

संख्या 21023/25/2023-पीपी

भारत सरकार

गृह मंत्रालय

[पुलिस-II प्रभाग]

\*\*\*\*\*

कर्तव्य भवन-3, नई दिल्ली, 110001

दिनांक 08 दिसंबर, 2025.

सेवा में

1. भारत सरकार के सभी सचिव
2. सभी राज्यों/केंद्र शासित प्रदेशों के मुख्य सचिव और महानिदेशक (पी)
3. निदेशक-आईबी/ सीबीआई/ एसवीपीएनपीए/ एसपीजी/ एनईपीए/एनआईसीएफएस/ सीएफएसएल/ डीसीपीडब्ल्यू/ एनटीआरओ
4. डी. जी.- बी. एस. एफ./सी. आर. पी. एफ./आई. टी. बी. पी./सी. आई. एस. एफ./एन. एस. जी./आर. पी. एफ./बी. पी. आर. एंड डी./एस. एस. बी./एन. सी. बी./एन. आई. ए./असम राइफल्स

विषय: पुलिस सेकंडमेंट अभियान में रिक्तियों के संबंध में।

महोदया /महोदय

भारत के स्थायी मिशन ने संयुक्त राष्ट्र से एक पत्र भेजा है, जिसमें निम्नलिखित पुलिस सेकंडमेंट में रिक्तियों के लिए नियुक्ति हेतु सक्रिय सेवा में पुलिस अधिकारियों के नामांकन की मांग की गई है:

Sl.No	Job Title, Level and Duty Station	Number of Posts	Indian Police Rank(s)
(i)	Senior Police Liaison Officer, P-5 DPO/SEC25P/P-5/01 New York	02	DIG/IG
(ii)	Police Training Officer, P-4 DPO/SEC25P/P-4/02 New York	01	SP/DIG
(iii)	Transnational And Organized Crime Expert, P-4 DPO/SEC25P/P-4/03 New York	01	SP/DIG
(iv)	Police Selection and Recruitment Officer, P-4 DPO/SEC25P/P-4/04 New York	02	SP/DIG

(v)	UN Police Officer, P-4 DPO/SEC25P/P-4/05 New York	02	SP/DIG
(vi)	Policy Coordination Officer, P-4 DPO/SEC25P/P-4/06 New York	02	SP/DIG
(vii)	Crime Analysis Officer, P-4 DPO/SEC25P/P-4/07 New York	01	SP/DIG
(viii)	Police Planning Officer, P-3 DPO/SEC25P/P-3/08 New York	02	Dy SP/SP
(ix)	Police Selection and Recruitment Officer, P-3 DPO/SEC25P/P-3/09 New York	03	Dy SP/SP
Total		16	

अंग्रेजी और फ्रेंच संयुक्त राष्ट्र सचिवालय की कामकाजी भाषाएँ हैं। विज्ञापित पद के लिए, मौखिक और लिखित अंग्रेजी में धाराप्रवाहता आवश्यक है। फ्रेंच में प्रवाह वांछनीय है।

2. उपरोक्त पदों के लिए आवश्यक पात्रता मानदंड/योग्यता के साथ नौकरी का विवरण संदर्भ के लिए इस पत्र के साथ संलग्न/संलग्न है। यह अनुशांसा की जाती है कि अधिकारी सावधानीपूर्वक केवल उन्हीं उम्मीदवारों/अधिकारियों के नामांकन की सिफारिश करें, जो संलग्न नौकरी विवरण में उल्लिखित पद के लिए सभी आवश्यकताओं को पूरा करते हैं। अनुलग्नक-1 में दी गई आवश्यकताओं को भी सुनिश्चित किया जाना चाहिए।

3. उपर्युक्त पदों के लिए पुलिस सेवा में सक्रिय पी-5 स्तर के लिए डीआईजी/आईजी, पी-4 स्तर के लिए एसपी/डीआईजी और पी-3 स्तर के लिए डिप्टी एसपी/एसपी रैंक के पात्र और इच्छुक अधिकारियों का नामांकन उचित माध्यम से इस मंत्रालय को 05 फरवरी 2026 तक , अनुलग्नक-1 और II में उल्लिखित सभी प्रकार से विधिवत हस्ताक्षरित और पूर्ण अपेक्षित दस्तावेजों के साथ भेजा जा सकता है। संबंधित मंत्रालयों/विभागों/राज्य या केंद्र शासित प्रदेश/संगठनों से सतर्कता मंजूरी और कैंडर मंजूरी (सभी अधिकारियों के लिए) के बिना नामांकन को सरसरी तौर पर खारिज कर दिया जाएगा। केवल उचित माध्यम से प्राप्त आवेदनों यानि गृह विभाग (राज्य) के माध्यम से/एजीएमयूटी कैंडर अधिकारियों के मामले में संगठन प्रमुख/केंद्र शासित प्रदेश प्रभाग के अनुमोदन से ही आवेदनों पर विचार किया जाएगा। निर्दिष्ट समय सीमा यानी 05.02.2026 के बाद प्राप्त आवेदनों पर विचार नहीं किया जाएगा।

4. प्रत्येक नामांकित अभ्यर्थी की विधिवत रूप से पूर्ण एवं हस्ताक्षरित व्यक्तिगत इतिहास प्रोफाइल (पी-11), शैक्षणिक एवं रोजगार का प्रमाणीकरण (ईएसी), तथा मानव अधिकार प्रमाण पत्र के साथ पिछले पांच वर्षों की एपीएआर/एसीआर ग्रेडिंग (केवल ग्रेडिंग, एसीआर की प्रति भेजने की आवश्यकता नहीं) सहित अग्रेषण पत्र को अलग-अलग फाइलों (केवल पीडीएफ प्रारूप में) में ई-मेल के माध्यम से [police2-un@mha.gov.in](mailto:police2-un@mha.gov.in) पर अंतिम तिथि अर्थात् 05.02.2026 से पहले जमा करना आवश्यक है।

5. डिजिटल इंडिया पहल के एक भाग के रूप में, सभी आवश्यक दस्तावेज केवल डिजिटल मोड में (उपर्युक्त ईमेल पर) भेजे जाने हैं तथा किसी हार्ड/भौतिक प्रति की आवश्यकता नहीं है।

भवदीया,

संलग्न: उपरोक्तानुसार

सुदीप्ता

(डॉ. सुदीप्ता घोष)

निदेशक (कार्मिक-समन्वय)

फोन- 24010264

प्रतिलिपि : -

1. केंद्र शासित प्रदेशों के मुख्य सचिव और दिल्ली के पुलिस आयुक्त:-कृपया ध्यान दें कि नामांकन केवल केंद्र शासित प्रदेश प्रभाग, गृह मंत्रालय के माध्यम से प्रस्तुत किए जाने हैं।
2. मुंबई, कोलकाता, चेन्नई और बेंगलोर के पुलिस आयुक्त:-कृपया ध्यान दें कि नामांकन केवल संबंधित राज्य सरकार के माध्यम से ही भेजे जाने हैं।
3. संयुक्त सचिव (यू. एन. पी.), एम. ई. ए., जे. एन. बी. (ए-विंग), नई दिल्ली-110011
4. उप सचिव (Police-I), गृह मंत्रालय
5. एसओ (आईटी), गृह मंत्रालय - उपरोक्त संचार को गृह मंत्रालय की वेबसाइट (पुलिस डिवीजन-II (सेकेंडमेंट रिक्तियों) और "क्या नया है" के तहत अपलोड करने के अनुरोध के साथ।

No. 21023/25/2025-PP  
Government of India  
Ministry of Home Affairs  
[Police-II Division]  
Pers. Policy Section

Kartavya Bhavan-3, New Delhi, 01  
Dated 08<sup>th</sup> Dec, 2025

To

1. The Secretaries to Government of India
2. The Chief Secretaries and DsG(P) of all States / UTs.
3. The Directors - IB/CBI/SVPNPA/SPG/NEPA/NICFS/CFSL/DCPW/NTRO.
4. The DsG -BSF/CRPF/ITBP/CISF/NSG/RPF/BPR&D/SSB/NCB/NIA/Assam Rifles

Subject:- **Announcement of vacancies in Police Secondment– reg.**

Sir/Madam,

Permanent Mission of India to United Nations has forwarded a communication from the UN seeking nomination of Police Officers in active service for appointment on secondment to the following Job opening:-

Sl.No	Job Title, Level and Duty Station	Number of Posts	Indian Police Rank(s)
(i)	<b>Senior Police Liaison Officer, P-5</b> DPO/SEC25P/P-5/01 New York	02	DIG/IG
(ii)	<b>Police Training Officer, P-4</b> DPO/SEC25P/P-4/02 New York	01	SP/DIG
(iii)	<b>Transnational And Organized Crime Expert, P-4</b> DPO/SEC25P/P-4/03 New York	01	SP/DIG
(iv)	<b>Police Selection and Recruitment Officer, P-4</b> DPO/SEC25P/P-4/04 New York	02	SP/DIG
(v)	<b>UN Police Officer, P-4</b> DPO/SEC25P/P-4/05 New York	02	SP/DIG
(vi)	<b>Policy Coordination Officer, P-4</b> DPO/SEC25P/P-4/06 New York	02	SP/DIG
(vii)	<b>Crime Analysis Officer, P-4</b> DPO/SEC25P/P-4/07 New York	01	SP/DIG
(viii)	<b>Police Planning Officer, P-3</b> DPO/SEC25P/P-3/08 New York	02	Dy SP/SP
(ix)	<b>Police Selection and Recruitment Officer, P-3</b> DPO/SEC25P/P-3/09 New York	03	Dy SP/SP
	<b>Total</b>	16	

Note:- English and French are the working languages of the UN Secretariat. **For the post advertised, fluency in oral and written English is required.** Knowledge of a second official UN language, preferably French, is desirable.

2. The job description along with the requisite eligibility criteria/qualifications for the above said posts are enclosed/attached with this letter for reference. **It is strongly recommended that authorities carefully submit only those candidates/officers meeting all requirements for the position outlined in attached job opening.** The requirements given in the Annexure-I must also be ensured.

3. Nomination of eligible and willing officers in the rank of **DIG/IG for P-5 Level, SP/DIG for P-4 Level and Dy SP/SP for P-3 Level** active in police service for the above said posts may be forwarded through proper channel to this Ministry by **05<sup>th</sup> February 2026** along with the requisite documents duly signed and completed in all respects as mentioned in Annexure-I & II. The nominations without Vigilance clearance and Cadre Clearance (for all Officers) from respective Ministries/Departments/State or UT/Organizations' shall be summarily rejected. Applications received through proper channel only i.e. through Home Department (State)/ approval of Head of Organization/ UT division in case of AGMUT cadre officers, will be entertained. **Applications received after the deadline specified i.e. 05.02.2026 will not be considered.**

4. The duly completed and signed Personal History Profile (P-11), Employment and Academic Certification (EAC), Employment Record-Supplementary Sheet to be used for additional employment information and Human Right Certificate along with forwarding letter including APAR/ACR grading of last five years (**only grading, no need to send copy of ACR**) of each nominated candidates are required to be submitted in separate files (PDF format only) through E-mail at [police2-un@mha.gov.in](mailto:police2-un@mha.gov.in) and [us-polfin6@mha.gov.in](mailto:us-polfin6@mha.gov.in) before the last date i.e. **05.02.2026.**

5. As a part of digital India initiative, all the required documents are to be sent in digital mode only (to above mentioned email) and no hard/physical copies are required.

6. This issues with the approval of Competent Authority.

Yours faithfully

**Encl: As above**

*Sudepta Ghosh*  
**(Dr. Sudepta Ghosh)**  
Director (Pers – Coord)  
Tele: 24010264

**Copy to:-**

1. The Chief Secretaries of UTs and Commissioner of Police, Delhi:- Kindly note that the nominations are to be submitted through UT Division, MHA only.
2. Commissioner of Police Mumbai, Kolkata, Chennai and Bangalore:- kindly note that the nomination are to be forwarded through respective State Government only.
3. JS(UNP), MEA, JNB (A-wing), New Delhi-110011
4. DS (Police-I), Kartavya Bhavan-3, MHA
5. SO (IT), MHA - With the request to upload the above communication on MHA website (Police Division-II (Secondment vacancies) and also under "what's new".

**Other requisite requirements**

(a) United Nations Personal History Profile (PHP) form (P.11) duly completed typed(not hand-written) and signed by the nominated candidate.

(b) United Nations Employment and Academic Certification [attachment to personal history profile (P-11)] Form duly completed and signed by the nominated candidate as well as the relevant local / nominated authority. The EAC submitted without the signature of Designated Authority of concerned Force results in rejection of nomination. Hence, the forwarding authority should ensure that the EAC is duly signed by the applicant as well the Designated Authority of Force. All requisite details i.e position for which applying, job opening number, date of commission, degrees and academic distinctions and all other requisite details should be filled properly. If candidate wishes to apply for several posts, **the separate EAC and PHP forms should be submitted for each post.**

(c) Personal details as per **Annexure-II along with APAR/ACR gradings of Last Five Years(Mandatory). No hard copies of ACR is required to sent.**

(d) **Human Right Certificate (Performa Enclosed)**

*(e)No format other than the specimen enclosed (duly typed) will be entertained/accepted. Formats other than the prescribed one invites lot of observations from UNHQ(UNDPKO) while finalizing the nominations.. Hand written PHP will not be entertained/accepted. It may be ensured that the photographs of the officer applying for the post should be placed on the front side of P-11 form and signature in the last page at relevant place.*

(f) The nominations without Vigilance clearance and Cadre Clearance (for all Officers) from respective Ministries/Departments/State or UT/Organizations' shall be summarily rejected.

(g) Applications through proper channel only i.e. through Home Department (State) and approval of Head of Organization will be entertained. Applications received after the deadline specified will not be considered.

(h) Concerned authorities may please ensure and advice their officers not to make any direct queries with this ministry or UNHQ regarding selection. This ministry will not entertain personal queries from individual applicants.

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**INSTRUCTIONS**

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



Do not Write in This Space

**PERSONAL HISTORY**

1. Family name		First name		Middle name		Maiden name, if any					
2. Birth date (day/month/yr)		3. Place of birth		4. Nationality (ies) at birth		5. Present nationality(ies)		6. Sex			
7. Height	8. Weight	9. Marital Status: Single <input type="checkbox"/> Married <input 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 to any area of the world in which the United Nations might have responsibilities.</i> (a) Are there any limitations on your ability to perform in your prospective field of work? YES <input type="checkbox"/> NO <input type="checkbox"/> (b) Are there any limitations on your ability to engage in all travel? YES <input type="checkbox"/> NO <input type="checkbox"/>											
11. Permanent address  Telephone No. ( )				12. Present address  Telephone/Fax No. ( )				13. Office Telephone No. ( )		14. Office Fax No. ( )	
<b>E-mail:</b>											
15. Do you have any dependent children? YES <input type="checkbox"/> NO <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		
15. (a) Name of Spouse											
16. Have you taken up legal permanent residence status in any country other than that of your nationality? YES <input type="checkbox"/> NO <input 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 type="checkbox"/> If answer is "yes", explain fully:											
18. Are any of your relatives employed by the United Nations or any of its agencies? YES <input type="checkbox"/> NO <input type="checkbox"/> If answer is "yes", please specify:											
NAME			Relationship		Name of United Nations Organization						
19. What is your preferred field of work?											
20. Would you accept employment for less than six months? YES <input 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 type="checkbox"/> NO <input type="checkbox"/> If so, when?							
22. KNOWLEDGE OF LANGUAGES. What is your mother tongue?											
OTHER LANGUAGES		READ		WRITE		SPEAK		UNDERSTAND			
		Easily	Not Easily	Easily	Not Easily	Fluently	Not Fluently	Easily	Not Easily		
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
23. For clerical grades only <i>Indicate speed in words per minute</i>						List all specific computer programmes you use (i.e. excel, access).					
		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

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

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

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

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

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

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

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

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

DESCRIPTION OF YOUR DUTIES :

B. PREVIOUS POSTS (IN REVERSE ORDER)

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

DESCRIPTION OF YOUR DUTIES

--	--	--	--	--

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

DESCRIPTION OF YOUR DUTIES

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

DESCRIPTION OF YOUR DUTIES

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

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

DESCRIPTION OF YOUR DUTIES

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

DESCRIPTION OF YOUR DUTIES

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

DESCRIPTION OF YOUR DUTIES

28. HAVE YOU ANY OBJECTIONS TO OUR MAKING INQUIRIES OF YOUR PRESENT EMPLOYER? YES  NO

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

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

*Do not repeat names of supervisors listed under Item 27.*

FULL NAME	FULL ADDRESS	BUSINESS OR OCCUPATION

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

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

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

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

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

DATE (day, month, year)

SIGNATURE:

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

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

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

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

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

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

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

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

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

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

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

**6. EXPERIENCE IN PEACEKEEPING OPERATIONS:**

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

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

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

**Start with your most recent experience and list in reverse order**

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

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

**Start with your most recent experience and list in reverse order**

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

**9. INTERNATIONAL EXPOSURE OTHER THAN PEACEKEEPING OPERATIONS:**

**Start with your most recent experience and list in reverse order**

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

**10. Additional Comments:**

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

*I declare that I have never committed, been convicted of and am not currently under investigation or being prosecuted for any criminal, human rights, civil action or disciplinary offence, with the exception of minor traffic violations (driving while intoxicated or dangerous or careless driving are not considered minor traffic violations for this purpose). I declare that I have not been involved, by act or omission, in the commission of any violation of international human rights law or international humanitarian law.*

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

Date ..... Signature .....

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

**B. TO BE COMPLETED BY THE RELEVANT LOCAL AUTHORITY:**

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

*I further certify that the nominated candidate has never been convicted of, or is not currently under investigation or being prosecuted for, any criminal or disciplinary offence, or any violations of international human rights law, civil action or disciplinary offence.*

*The Government of \_\_\_\_\_ is not aware of any allegations against the nominated candidate that she/he has committed or been involved, by act or omission, in the commission of any acts that may amount to violations of international human rights law or international humanitarian law.*

*In the case of the nominee who has been investigated for, charged with or prosecuted for any criminal offence, with the exception of minor traffic violations (driving while intoxicated or dangerous or careless driving are not considered minor traffic violations for this purpose), but was not convicted, the Government is requested to provide information regarding the investigation(s) or prosecutions concerned.*

Date..... Official Stamp .....

**PLEASE NOTE:**

**An incomplete or unsigned form will not be accepted**

## **BIO- DATA Proforma**

### **ANNEXURE-II**

- 1. Name of Post(s) Applied**
- 2. Job Opening Number**
- 3. Name of the Officer(as per official documents)**
- 4. Designation/Rank, Organization, Pay scale/level**
- 5. Present Place of Posting**
- 6. In the case of officers on Deputation with other organization:-**
  - Name of Parent Organization**
  - Name of organization presently employed**
  - Date of Deputation**
  - Expected Date of repatriation to parent cadre/organization**
- 7. NoC from Parent Cadre (if on deputation) mandatory :Yes/No/NA**
- 8. Date of Birth**
- 9. (a) Education qualification**  
**(b) Required qualification as per applied job/posts(Yes/NO)**
- 10. Date of Joining Police Service**
- 11. Date of Superannuation**
- 12. Service/Cadre/Batch:-**
- 13. Previous UN Experience**
- 14. Other Foreign/international Experiences**
- 15 Contact Details: Telephone No**
  - Office**
  - Residence**
  - Mobile**
  - E-mail**
- 16. APAR/ACR Gradings of Last 05 years (mandatory):-**
- 17. Outstanding Achievements, if any**
- 18. Last Five(years) work profile/experiences**

Recent Passport  
Size Photograph

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

Signature of applicant

## UNHQ List of entitlements and benefits

**The completion of this Form is optional and if completed by the Permanent Mission, to be returned with the nomination(s)**

**Member State:** \_\_\_\_\_

1. The table below provides the list of United Nations entitlements. Please use the table as a guide to cross reference with the remuneration provided to active-duty seconded officer by the Government while they are in service with the United Nations Secretariat.

2. Government provides entitlements and benefits for the seconded officer while in service with the UN:

Yes  No

3. If the response to point 2 is Yes, please indicate what type of comparable entitlement and benefit the Government provides and the amount by ticking the appropriate box and by providing details on the amounts.

4. If the response to point 2 is No, please sign/stamp the form. The table will not need to be completed.

No	United Nations Entitlements and Benefit	Remuneration provided by the Government for the same or comparable benefit	Amount provided by the Government for the same or comparable benefit and the legal basis
1	Salary	<input type="checkbox"/>	
2	Rental Subsidy, free housing or similar entitlement	<input type="checkbox"/>	
3	Dependency Allowances (spouse allowance, children's allowance, single parent allowance) or similar entitlements	<input type="checkbox"/>	
4	Travel expenses for seconded officer to duty station or similar entitlement.	<input type="checkbox"/>	
5	Travel expenses for family members to duty station.	<input type="checkbox"/>	
6	Home Leave Travel, family visit travel or similar entitlement or similar entitlement	<input type="checkbox"/>	
7	Education Grant or similar entitlement	<input type="checkbox"/>	
8	Education Grant Travel	<input type="checkbox"/>	

9	Relocation Shipment or Shipment of personal effects and household goods or Relocation Grant or similar entitlement	<input type="checkbox"/>	
10	Settling-in grant or similar entitlement, upon arrival at duty station	<input type="checkbox"/>	
11	Repatriation Grant or similar entitlement, for return to home country	<input type="checkbox"/>	
12	Pension Fund Participation	<input type="checkbox"/>	
13	Health Insurance	<input type="checkbox"/>	
14	Hardship allowance or similar entitlement	<input type="checkbox"/>	
15	Mobility allowance or similar entitlement	<input type="checkbox"/>	
16	Non-Family Service Allowance or similar entitlement	<input type="checkbox"/>	
17	Danger Pay or similar entitlement	<input type="checkbox"/>	
18	Please list any additional payment, benefit and/or allowance, or national entitlements provided to active-duty seconded officers while in service with the United Nations	<input type="checkbox"/>	

Name and signature of official from the Permanent Mission: \_\_\_\_\_

Date signed: \_\_\_\_\_

# United Nations Nations Unies

<b>Posts :</b>	2
<b>Job Title :</b>	Police Planning Officer, P-3
<b>Department / Office :</b>	Strategic Policy and Development Section
<b>Duty station :</b>	NEW YORK
<b>Posting period :</b>	04/12/2025 - 04/03/2026
<b>Job Opening Number :</b>	DPO/SEC25P/P-3/08

## **United Nations Core Values: Inclusion, Integrity, Humility and Humanity**

### **Organizational Setting and Reporting :**

This position is located in the Strategic Policy and Development Section (SPDS) of the Police Division in the Office of Rule of Law and Security Institutions (OROLSI), Department of Peace Operations (DPO). The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division (PD) are to effectively direct police components in peace operations and special political missions (SPM); to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operation. Additional information available in <https://police.un.org/en>.

### **Responsibilities :**

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

- Will be involved in establishing thematic doctrinal guidance and templates for use by field missions to ensure uniformity of mission plans when applying a holistic approach which incorporates all relevant cross cutting elements such as justice, corrections and other aspects of policing,
- Will collaborate with others in providing a coherent strategic planning framework clearly articulating the scope of resource requirements, coordination and modalities.
- Will be responsible for assisting in all UN police planning activities, including provision of expert police advice during integrated assessments and technical survey missions to develop and prepare strategic plans, concepts of operation and other planning options.
- Will be primarily responsible for one of the four main regional groupings of field missions in Africa, Asia and Middle East, Europe and Latin America, or other changed composition.
- She/he will be responsible for carrying out all planning priorities of field missions through close interaction with internal and external stakeholders; providing complementary support to the appropriate Integrated Operational Teams (IOT) in all aspects of planning, including accurate and coherent police planning advice; developing and updating of strategic concepts; ensuring that all planning parameters are fully established during the development and review of the concept of police operations of prospective and current field missions; and, establishing collaborative relations with key national counterparts, officials of the criminal justice chain, and other internal and external stakeholders.
- Will be responsible for providing planning support to police components in ongoing and future special political missions; developing police planning, monitoring and evaluation tools and assessment templates; ensuring efficient dissemination of the same to field missions; and, providing appropriate orientation, training, and application support.
- Will need to collaborate in an efficient and timely manner with counterparts in Mission

Management and Support Section (MMSS) by providing support and advice on all operational planning needs (e.g. election planning, crisis management, etc.)

- Will also be required to maintain close collaboration with the components/units of DPO and Department of Operational Support (DOS), other UN Secretariat departments, and UN family agencies as and when required.
- Will also be required to undertake research and analysis to support these tasks; prepare new documents to assist in the formulation of UNPOL doctrine needed to support such plans; and, to support the changing role of police in peace operations, particularly in the area of host state police development and capacity enhancement.

### **Competencies :**

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

**Planning and Organizing:** Develops clear goals that are consistent with agreed strategies. Identifies priority activities and assignments; adjusts priorities as required. Allocates appropriate amount of time and resources for completing work. Foresees risks and allows for contingencies when planning. Monitors and adjusts plans and actions as necessary. Uses time efficiently.

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

### **Qualifications :**

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

### **Experience :**

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

### **Languages :**

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

### **Assessment Method :**

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

**Special Notice :**

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

Please note that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other position within the Department of Peace Operations (DPO) or other parts of the UN Secretariat. Active-duty seconded personnel may serve under a UN Secretariat staff contract for a period of up to three years (cumulative), which, in exceptional cases, can be extended for a fourth and final year subject to operational needs and satisfactory performance. This service limit includes periods of any prior services with the United Nations as an active-duty seconded officer under a UN Secretariat staff contract.

Candidates who have previously served as active-duty seconded personnel may reapply after a break in service of at least one year from their last secondment under a UN Secretariat staff contract, subject to the contract limitation as indicated above.

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

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

Nominations from women candidates are strongly encouraged.

# United Nations Nations Unies

<b>Posts :</b>	3
<b>Job Title :</b>	Police Selection and Recruitment Officer, P-3
<b>Department / Office :</b>	Selection and Recruitment Section
<b>Duty station :</b>	NEW YORK
<b>Posting period :</b>	04/12/2025 - 04/03/2026
<b>Job Opening Number :</b>	DPO/SEC25P/P-3/09

## **United Nations Core Values: Inclusion, Integrity, Humility and Humanity**

### **Organizational Setting and Reporting :**

This position is located in the Selection and Recruitment Section (SRS) of the Police Division in the Office of Rule of Law and Security Institutions (OROLSI), Department of Peace Operations (DPO). The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division (PD) are to effectively direct police components in peace operations and Special Political Missions (SPM); to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operations. Additional information available in <https://police.un.org/en>.

### **Responsibilities :**

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

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

Member States and field missions related to mission-specific United Nations police selection and recruitment.

- Coordinates and ensures the issuance of medical clearances by the UN Medical Services Division for police officers prior to their deployment to field missions; and, monitors and updates the medical tracking mechanism for police personnel. Responsible for managing and participating in Selection Assistance and Assessment Teams (SAAT) visits and the Formed Police Assistance Teams (FPAT) visits; arranging and participating in pre-deployment visits to Member States.
- Works in close collaboration and coordination with other components of the Police Division such as Mission Management and Support Section (MMSS) and Strategic Policy and Development Section (SPDS) and with Standing Police Capacity (SPC).
- Engages in data management by utilizing available technology tools such as HERMES.

### **Competencies :**

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

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

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

### **Qualifications :**

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

### **Experience :**

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

### **Languages :**

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

**Assessment Method :**

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

**Special Notice :**

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

Please note that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other position within the Department of Peace Operations (DPO) or other parts of the UN Secretariat. Active-duty seconded personnel may serve under a UN Secretariat staff contract for a period of up to three years (cumulative), which, in exceptional cases, can be extended for a fourth and final year subject to operational needs and satisfactory performance. This service limit includes periods of any prior services with the United Nations as an active-duty seconded officer under a UN Secretariat staff contract.

Candidates who have previously served as active-duty seconded personnel may reapply after a break in service of at least one year from their last secondment under a UN Secretariat staff contract, subject to the contract limitation as indicated above.

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

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

Nominations from women candidates are strongly encouraged.

# United Nations Nations Unies

**Job Title :** Police Training Officer, P-4  
**Department / Office :** Field Training Support Team  
**Duty station :** NEW YORK  
**Posting period :** 04/12/2025 - 04/03/2026  
**Job Opening Number :** DPO/SEC25P/P-4/02

**United Nations Core Values: Inclusion, Integrity, Humility and Humanity**

## **Organizational Setting and Reporting :**

This post is located in the Department of Peace Operations (DPO), Policy, Evaluation and Training Division, Integrated Training Service (ITS). The Training Officer reports to the Chief of Integrated Training Service (ITS).

## **Responsibilities :**

Under the overall supervision of the Chief of (ITS), the incumbent is responsible for:

### **COORDINATES CAPACITY BUILDING IN MEMBER STATES BY:**

- a. Manages all training activities of the service for Member States, including planning and conducting the Roll Out of PK Training Materials through Training of Trainers course targeted at enhancing capacity of PK trainers from MS.
- b. Conduct training recognition, upon request from UN MS, to assess, evaluate, and recognize the conformity of specific pre-deployment training courses with relevant UN PK pre-deployment training standards.
- c. Deliver briefings on PK training, policies, and guidelines, and promote UN policies on PK training.
- d. Identifying MS who contribute a capacity to PK and who will benefit from the capacity building efforts.
- e. Undertaking negotiations with potential host nations for the project; and engaging with necessary offices in the Secretariat on the Exchange of Letters and other agreement processes with the host MS.
- f. Monitoring the progress of the project to identify lessons, potential facilitators to be placed on ITS instructor's pool and other best practices to support future projects.
- g. Coordinate the planning, implementation, evaluation, and reporting of PK training activities, including workshops, courses, and seminars conducted for UN PK operations and MS, both at mission headquarters and in MS.

### **COORDINATES ON BUDGET FOR TRAINING BY:**

- a. Contributing to the preparation of the annual training unit budget, ensuring coordinated and accurate input from all teams.
- b. Compile analyse and clarify information for budget requests and inquiries, ensuring compliance with financial guidelines.
- c. Undertaking, in conjunction with appropriate teams within the ITS, negotiate with potential donors and funders to ensure availability of funds for the project.

d. In conjunction with a potential donor/funder or as necessary within ITS, securing funds availability for the capacity building project.

**SUPERVISES UN AND INTERNATIONAL STAFF BY:**

a. Engaging with Permanent Missions of identified MS to nominate participants for the capacity building project based on pre-determined criteria.

**LEAD THE DEVELOPMENT OF PK TRAINING MATERIALS BY:**

- a. Assembling a project working group comprising subject matter experts from MS and PCC, as well as experts from the Police Division and other UN entities.
- b. Planning and organising working group workshops to undertake the development/revision of the training materials.
- c. Planning and conducting in-person Pilot/Validation workshop to ensure training materials are deliverable and acceptable to MS and PCC, as well as ensuring high-quality and accurate content before requesting approval by the USG DPO.
- d. Undertaking necessary staff liaison and coordination efforts to obtain approval of the training materials.
- e. Collect, maintain, and analyse data on peacekeeping training activities, updating a database of worldwide training programs and MS contacts.
- f. Collaborate with stakeholders, including expert contributors, to ensure training materials are comprehensive and up to date; fulfill the needs of field missions; and in compliance with extant UN policies and guidelines.

**CONDUCTS ADMINISTRATION BY:**

a. Supervising the administrative aspects of the project including ensuring timely issuance of visa support letters, joining instructions and programme to course participants.

**CONTRIBUTE TO OTHER ASPECTS OF PK TRAINING BY:**

- a. Provide training-related advice to MS and PK Training Centers through meetings, briefings, and written communications.
- b. Coordinate and support multinational PK exercises, including scoping UN participation and developing logistical plans.
- c. Manage aspects of UN participation in PK exercises, including travel, financial support, and training activities, and collect after-action feedback.
- d. Collect, maintain, and analyse data on peacekeeping training activities, updating a database of worldwide training programs and MS contacts.
- e. Deploy to UN field missions and to UN MS for UN PK training and evaluation activities.
- f. Undertake these or similar duties within UN HQ, field missions including deployment to the missions for up to 90 days.

**Competencies :**

**Professionalism:** Proven research, analytical and evaluative skills. Ability to conduct independent research and analysis, identify issues, formulate concepts and options and make conclusions and recommendations. Ability to produce high quality work with limited supervision and in unfamiliar environments. Ability to provide sound peacekeeping training advice. Ability to manage and lead training teams in the field. Knowledge and understanding of police institutional development and police capacity enhancement is required as is knowledge of UN peacekeeping procedures. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**Communication:** Speaks and writes clearly and effectively. Listens to others, correctly interpret messages from others and responds appropriately. Asks questions to clarify and exhibits interest in having two-way communication. Tailors language, tone, style and format to match the audience. Demonstrates openness in sharing information and keeping people informed.

**Planning & Organizing:** Develops clear goals that are consistent with agreed strategies. Identifies priority activities and assignments; adjusts priorities as required. Allocates appropriate amount of time and resources for completing work. Foresees risks and allows for contingencies when planning. Monitors and adjusts plans and actions as necessary. Uses time efficiently.

## **Qualifications :**

### **Education:**

Advance university (master's degree or equivalent) preferably in police science, internation/development affairs, education, or related field such as training or social science is required. Graduation from a Police Academy or similar law enforcement training institution is required. Alternatively, a first-level university degree (bachelor's degree or equivalent) in combination with additional two years of qualifying experience may be accepted in lieu of the advanced university degree.

### **Experience :**

A minimum of seven (7) years of progressively responsible experience in police profession is required as an active national police service with the rank of Superintendent or Lieutenant Colonel equivalent in other services. A minimum of four years of experience in design, development, and practical delivery of formal training sessions and programmes is required, preferably in a national or regional peacekeeping training centre. At least two years of service in a national police training institution is required. At least one year of experience in a UN peacekeeping mission is required, preferably as a trainer. Operational experience as a member of a peacekeeping/peace enforcement/peace support mission is required. Experience in command at the company level or equivalent unit is desirable. Qualifying years of experience are counted following graduation from the police academy or similar law enforcement institutions.

### **Languages :**

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

### **Assessment Method :**

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

### **Special Notice :**

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

Please note that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other position within the Department of Peace Operations (DPO) or other parts of the UN Secretariat. Active-duty seconded personnel may serve under a UN Secretariat staff contract for a period of up to three years (cumulative), which, in exceptional cases, can be extended for a fourth and final year subject to operational needs and satisfactory performance. This service limit includes

periods of any prior services with the United Nations as an active-duty seconded officer under a UN Secretariat staff contract.

Candidates who have previously served as active-duty seconded personnel may reapply after a break in service of at least one year from their last secondment under a UN Secretariat staff contract, subject to the contract limitation as indicated above.

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

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

Nominations from women candidates are strongly encouraged.

# United Nations Nations Unies

**Job Title :** Transnational And Organized Crime Expert, P-4  
**Department / Office :** Strategic Policy and Development Section  
**Duty station :** NEW YORK  
**Posting period :** 04/12/2025 - 04/03/2026  
**Job Opening Number :** DPO/SEC25P/P-4/03

**United Nations Core Values: Inclusion, Integrity, Humility and Humanity**

## **Organizational Setting and Reporting :**

This position is located in the Strategic Policy and Development Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peace operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operations. Additional information is available at <https://police.un.org/en>

## **Responsibilities :**

Within delegated authority, the Transnational and Organized Crime Expert will be responsible for the following duties:

- Provide advice and substantive support to the Police Adviser on the specialist thematic issue of organized crime (including drug trafficking) related to police and law enforcement activities in peace operations.
- Assist in the development of guidelines, strategies, and police concepts of operations, and may be required to participate in the police aspects of negotiations.
- Conduct assessments of conflict and post-conflict police institutions and structures and make recommendations on the immediate short-term needs and the role of police in support of said needs.
- Focus on providing comprehensive transnational and organized crime analyses, establish close contacts and work in partnership with related entities, such as INTERPOL, EUROPOL, ASEANPOL, UNODC and other national and regional organizations that are operationally and technically involved in transnational and organized crime-related issues, and assist in promoting regional approaches to combating organized crime. The Provide realistic strategic advice and support to the Police Adviser and field missions to minimize the impact of the problems on the ground.
- Prepare strategic guidance on short- and long-term approaches to address the problems of transnational and organized crimes in specific countries; work closely with existing thematic experts; and, assist in developing partnerships for sustainable support to build local capacity in order to address the problem.
- Provide assistance in developing a training strategy for field missions with the objective to increase the pool of national experts in this thematic area.
- Perform all other required administrative functions pertaining to the operations of the components and the serving police officers.
- Work in close collaboration with other Office of Rule of Law and Security Institutions elements, as well as with the Regional Offices /DPO (including Integrated Operational Teams), Office of Military Affairs/DPO, Mission Management and Support Section, Department of Operational Support and all other Secretariat Departments and UN family agencies. Support and all other Secretariat Departments and UN family agencies.

- agencies. Support and all other Secretariat Departments and UN family agencies.
- Make presentations and provide information to senior UN officials, as well as national officials, regarding substantive issues related to combating transnational organized crime and drug trafficking issues and make recommendations on actions to be undertaken.

### **Competencies :**

**Professionalism:** In-depth knowledge of the issues related to transnational and organized crime. Ability to provide expert advice to the Police Adviser, as well as to managers across the Department/Division, on police issues. Conscientious and efficient in meeting commitments, observing deadlines and achieving results; and, motivated by professional rather than personal concerns. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

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

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

### **Qualifications :**

**Education:** Advanced university degree (Master's Degree or equivalent) in criminal justice, law, security or another relevant field. First level university degree in combination with qualifying experience in establishment of initiatives related to transnational and organized crime, police management or peace operations may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other similar law enforcement training institution is also required.

### **Experience :**

**Work Experience:** A minimum of seven years of progressively responsible experience in policing or other law enforcement functions at the rank of Superintendent, Lt. Col., equivalent or higher rank, including at least three years of addressing transnational and organized crime issues is required. Experience in peace operations, UN Headquarters or with other international organization is desirable.

### **Languages :**

English and French are the working languages of the United Nations Secretariat. For the post advertised, fluency in English (both oral and written) is required. Knowledge of French language is desirable.

### **Assessment Method :**

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

**Special Notice :**

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

Please note that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other position within the Department of Peace Operations (DPO) or other parts of the UN Secretariat.

Active-duty seconded personnel may serve under a UN Secretariat staff contract for a period of up to three years(cumulative), which, in exceptional cases, can be extended for a fourth and final year subject to operational needs and satisfactory performance. This service limit includes periods of any prior services with the United Nations as an active-duty seconded officer under a UN Secretariat staff contract.

Candidates who have previously served as active-duty seconded personnel may reapply after a break in service of at least one year from their last secondment under a UN Secretariat staff contract, subject to the contract limitation as indicated above.

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

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

Nominations from women candidates are strongly encouraged.

# United Nations Nations Unies

<b>Posts :</b>	2
<b>Job Title :</b>	Police Selection and Recruitment Officer, P-4
<b>Department / Office :</b>	Selection and Recruitment Section
<b>Duty station :</b>	NEW YORK
<b>Posting period :</b>	04/12/2025 - 04/03/2026
<b>Job Opening Number :</b>	DPO/SEC25P/P-4/04

## **United Nations Core Values: Inclusion, Integrity, Humility and Humanity**

### **Organizational Setting and Reporting :**

This position is located in the Selection and Recruitment Section (SRS) of the Police Division (PD) in the Office of Rule of Law and Security Institutions (OROLSI), Department of Peace Operations (DPO). The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peace operations and Special Political Missions (SPM); to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operation. Additional information available in <https://police.un.org/en>.

### **Responsibilities :**

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

- Conducts effective and timely selection, recruitment and rotation of police personnel for field missions, including Formed Police Units (FPU). The incumbent will be directly involved in expanding the pool of qualified candidates for police personnel positions, developing a skill-based roster for senior police personnel, collaborating and coordinating with the Department of Operational Support (DOS), Member States and Police-Contributing Countries (PCCs) on all matters related to deployment, extension and rotation of police personnel.
- Participates in pre-deployment visits to inspect contingent owned equipment; assesses the readiness of Formed Police Unit personnel; coordinates negotiations of memoranda of understanding with Member States; joins reconnaissance visits to field missions; and, assists the Chief of Selection and Recruitment in daily communication with Member States and field missions related to mission-specific police selection and recruitment.
- Conducts substantive vetting of candidates to assess their suitability by analyzing curriculum vitae, screening of candidates and conducting interviews by phone or video-teleconference.
- Standardizes recruitment and selection procedures through the development of competency-based profiles; develops and participates in recruitment strategies to meet identified shortfalls, including recruitment and outreach exercises and Selection Assistance and Assessment Team (SAAT) visits to generate a pool of competent candidates, especially thematic experts, i.e. experts in forensics, organized crime, electoral-related activities, criminal investigation, crime prevention, crowd control management, etc.;
- Intensifies engagement with francophone organizations and countries; ensures compliance with UN recruitment policies and guidelines, including gender balance initiatives; projects and monitors rotation plans of police personnel; maintains and interprets statistical data on police personnel serving in field missions and contributions

- by Police Contributing Countries (PCCs).
- Develops extension and rotation strategies to meet the demand for police personnel and Formed Police Units (FPU) in the field; establishes staggered police rotation plans in coordination with field missions and Member States to ensure continuity and stable strength in order to mitigate the potential adverse impact on mission mandate implementation and security and ensures strict adherence to established performance appraisal policies for any extension requests.
  - Coordinates and ensures the issuance of medical clearances by the UN Medical Services Division for police officers prior to their deployment to field missions; and, monitors and updates the medical tracking mechanism for police personnel.
  - Responsible for managing and participating in Selection Assistance and Assessment Teams (SAAT) and the Formed Police Unit Assistance Teams (FPAT); arranging and participating in pre-deployment visits to Member States.

### **Competencies :**

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

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

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

### **Qualifications :**

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

### **Experience :**

A minimum of seven years of progressively responsible experience in active national police service with a rank of Superintendent or Lt. Colonel, other service equivalent or higher rank, including three years of practical experience in police personnel administration and recruitment is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Experience in a peacekeeping operation, UNHQ, or similar international organization is desirable.

### **Languages :**

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

**Assessment Method :**

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

**Special Notice :**

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

Please note that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other position within the Department of Peace Operations (DPO) or other parts of the UN Secretariat. Active-duty seconded personnel may serve under a UN Secretariat staff contract for a period of up to three years (cumulative), which, in exceptional cases, can be extended for a fourth and final year subject to operational needs and satisfactory performance. This service limit includes periods of any prior services with the United Nations as an active-duty seconded officer under a UN Secretariat staff contract.

Candidates who have previously served as active-duty seconded personnel may reapply after a break in service of at least one year from their last secondment under a UN Secretariat staff contract, subject to the contract limitation as indicated above.

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

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

Nominations from women candidates are strongly encouraged.

# United Nations Nations Unies

<b>Posts :</b>	2
<b>Job Title :</b>	UN Police Officer, P-4
<b>Department / Office :</b>	Mission Management and Support Section
<b>Duty station :</b>	NEW YORK
<b>Posting period :</b>	04/12/2025 - 04/03/2026
<b>Job Opening Number :</b>	DPO/SEC25P/P-4/05

## **United Nations Core Values: Inclusion, Integrity, Humility and Humanity**

### **Organizational Setting and Reporting :**

This position is located in the Mission Management and Support Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peacekeeping operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peacekeeping operations; and, to work towards a shared understanding among all stakeholders on the future direction of police peacekeeping. Additional information available in <https://police.un.org/en>.

### **Responsibilities :**

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

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

## **Competencies :**

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

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

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

## **Qualifications :**

### **Education:**

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

### **Experience :**

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

### **Languages :**

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

### **Assessment Method :**

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

### **Special Notice :**

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

Please note that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other position within the Department of Peace Operations

(DPO) or other parts of the UN Secretariat. Active-duty seconded personnel may serve under a UN Secretariat staff contract for a period of up to three years (cumulative), which, in exceptional cases, can be extended for a fourth and final year subject to operational needs and satisfactory performance. This service limit includes periods of any prior services with the United Nations as an active-duty seconded officer under a UN Secretariat staff contract.

Candidates who have previously served as active-duty seconded personnel may reapply after a break in service of at least one year from their last secondment under a UN Secretariat staff contract, subject to the contract limitation as indicated above.

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

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

Nominations from women candidates are strongly encouraged.

# United Nations Nations Unies

<b>Posts :</b>	2
<b>Job Title :</b>	Policy Coordination Officer, P-4
<b>Department / Office :</b>	Strategic Policy and Development Section
<b>Duty station :</b>	NEW YORK
<b>Posting period :</b>	04/12/2025 - 04/03/2026
<b>Job Opening Number :</b>	DPO/SEC25P/P-4/06

## **United Nations Core Values: Inclusion, Integrity, Humility and Humanity**

### **Organizational Setting and Reporting :**

This position is located in the Strategic Policy and Development Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division is to effectively direct police components in peace operations and special political missions; to strengthen the strategic direction, planning and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operations. Additional information is available in <https://police.un.org/en>

### **Responsibilities :**

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

- Develop the full range of policies, guidelines, directives and procedures related to the deployment of police to peace operations, including those policies designed to facilitate the rapid deployment of police during the start-up phase of a peace operation.
- Participate in drafting principles and guidelines for the development and capacity enhancement of host-state police institutions, and the coordination of UN police, with host-state police and UN military.
- Participate in the Division's lessons learned activities and will be responsible for preparing detailed lessons learned reports so that policy developments incorporate best practices.
- Be responsible for on-going long- and short-term projects, including liaison with the Standing Police Capacity and to support the development of the Strategic Guidance Framework for International Police Peacekeeping, as well as other projects related to police reform and restructuring.
- With regard to the police components of peace operations, be responsible for developing new policies, directives and revising existing ones so that they respond to the actual needs of the police components.
- Provide advice to police components on implementation of policies, procedures and on mandate implementation.
- Coordinate closely with the Selection and Recruitment Section to continuously assess and revise the administrative, personnel and management policies and procedures of police components.
- Maintain regular contact with mission-based police components and will be required to work closely with the other elements of the Office of Rule of Law and Security Institutions as well as with Regional Offices, the Office of Military Affairs and Policy, Evaluation and Training Division of DPO, the Department of Operational Support and Department of Political and Peacebuilding Affairs, and particularly the UN Development

Programme as part of the Global Focal Point for Police, Justice and Corrections areas in the rule of law in post-conflict and other crisis situations.

- Performs other related duties as required.

### **Competencies :**

**Professionalism:** Demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns. Proven research, analytical and evaluative skills, ability to draft policies, directives and guidelines; and ability to conduct independent research and analysis, identify issues, formulate concepts and options and make conclusions and recommendations. An ability to produce high quality work with limited supervision often in unfamiliar environments. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**Planning and Organizing:** Develops clear goals that are consistent with agreed strategies; Identifies priority activities and assignments; adjusts priorities as required; Allocates appropriate amount of time and resources for completing work; Foresees risks and allows for contingencies when planning; Monitors and adjusts plans and actions as necessary; Uses time efficiently.

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

### **Qualifications :**

**Education:** Graduation from a national police academy or similar law enforcement institution is required. Advanced university degree (Master Degree or equivalent) in the field of police science, criminal justice, law, international security studies or another related field is required. First level university degree in combination with relevant academic qualifications and experience may be accepted in lieu of the advanced university degree.

### **Experience :**

A minimum of seven years of progressively responsible experience in active police service with a rank of Superintendent or Lt. Colonel, with a significant specialization in policy development for police or other law enforcement agencies is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Experience in peace operations is desirable.

### **Languages :**

English and French are the working languages of the United Nations Secretariat. For this post, fluency in written and spoken English is required. Working knowledge of another UN official languages is an asset.

### **Assessment Method :**

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

### **Special Notice :**

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

Please note that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other position within the Department of Peace Operations (DPO) or other parts of the UN Secretariat.

Active-duty seconded personnel may serve under a UN Secretariat staff contract for a period of up to three years (cumulative), which, in exceptional cases, can be extended for a fourth and final year subject to operational needs and satisfactory performance. This service limit include. Candidates who have previously served as active-duty seconded personnel may reapply after a break in service of at least one year from their last secondment under a UN Secretariat staff contract, subject to the contract limitation as indicated above.

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

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

Nominations from women candidates are strongly encouraged.

# United Nations Nations Unies

**Job Title :** Crime Analysis Officer, P-4  
**Department / Office :** Strategic Policy and Development Section  
**Duty station :** NEW YORK  
**Posting period :** 04/12/2025 - 04/03/2026  
**Job Opening Number :** DPO/SEC25P/P-4/07

**United Nations Core Values: Inclusion, Integrity, Humility and Humanity**

## **Organizational Setting and Reporting :**

This position is located in the Strategic Policy and Development Section (SPDS) of the Police Division (PD) in the Office of Rule of Law and Security Institutions (OROLSI), Department of Peace Operations (DPO). The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peace operations and Special Political Missions (SPM); to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction in police peace operations. Additional information available in <https://police.un.org/en>.

## **Responsibilities :**

Within delegated authority, the Criminal Information Analysis Officer will be responsible for the following duties:

- Develops effective and efficient operational responses and optimizes resource allocations for the police missions based on analyzed criminal and crime-related information;
- Contributes to the DPO-wide information analysis; interacts with the field missions for operational and mandate implementation updates; ensures informed and consistent decision-making; streamlines and improves the reporting to the Security Council, the General Assembly, other inter-governmental bodies and police-contributing countries; assists in the development of guidelines and other technical guidance materials; and, conducts analytical assessments of criminal information analysis practices and procedures, as well as recommends on the immediate short- and long term needs of developing criminal information analysis capacities;
- Establishes close contacts and works in partnership with related entities and other national and regional organizations that are operationally and technically involved in criminal information analysis-related issues; assists in promoting regional approaches to combating crime; provides realistic strategic advice and support to the DPO Police Adviser and field missions to minimize the impact of the crime-related problems on the ground; prepares strategic guidance on approaches to address issues related to criminal information analysis; provides assistance in developing a training strategy for field missions with the objective to increase the pool of national experts in this thematic area; develops guidance materials necessary for maintaining consistency in criminal information analysis between the various levels of UN Police operations.
- Works in close collaboration with other OROLSI elements as well as with the Office of Operations, especially Integrated Operational Teams (IOT), Office of Police Adviser, Department of Operational Support (DOS) and other Secretariat Offices and UN Agencies; presents and provides information to senior UN officials, as well as national officials regarding substantive issues related to criminal information analysis, and recommends on actions to be undertaken.
- Works in close collaboration and coordination with other components of the Police Division such as Mission Management and Support Section (MMSS), Selection and

### **Competencies :**

**Professionalism:** Ability to address a range of issues in the context of political developments, public attitudes and local conditions. Ability to conceptualize, design and implement major information campaigns. Ability to rapidly analyze and integrate diverse information from varied sources. Ability to diplomatically handle sensitive situations with target audiences and cultivate productive relationships. Ability to produce a variety of written communications products in a clear, concise style. Ability to deliver oral presentations to various audiences; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; ability to conduct independent research and analysis, identify issues, formulate options and make conclusions and recommendations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**Planning and Organizing:** Develops clear goals that are consistent with agreed strategies. Identifies priority activities and assignments; adjusts priorities as required. Allocates appropriate amount of time and resources for completing work. Foresees risks and allows for contingencies when planning. Monitors and adjusts plans and actions as necessary. Uses time efficiently.

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

### **Qualifications :**

**Education:** Advanced university degree (Master's Degree or equivalent) in criminal justice, law, security or other relevant field. First level university degree with a combination of relevant academic qualifications and experience in criminal information analysis, police management or peacekeeping may be accepted in lieu of the advanced university degree. Graduation from a police academy or relevant training institution is also required.

### **Experience :**

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

### **Languages :**

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

### **Assessment Method :**

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

**Special Notice :**

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

Please note that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other position within the Department of Peace Operations (DPO) or other parts of the UN Secretariat. Active-duty seconded personnel may serve under a UN Secretariat staff contract for a period of up to three years (cumulative), which, in exceptional cases, can be extended for a fourth and final year subject to operational needs and satisfactory performance. This service limit includes periods of any prior services with the United Nations as an active-duty seconded officer under a UN Secretariat staff contract.

Candidates who have previously served as active-duty seconded personnel may reapply after a break in service of at least one year from their last secondment under a UN Secretariat staff contract, subject to the contract limitation as indicated above. Nominations of currently serving active-duty seconded police personnel on a UN Secretariat staff contract will not be considered.

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

Nominations from women candidates are strongly encouraged.

# United Nations Nations Unies

<b>Posts :</b>	2
<b>Job Title :</b>	Senior Police Liaison Officer, P-5
<b>Department / Office :</b>	Integrated Operational Teams
<b>Duty station :</b>	NEW YORK
<b>Posting period :</b>	04/12/2025 - 04/03/2026
<b>Job Opening Number :</b>	DPO/SEC25P/P-5/01

## **United Nations Core Values: Inclusion, Integrity, Humility and Humanity**

### **Organizational Setting and Reporting :**

This position is administratively located in the Police Division of the Rule of Law and Security Institutions Office. The incumbent reports to the Director of the Integrated Operations Team (IOT) within the Regional Division. The Police Division's general mandate is to effectively lead police components in peace operations and Special Political Missions, to strengthen the strategic direction, planning, and management of police components in peace operations, and to promote a shared understanding among all stakeholders regarding the future direction of police activities conducted within the framework of peace operations. Additional information is available at <https://police.un.org/en>

### **Responsibilities :**

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

- Provides support to police mandate implementation and law enforcement in peace operations.
- Provides advice on peacekeeping mission-specific and operations support issues requiring policy decisions; assists in developing and reviewing Mission Plans and Concepts of Operations for police components of peace operations; reviews the draft report of the Secretary-General to the Security Council; and advises, facilitates and coordinates police issues requiring the involvement of Police Contributing Countries (PCCs).
- Liaises with other offices within the Secretariat, peacekeeping missions and Permanent Missions of the PCCs within the guidelines of the PD; supports the IOT and the PD in planning and integrating police elements into the development of Concepts of Operations and Operational Plans.
- Supports the PD in evaluating police plans and preparing expert police advice on mission operational matters; advises and facilitates the flow of critical information between DPO and missions to inform the planning, budget, and implementation processes.
- Represents the IOT and PD in selected working groups, task forces and outside meetings; facilitates collaboration between the PD and other field mission components at the operational level; and coordinates and integrates activities of police components in the field missions.
- Assists in liaising with Member States and regional organizations on mission-specific related issues; participates in police contributing countries meetings; drafts mission-specific code cables and related correspondences to peace operations.
- Participates in field visits and prepares assessment reports; prepares talking points for senior representatives of the United Nations Secretariat on mission-specific issues; assists in the preparation and review of budgetary documentation, including results-based budgeting reports, of the police components of peace operations.

- Researches on and provides technical and police advice on operational matters, as may be required; acts as an intermediary of the principal liaison group between field missions and headquarters staff on police matters; liaises with the Police Division for response actions and provides the Division's position to the IOT, as required.
- Provides advice to missions, in coordination with the Police Division, on staffing and police selection to ensure they are commensurate with the planned operations and activities in order to fulfil mission mandates. Prepares and analyses periodic management reports and other relevant information in order to keep senior managers informed; prepares technical reports and briefings; conducts informal and formal briefing presentations; identifies issues requiring headquarters intervention and follows up on decisions taken; and executes other tasks assigned by the Head of the IOT.
- Prepare talking points, speeches, and take notes while accompanying senior officials of the Police Division and the IOT.

## **Competencies :**

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

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

**Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.

**Leadership:** Serves as a role model that other people want to follow; Empowers others to translate vision into results; Is proactive in developing strategies to accomplish objectives; Establishes and maintains relationships with a broad range of people to understand needs and gain support; Anticipates and resolves conflicts by pursuing mutually agreeable solutions; Drives for change and improvement; does not accept the status quo; Shows the courage to take unpopular stands; takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

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

## **Qualifications :**

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

**Experience :**

Must be a senior professional police officer on active duty with the rank of Deputy Commissioner, Chief Superintendent or rank equivalent to full Colonel level. A minimum of 10 years of progressively responsible experience in police service, including experience at the command level, and experience in national law enforcement and police policy-making in the field and headquarters, experience in strategic and operational police management is required. Police training experience is desirable. Experience in UN peace operations, UNHQ, or similar international organization is required. Qualifying years of experience are calculated following the graduation from the national military/defense college or academy.

**Languages :**

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

**Assessment Method :**

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

**Special Notice :**

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Nominations from women candidates are strongly encouraged.

## **NOMINATION PROCEDURES FOR POSITIONS IN THE DEPARTMENT OF PEACE OPERATIONS REQUIRING OFFICIAL SECONDMENT FROM NATIONAL GOVERNMENTS OF MEMBER STATES OF THE UNITED NATIONS ORGANIZATION**

Outlined below are the procedures to be followed by Permanent Missions for the nomination of candidates to posts requiring secondment from active police service, which are open for recruitment within the Department of Peace Operations (DPO). In the interest of promoting an orderly process and to avoid delay in the consideration of applications, Permanent Missions are respectfully requested to adhere closely to these procedures.

1. The above-mentioned posts are reserved only for candidates nominated by Member States through their Permanent Mission to the United Nations; candidates applying independently will not be accepted. It is requested that applications be submitted as soon as possible. No applications will be accepted after the deadline specified on each job opening.
2. Applications for candidates must be presented in one single submission via a Note Verbale from the Permanent Mission. Each submission must contain a duly completed excel sheet form "Application Sheet - List of Candidates by PM", listing the names of the nominated candidates for each job opening. In addition, for each nominated candidate, the following will be required to be included in the submission:
  - a) United Nations Personal History Profile (PHP) Form (P.11) duly completed and signed by the nominated candidate.
  - b) Military/Police Employment and Academic Certification (EAC) form issued by the relevant military/police authority and containing details on the candidate's military/police academic degree/courses and employment record, duly completed and signed by the nominated candidate and signed and stamped by the relevant local authority.
  - c) Employment Record-Supplementary Sheet to be used for additional employment information.
3. In the event a candidate wishes to be recommended for several posts, he/she must list each post in section 2 "Position/s to which you are applying" of the Military/Police Academic and Employment Certification form. Candidate need only to submit one PHP and one EAC even if they apply to several positions.
4. Candidates are discouraged from attaching to their application certificates of degree obtained, medical forms or copy of their passport.

# United Nations Nations Unies

POSTAL ADDRESS-ADRESSE POSTALE UNITED NATIONS, N.Y. 10017  
CABLE ADDRESS-ADRESSE TELEGRAPHIQUE UNATIONS NEW YORK

REFERENCE: SEC25P/Launch

The Secretariat of the United Nations presents its compliments to the Permanent Mission of India to the United Nations and has the honor to refer to the requirement for the services of Police Officers in active service. In this regard, the Department of Peace Operations (DPO) is seeking the nomination of candidates for appointment on secondment to specific positions in the Secretariat of the United Nations, for an initial period of two years with the possibility of extension in that position for a third year. In exceptional circumstances, the secondment to that position may be extended for a fourth year, but not longer. There are 16 posts available through the issuance of 9 Job Opening which is posted for a period of 90 days effective 4 December 2025. The closing date for all Job Openings will be 4 March 2026.

The nomination procedures together with all forms to be completed are included in this package. It is kindly requested that all documentation be submitted electronically to the Selection and Recruitment Section (SRS) to the following email address:

[dpo-policesecondmentcampaign@un.org](mailto:dpo-policesecondmentcampaign@un.org)

Applications received after the deadline specified on the Job Opening will not be accepted.

In as much as the posts require the expertise of police officers in active service, the Permanent Mission of India is kindly requested to confirm that selected candidates will be released, in a timely manner, from their national police service obligations for service with the United Nations. The Permanent Mission of India is also requested to ensure that the rank of each candidate submitted is clearly indicated on the application.

In addition, it is strongly recommended that the Permanent Mission of India carefully submits only those candidates meeting all requirements for the position as described in the Job Opening.

The United Nations Secretariat would like to inform the Permanent Mission of India that in an effort to streamline and expedite the procedures of recruiting seconded officers, candidates approved for placement in the roster may be selected for positions with similar functions (same functional title and level), without a new Job Opening being issued. Candidates shall be retained in the roster for a period of two years after the first day of the month following the selection decision by the Head of Department.

Please note that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other position within the Department of Peace Operations (DPO) or other parts of the UN Secretariat. Active duty seconded personnel may serve under a UN Secretariat staff contract for a period of up to three years (cumulative), which, in exceptional cases, can be extended for a fourth and final year subject to operational needs and satisfactory performance. This service limit includes periods of any prior services with the United Nations as an active duty seconded officer under a UN Secretariat staff contract.

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

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

Nominations from women candidates are strongly encouraged.

The United Nations Secretariat would like to avail of this opportunity to inform the Permanent Mission of India to United Nations that staff members are subject to the authority of the Secretary-General and thereby are subject to the United Nations Staff Regulations and Staff Rules. In this context your attention is drawn to Staff Regulation 1.2 (j), whereby “no staff member shall accept any honor, decoration, favor, gift or remuneration from any Government”.

The Permanent Mission of India is strongly encouraged to nominate qualified women candidates. This request is being transmitted to all Member States.

The Secretariat expresses its appreciation to the Permanent Mission of India to the United Nations for its cooperation in this project.

4 December 2025

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

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

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Full time <input type="checkbox"/> Part time <input type="checkbox"/> hours/week:
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NAME OF EMPLOYER:				TYPE OF BUSINESS:
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				REASON FOR LEAVING:
DESCRIPTION OF YOUR DUTIES				

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