1989	Listed first in the Merit	Physics, Chemistry, Mathematics

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

NAME, PLACE AND COUNTRY	TYPE	ATTEND FROM/TO		CERTIFICATES OR
		Mo./Year	Mo./Year	DIPLOMAS OBTAINED
HIGHER SECONDARY CERTIFICATE EXAMINATION	HIGH SCHOOL	1985	1986	Certificate

FORMAL TRAININGS :

1. United Nations Certified Instructor Course in Jordan	Master course on Job Specific Training for MMA and COP	07 th June 2022	22 nd June 2022	Certificate
2. COURSE ON SECURITY SECTOR REFORM,Folke Bernadotte Academy, Sando, Sweden	Specialized Course on SSR	16 th March 2018	21 st March 2018	Certificate
3. Pre deployment Training, RTCC, Entebbe, Uganda	Basic Training for UN Staff	17 July 2017	21 July 2017	Certificate
4. TOT on Protection of Civilians	Specialized Course on POC	18 April 2016	30 April 2016	Certificate
5. UNITED NATIONS POLICE OFFICERS COURSE-UNPOC RACVIAC Croatia.	Pre deployment training for United Nations peace operations.	04 MAY 2015	15 MAY 2015	Certificate for UNITED NATIONS police officers course.
6. COURSE ON UNITED NATIONS SCR 1325 AND WOMEN, PEACE AND SECURITY AGENDA IN ASIA AND PACIFIC	Peace operations training institute POTI e-learning platform	2015		Certificate
7. INTRODUCTION TO SECURITY SECTOR REFORM	UNITAR e-learning platform	07 JULY 2015		Certificate for security sector reform

8. TRAINING OF TRAINERS COURSE ON WOMEN'S DEVELOPMENT- Organized by SPRINGBOARD CONSULTANCY (UK) under the aegis of BRITISH COUNCIL, INDIA	To help women to deal effectively with their multiple roles in society and coping with most trying situations: Gender equality and women empowerment through CEDAW and Millennium Development Goals.	22 AUGUST 2005	2 SEPT 2005	Certificate for training of trainers course on Gender Sensitive Policing.
9. INTERNATIONAL CRIMINAL INVESTIGATIVE TRAINING ASSISTANCE PROGRAM (ICITAP)- organized by UNITED STATES DEPARTMENT OF JUSTICE	Investigation of Sex related crime.	August 2004		Certificate for Investigation of Gender Based Violence.
10. COURSE ON TRAINING NEEDS ANALYSIS -organized by Bureau of Police Research and Development, DFID (UK), Individual Organizational Development and Assistance NOTTINGHAM (UK).	Analyzing organization's training and development needs, formulation of reports specifying the needs identified and prioritizing them for the organization, interview with stakeholders, presentation of findings and recommendations.	16 Sept 2002	20 Sept 2002	Certificate in training needs analyses course.
11. TRAINING OF TRAINERS COURSE- A collaborative project of DFID (UK), Ministry of Home Affairs INDIA in partnership with British Council (UK) followed by a study tour of police training centers in COVENTRY & BIRMINGHAM UK	Police Training Reforms to enhance Safety, Security, and Access to Justice.	Nov 2001	June 2002	Diploma in Training of Trainers program in India and Britain.

25. List professional societies and activities in civic, public or international affairs

- Collaborator, Capacity Building tasks with State and Central Agencies
- Participant, UN Police Commanders' Conferences and Workshops
- Contributor, Police Reform Committees and Advisory Panels (SPC), Promoted rights-compliant policing through regular training on human rights, proportionality, and accountability
- Trainer and Speaker, State Police Training Academies and Institutes
- Member, All India Women Police Association, Integrated gender-sensitive practices in public order training and crowd control operations.
- Volunteer, Community Policing and Public Safety Awareness Campaigns
- Engagement with Civil Society Groups on Police-Community Relations and Human Rights
- Participant, National Seminars on Gender Perspective in Law Enforcement
- Extensive global ToT and Master Trainer work in MMA, COP, and SSR. Delivered mission-specific training across Asia, Africa, and Europe.
- Syllabus drafting committee member for Bureau of Police Research and Development India.

26. List any significant publications you have written (do not attach)				
<ol style="list-style-type: none"> 1. Election Security Manual for Sierra-Leone Police. 2. Manual for training of police constables of Special Armed Forces. 3. Training evaluation report for Madhya Pradesh Police based on Kirk Patrick model 2021,2022,2023,2024. 				
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	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/Y EAR	MONTH/Y EAR	STARTING	FINAL	SP Police Training School Pachmarhi
Oct 2020	Cont.	28.5 Lac Per Annum		
NAME OF EMPLOYER:				TYPE OF BUSINESS:
State Government of Madhya Pradesh				Supervision, planning, and delivery of training programs for police personnel
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:
Home (Police) Department, Bhopal (Madhya Pradesh)				Special Director General of Police Training
		NO. AND KIND OF EMPLOYEES		REASON FOR LEAVING:
		SUPER VISED BY YOU:	150	not applicable
DESCRIPTION OF YOUR DUTIES				
<ul style="list-style-type: none"> • Led the training of over 1,000 police personnel annually, integrating public order management, crowd control, and human rights-based policing into all ranks' development programs. • Managed a Police Training School with a 400-person capacity, overseeing basic training for new recruits and ensuring effective delivery, logistics, and supervision. • Designed and conducted in-service courses and tactical simulations for senior officers on election security, incident command systems, and managing civil unrest. • Incorporated democratic policing principles and UN-aligned public order doctrines into training content, promoting accountable and proportional law enforcement responses. • Developed monitoring and evaluation systems to assess training impact and ensure alignment with national and international policing standards. 				
B: PREVIOUS POSTINGS				
1. AIG of Police (Training) Police Head Quarters Bhopal Madhya Pradesh, India				
FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	AIG of Police (Training) Police Head Quarters Bhopal Madhya Pradesh
Jan 2019	Oct 2020	13.5 Lac Per Annum		

NAME OF EMPLOYER:	TYPE OF BUSINESS:	
State Government of Madhya Pradesh	Management of manpower and resources, Training planning and capacity building of Police personnel	
ADDRESS OF EMPLOYER:	NAME OF SUPERVISOR:	
Home (Police) Department, Bhopal (Madhya Pradesh)	Special Director General OF Police Training	
	NO. AND KIND OF EMPLOYEES	REASON FOR LEAVING:
	SUPERVISED BY YOU:	
	150	

DESCRIPTION OF YOUR DUTIES

- Oversaw training strategy, manpower management, and resource allocation for the state police force. Led the planning and implementation of capacity-building programs across all ranks, focusing on public order, crisis response, and leadership development. Ensured alignment of training content with operational needs, legal frameworks, and evolving security challenges. Supervised ToTs, modernized training methodologies, and strengthened institutional readiness for effective law enforcement.
- Planned and coordinated training activities for police personnel across all ranks at both state and national levels, including the development of a skill-based training roster and strategic capacity building of police training institutions.

2. Police Reform Adviser P-4, Standing Police Capacity, Police Division DPKO, Brindisi

FROM	FROM	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:	
MONTH/Y EAR	MONTH/Y EAR	STARTING	FINAL	Police Reform Adviser P-4 Standing Police Capacity Brindisi	
2017	2019	P-4 scale 7			
NAME OF EMPLOYER:				TYPE OF BUSINESS:	
United Nations				Assisting field missions	
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:	
UNHQ, Police Division, NY				Chief SPC	
				NO. AND KIND OF EMPLOYEES	REASON FOR LEAVING:
				SUPERVISED BY YOU: It was an Advisor position	Secondment term completed

DESCRIPTION OF YOUR DUTIES

- Assisted field missions and UN agencies remotely and on the ground. Supported UNMIL in L-SMART project and UNMIT as monitoring and coordination Adviser.
- Strategic advisor with experience in UN field missions. Deep engagement with public order planning, election security, and SSR.
- Produced documents as requested by the SPC on behalf of UNHQ, provided relevant and qualitative assistance and time bound inputs to SPC staff members deployed. Stationed at the SPC office supported in the implementation of the TOR and positive feedback from mission leadership.
- Provided timely and quality support and assistance on respective thematic issues regularly for the teams on the ground to accomplish their assigned tasks within their stipulated time frame as well as the Police Division, UNHQ.
- Supported UNGSC on their request in conducting internal inquiry and investigation, coordinated with the other team members assigned and submitted final report after few field visits and analysis of evidence gathered.

- Participated as penal member in the SPC staff recruitments, conducted short listing, assessment exercise and interviews for SPC positions. Worked in close coordination between the SPC team and UNHQ representatives, timely submitted feedback and recommendations to the Team leader.
- Contributed to UN Police Commanders Course and several doctrine-based training modules under UNPOL. Participated in concept and curriculum development workshops.

3. AIG of Police (Administration) Police Head Quarters Bhopal Madhya Pradesh, India

FROM	FROM	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/Y EAR	MONTH/Y EAR	STARTING	Final	AIG of Police (Admin) Police Head Quarters Bhopal Madhya Pradesh
Oct 2012	March 2017	13.5 Lac Per Annum	13.5 Lac Per Annum	
NAME OF EMPLOYER:				TYPE OF BUSINESS:
State Government of Madhya Pradesh				Human Resource Management
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:
Home (Police) Department, Bhopal (Madhya Pradesh)				Additional Director General OF Police Administration
				NO. AND KIND OF EMPLOYEES
				REASON FOR LEAVING:
				SUPERVISED BY YOU: 150

DESCRIPTION OF YOUR DUTIES

- Maintenance of data for service record of police personnel in respect of their rotations, trainings, annual performance appraisal reports, skills and expertise, conduct and discipline and personal data.
- Vacancy vetting and rotation of police personnel to meet the requirements of different police units for different positions, locations and assignments with special attention to the cross cutting issues such as gender balance and equal opportunity.
- Directly involved in selection and deputation of police personnel to various organizations and departments within the country and abroad as well.
- Develop guidelines for selection and recruitment of police personnel for different ranks and responsibilities. Screening of candidates by analyzing service record to assess their suitability for promotion.
- Conduct need analyses on regular basis to identify gaps in the area of requirement and availability of skilled police personnel, presentation of findings through reports and supporting evidence, drafting recommendations with suitable solutions.
- Maintain competency based profile for all police personnel working in the organization through annual performance appraisal reports, trainings attended and assessment reports.

4. UNITED NATIONS PEACEKEEPING MISSION IN TIMORE-LESTE (UNMIT)

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	Monitoring and Coordination Officer in the Reform Restructuring and Rebuilding Department, UNMIT Timore-Leste
September 2011	September 2012	MSA 119 USD per day		
NAME OF EMPLOYER:				TYPE OF BUSINESS:
United Nations Department of Peace Keeping Operations				Monitoring Progress of Joint Development Program Being run In Timore-Leste

ADDRESS OF EMPLOYER:	NAME OF SUPERVISOR:	
Special Representative to The Secretary General United Nations Mission in Timore-Leste (UNMIT)	Police Commissioner UNMIT, Timore- Leste	
	NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:	REASON FOR LEAVING:
	35	Not Applicable
DESCRIPTION OF YOUR DUTIES		

- Monitored and coordinated the progress of the **Joint Development Program (JDP)** for the capacity building of the Timor-Leste National Police (PNTL); prepared objective-based progress reports for submission to the SRSg through the Police Commissioner.
- Organized **monthly coordination meetings** with District Commanders and Unit Chiefs to assess and report on JDP implementation.
- Managed administrative functions for the **Reform, Restructuring, and Rebuilding Department**, including leave, attendance, asset management, personnel movement, and liaison with senior mission leadership.
- Actively involved in maintaining **public order and security** during the **2012 Presidential and Parliamentary elections**, working directly with PNTL counterparts to support daily policing operations.
- Delivered **induction training for incoming peacekeepers** from various Police Contributing Countries (PCCs), focusing on their roles, responsibilities, and coordination mechanisms with PNTL HQ and field units during their advisory deployments.

5. ANTI TERRORIST SQUAD MADHYA PRADESH, India

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YE AR	MONTH/YE AR	STARTING	FINAL	Deputy Superintendent Of Police, Administration For Anti Terrorist Squad
Oct 2009	Sept. 2011	4.5 Lac Per Annum	5.5 Lac Per Annum	
NAME OF EMPLOYER:		TYPE OF BUSINESS:		
State Government Of Madhya Pradesh		Admin officer		
ADDRESS OF EMPLOYER:		NAME OF SUPERVISOR:		
Home (Police) Department, Vallabh Bhawan Bhopal (Madhya Pradesh)		Inspector General Of Police Intelligence Bhopal		
		NO. AND KIND OF EMPLOYEES	REASON FOR LEAVING:	
		SUPERVISED BY YOU:	150 Police personnel	Not applicable

DESCRIPTION OF YOUR DUTIES

- As Admin Officer in the specialized unit Anti Terrorist Squad (ATS), prepared policy plan for the structure, recruitment and training of personnel inducted into counter insurgency force.
- As the ATS is strictly on deputation force, selection and induction, their timely promotions and training, welfare of men under command were the responsibilities as Admin officer.
- Supervision and administrative control over the staff assigned with the duty of collection and analyses of

intelligence regarding terrorists and anti national activities.

- Supervise the sections involved in planning, administration, operations and logistics.
- To carryout legal formalities against groups engaged in anti national activities within the state to aid in investigation and prosecution of such elements.

6. DISTRICT CRIME BRANCH BHOPAL, India

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/Y EAR	MONTH/Y EAR	STARTING	FINAL	Deputy Superintendent of Police, District Crime Branch Bhopal
Aug 2007	Oct 2009	3 Lac. Per Annum Approx	3.6 Lac. Per Annum Approx	
NAME OF EMPLOYER:				TYPE OF BUSINESS:
State Government of Madhya Pradesh				Supervision of police stations under command
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:
Home (Police) Department, Bhopal (Madhya Pradesh)				Superintendent of Police Bhopal
				NO. AND KIND OF EMPLOYEES
				40 Police personnel
				REASON FOR LEAVING:
				Not Applicable

DESCRIPTION OF YOUR DUTIES

- Maintained the **crime records and intelligence database** for the entire city, with focused operations against **drug trafficking, terrorist threats, and organized crime syndicates**, including inter-state criminal networks.
- Exercised **administrative and operational supervision** over police stations within jurisdiction, conducted **departmental inquiries**, and ensured compliance with disciplinary procedures.
- Oversaw investigations of **heinous and complex crimes**, particularly those involving organized and interstate criminal activities.
- Ensured **law and order**, managed **communal tensions**, provided **VVIP security** during high-level visits, and led **crowd control operations** during public gatherings and protests.
- Promoted **community policing initiatives**, involving local residents in **night patrols, intelligence gathering**, and **crowd management** during festivals and processions to foster trust and cooperation.
- Led **skill-based training** for police personnel using modern instructional methodologies and conducted **departmental inquiries and reviews** to enhance institutional accountability and performance.

7. CITY SUPERINTENDENT OF POLICE India

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/Y EAR	MONTH/Y EAR	STARTING	FINAL	City Superintendent of Police Obedullaganj, Raisen
2005	2007	2.5 LAC. PER ANNUM APPROX	3 LAC. PER ANNUM APPROX	
NAME OF EMPLOYER:				TYPE OF BUSINESS:
State Government Of Madhya Pradesh				Supervision of police stations under command
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:
Home (Police) Department, Bhopal (Madhya Pradesh)				Superintendent Of Police Raisen
				NO. AND KIND OF EMPLOYEES
				150 Police personnel
				REASON FOR LEAVING:
				Not applicable

DESCRIPTION OF YOUR DUTIES

- Maintained **law and order** in areas affected by **ethnic conflict and communal tensions**, including **crowd control** during public gatherings and ensuring **VVIP security** during high-profile visits.
- Exercised **administrative oversight** over police stations within jurisdiction, with a focus on improving **operational efficiency** and delivering **modern, skills-based training** for police personnel.
- Supervised investigations into **heinous crimes**, with specific attention to **gender-based violence and discrimination**, ensuring victim-sensitive approaches and adherence to legal procedures.
- Promoted **community policing** through public engagement in daily operations such as **night patrols, vehicle checks, crime detection, intelligence gathering, and festival-related crowd management**, enhancing public trust and proactive policing.

8. Chief Security Officer to the Governor of Madhya Pradesh, Bhopal, India

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST
MONTH/Y EAR	MONTH/Y EAR	STARTING	FINAL	Chief Security Officer Governor's Security Bhopal
2004	2005	2.25 Lac. Per Annum	2.5 Lac.	
NAME OF EMPLOYER:				TYPE OF BUSINESS:
State Government Of Madhya Pradesh				Providing security cover to honorable Governor of Madhya Pradesh inside and outside The State during visits.
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:
Home (Police) Department, Bhopal (Madhya Pradesh)				Inspector General Of Police Intelligence Bhopal
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:
				200 Police personnel
				REASON FOR LEAVING:
				Not applicable
DESCRIPTION OF YOUR DUTIES				
<p>• Served as Chief Security Officer to the Governor of MP and led security during VIP movements, confirming extensive VIP protection experience.</p> <p>Provided administrative supervision over personnel assigned to the personal security of the Governor, ensuring operational readiness, discipline, and adherence to security protocols.</p> <p>• Coordinated with central and state-level security and intelligence agencies during the Governor's official visits across India, facilitating seamless inter-agency cooperation.</p> <p>• Led the implementation of contingency and emergency response plans, ensuring rapid action during security threats or unforeseen incidents.</p> <p>• Conducted threat assessments, and oversaw the collection, analysis, and dissemination of intelligence, contributing to proactive risk mitigation and strategic decision-making.</p>				
9. Assistant Commandant In Special Armed Force India				
FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/Y EAR	MONTH/Y EAR	STARTING	FINAL	Assistant Commandant In Special Armed Force
2000	2004	1.5 Lac. Per Annum	2.25 Lac. Per Annum	

	Approx	Approx	
NAME OF EMPLOYER:		TYPE OF BUSINESS:	
State Government Of Madhya Pradesh		Management of manpower and resources in Armed Battalions	
ADDRESS OF EMPLOYER:		NAME OF SUPERVISOR:	
Home (Police) Department, Bhopal (Madhya Pradesh)		COMMANDANT	
		NO. AND KIND OF EMPLOYEES	REASON FOR LEAVING
		1000 police personnel	not applicable
DESCRIPTION OF YOUR DUTIES			
<p>•Exercised administrative control over Armed Police Battalion personnel, overseeing recruitment, selection, and training processes to ensure operational readiness and discipline.</p> <p>•Managed the deployment and rotation of armed police units in response to law and order situations, ensuring strategic use of force and regional stability.</p> <p>•Responsible for logistics planning and procurement, providing essential supplies, equipment, and support to units deployed in the field.</p> <p>•Led initiatives for personnel welfare, including the development and oversight of police hospitals, educational institutions, community centers, and sports facilities, fostering morale and institutional cohesion.</p>			
28. Have you any objections to our making inquiries of your present employer? YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>			
29. Are you now, or have to ever been, a permanent civil servant in your government's employ? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>			
If answer is "yes", WHEN? from the date of appointment – 1998			
30. REFERENCES: List three persons, not related to you, 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	
MrsAnuradha Shankar	B-3 Professor colony Bhopal, M.P. India Contact no.+919425005210	Government Executive	
MrAmit Saxena	E-100/13Shivaji Nagar, Bhopal, M.P. India Contact no.+91 9425173637	Government Executive	
MrMaloy Jain	Char Imli Bhopal, M.P. Contact no. +91 9425465140	Government Executive	
31. State any other relevant facts, including information regarding any residence outside the country of your nationality			
NONE			
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 <input type="checkbox"/> NO <input checked="" type="checkbox"/> If "yes", give full particulars of each case in an attached statement.		
NONE			

33.	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.
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Date:	26/05/2025	Signature :	Nimisha Pandey
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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.
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कृपया आदेशानुसार श्रीमती निमिषा पाण्डेय, स.म.नि. (प्रशिक्षण) पुलिस मुख्यालय, भोपाल को यूएनमिशन में जाने के लिए विगत 05 वर्षों की गोपनीय प्रतिवेदन की एसीआर ग्रेडिंग चाही गई है, जो ग्रेडिंग आवश्यक कार्यवाही हेतु आपकी ओर प्रेषित है।

नाम	2020	2021	2022	2023	2024
श्रीमती निमिषा पाण्डेय	A+	A+	A+	A+	A+

कृपया उपरोक्तानुसार एसीआर ग्रेडिंग सत्यापित हेतु प्रस्तुत है।

उ.पु.अ.(प्रशासन)

ACR ग्रेडिंग चेकिंग उपरान्त प्रस्तुत)

17/06/25

17/06/25

POLICE HEADQUARTERS, MADHYA PRADESH, BHOPAL

HR CERTIFICATE

"The Police Headquarters, Madhya Pradesh, Bhopal is hereby confirming that neither **Smt. Nimisha Pandey, Assistant Inspector General of Police (Training), Police Headquarters, Bhopal** has been convicted nor currently under investigation or being prosecuted for, any criminal or disciplinary offence, or any violations of International Human Right Law or International Humanitarian Law.

The Police Headquarters, Madhya Pradesh State, Bhopal also certifies that it is not aware of any allegations against the nominated candidate that she has committed or been involved, by act or omission, in the commission of any acts that may amount to violations of International Human Right Law of International Humanitarian Law".

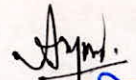
Dated :- 24.06.2025

Place :-Bhopal

(Adarsh Katiyar)
Special Director General
(Administration)
Police Headquarter, Bhopal

SPL. D.G.P. (ADMIN)
PHQ. M.P. BHOPAL

S. No	Name of Officer and year of allotment	ACR GRADING					Integrity on the basis of his ACR	Enquiry /DE pending
		2020	2021	2022	2023	2024		
	S/Shri							
1.	NIMISHA PANDEY	01.04.19 TO 10.04.19 NRC 11.04.19 TO 18.11.19 OS 19.11.19 TO 29.01.20 NRC 30.01.20 TO 31.03.20 NRC	01.04.20 TO 05.10.20 OS 06.10.20 TO 31.03.21 OS	01.04.21 TO 04.03.22 OS 05.03.22 TO 31.03.22 NRC	01.04.22 TO 31.03.23 OS	01.04.23 To 31.03.24 OS	Certified	NIL


 अवसर सचिव
 प्र. शासन, गृह विभाग