



No.21023/03/2021-PF-VI
GOVERNMENT OF INDIA
Ministry of Home Affairs
[Police Division-II]
PF-VI Desk

North Block, New Delhi, 110001

Dated 25th May, 2021

To

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

Subject :- **Campaign for the Senior Police Leadership Roster (SPLR)**

Sir/Madam,

Indian Mission in United Nations (PMI to UN) has forwarded the selection campaign for the Senior Police Leadership Roster (SPLR) aiming to increase the pool of qualified candidates for possible recruitment at the senior leadership positions within the United Nations Police components in peacekeeping and special political missions and United Nations Headquarters.

2. The main objective of SPLR of Police Division is to create and maintain a pool of a sufficient number of pre-selected senior police officers who can be deployed to a United Nations peacekeeping or special political mission or United Nations Police Commander Course (UPPCC) upon request. Once the selection is completed, the successful candidates will be added to the internal Senior Police Leadership Roster (SPLR). The requisite job descriptions, conditions and eligibility criteria as required are enclosed/attached with this letter for reference. **Fulfillment of other requirements given in the Annexure-I must be ensured.**

3. Nominations of eligible and willing officers in the rank of **DIG/IsG for (P-5), DIG/IsG/ADG or equivalent for (D-1/P5) and IsG/ADG equivalent for (D-2/D-1)** active in service for the above campaign may be forwarded through proper channel to this Ministry by 12th July, 2021 along with the requisite documents duly signed and completed in all respects as mentioned in Annexure-I & II.

4. The duly completed and signed Personal History Profile (P-11) , Employment of Academic Certification (EAC), and Human Rights (HR) certificate along with forwarding letter of each nominated candidate are required to be submitted in separate files (PDF format only) through E-mail at police2-un@mha.gov.in before the last date i.e 12.07.2021.

Encl: As above

Yours Faithfully



(K.Prakasham)
Under Secretary(PF-VI)
-☎: 23092527

Copy to

1. Commissioner of Police .Mumbai, Kolkata, Chennai and Bangalore:- kindly note that the nomination are to be forwarded through respective State Government only.
- 2 .DIR(UNP), MEA, JNB (2018-A), New Delhi-110011
3. **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 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**.
 - D. Human Rights certificate must be included (proforma 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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BIO- DATA Proforma

Recent Passport
Size Photograph

1. Name of Post 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. Knowledge of UN official language
17. Outstanding Achievements, if any
18. Last Five(years) work profile/experiences

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

Signature of applicant

(S)
(CS)

HR CERTIFICATE

It is certified that _____ was neither convicted nor currently under investigation or being prosecuted for any criminal offence including violation of International Human Rights Law and International Humanitarian Law. It is also to certify that Government/Org. of(concerned state/Org,) is aware that there is no allegation against him/her as such and he/she has not committed or even involved, by act or omission, the commission of any act that may amount of violations of International Human Rights Law and International Humanitarian Law.

To be signed by an officer
Not below the rank of DIG/Director

INSTRUCTIONS		UNITED NATIONS			Do not Write in This Space			
Please answer each question clearly and completely. TYPE OR PRINT LEGIBLY. Read carefully and follow all directions.		PERSONAL HISTORY						
1. Family name		First name		Middle name		Maiden name, if any		
2. Date of (day/month/yr) Birth		3. Place of birth		4. Nationality(ies) at birth		5. Present Nationality(ies)		
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. Entry into United Nations service might require assignment to any area of the world in which the United Nations might have responsibilities. (a) Are there any limitations on your ability to perform in your prospective field of work? YES <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			12. Present address		13. Office Telephone No. ()			
Telephone No. ()			Telephone/Fax No. ()		14. Office Fax No. () E-mail:			
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 a public international organization? YES <input type="checkbox"/> NO <input type="checkbox"/> If answer is "yes", give the following information:								
NAME		Relationship		Name of International 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 any office machines or equipment and computer programmes you use.			
	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:
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:
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	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	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	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						

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)

TO BE COMPLETED BY CANDIDATE:

Personal Data:

Family Name:	Given name:	Middle names:	Gender: M/F
e-mail address:			

Position for which you are applying:
(Note: if you are applying for more than one position, please submit separate P11 and P11 attachment for each Job Opening)
Job Opening Number:

Military Service History/Police Service History

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

Degrees and Academic Distinctions Obtained:

	NAME of INSTITUTION, PLACE AND COUNTRY. Please give complete address.	ATTENDED:		DEGREES and ACADEMIC DISTINCTIONS OBTAINED
		FROM: Month/Year	TO: Month/Year	
Graduation from the Staff/War College or Police Academy (and/or similar law enforcement institution)				
University Degree/s				

Experience in peacekeeping operations:

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

Dates mm/yy-mm/yy	Mission/ Operation/Location	Position/title (Milob, HQ Staff, Contgt, Adviser)	Description of duties

Command Experience, starting with your most recent experience and list in reverse order

Dates mm/yy-mm/yy	Unit/Position/Org	Significant Unit Activities

Significant Planning Experience, starting with your most recent experience and list in reverse order

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

(Other) International Exposure other than peace keeping operations, starting with your most recent experience and list in reverse order

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

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

Name of Course	Date: mm/yy –mm/yy	Institution

Additional Comments:

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

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

TO BE COMPLETED BY THE RELEVANT LOCAL AUTHORITY:

On behalf ofI 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

EMPLOYMENT RECORD – SUPPLEMENTARY SHEET

PLEASE 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. See next page for more blocks.

FROM MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
		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 MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
		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 MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
		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 MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
		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				

EMPLOYMENT RECORD – SUPPLEMENTARY SHEET

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FROM MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
		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 MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
		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 MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
		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 MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
		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				

United Nations



*Job Opening for Positions requiring official secondment
from national governments of Member States of the United Nations Organization*

Post title and level	Deputy Police Commissioner, D1/P5
Organizational Unit	United Nations Peacekeeping Operation or Special Political Mission
Duty Station	Senior Police Leadership Roster
Reporting to	Police Commissioner
Duration	Up to 12 Month (extendable)
Deadline for applications	30 July 2021

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

RESPONSIBILITIES:

Within delegated authority, the Deputy Police Commissioner will be assisting Police Commissioner on strategic, operational and administrative issues related to the Mission mandate implementation by United Nations Police component and management of UN Police personnel. Following the guidance of Police Commissioner, s/he will be providing support to the host-State in attaining responsive, representative, and accountable national police services that undertake gender- and environmentally responsive, evidence-based policing to protect and empower their communities in line with international human rights and humanitarian norms. The incumbent will be responsible for, but not limited to, the performance of the following duties (*These duties may vary depending on the mission's mandate. Therefore, the incumbent may carry out most, but not all, of these functions.*):

- Advise the United Nations Police Commissioner and other United Nations mission leadership on issues related to the implementation of the mandate of the police component and provide regular reports on key issues and work program implementation;
- Assist the United Nations Police Commissioner in her/his strategic advisory support and assistance to the national host-state police leadership in the development of short-, medium- and long-term plans and programs for the reform and restructuring of the national police, as well as their capacity building;
- Under the guidance of the Police Commissioner, provide advisory support to the host-state police leadership in integrating organizational change and strategic reform initiatives across all the key areas of police organization, including crime combatting, operations, administration, professional standards, legal, planning and development, training, infrastructure and technical logistical requirements;
- Assist the United Nations Police Commissioner in managing, controlling and directing the United Nations Police component, as well as assigning specific duties to the United Nations Police Officers deployed to the mission;
- Provide support to the United Nations Police Commissioner on the general management of human, material and financial resources, welfare and general personnel administration, knowledge management and organizational learning, policy issues and procedures relating to the headquarters and field offices of the United Nations Police component;
- Provide an oversight and coordination of all United Nations Police operational activities within the framework of Mission mandate, including individual police officers and formed police units (where applicable).

- Ensures timely preparation of monthly, bi-annual and annual progress reports of the police component and follow-up on recommendations;
- Provide a direct oversight of all subordinate units within the infrastructure of United Nations Police component as may be assigned by the Police Commissioner.
- Contribute to the development and monitoring the implementation of Mission Plan, the United Nations Police CONOPs, SOPs, Guidelines and Policies and ensure that activities of the United Nations Police are directed towards the achievement of the overall goal of the mission;
- Assist the Police Commissioner in coordinating, liaising and forging effective and efficient relationships with key partners, including members of the United Nations Country Team (UNCT), international community, donor community and civil society to build consensus and strengthen efforts on the reform and development of the host-state police and other law enforcement and security agencies as required by the mission mandate;
- Ensure close liaison with the United Nations Military component, Mission Department of Safety and Security (DSS) officials and relevant host state national agencies in regard to the safety and security of all United Nations Police deployed to the mission area; oversee the development of evacuation plans for the United Nations Police personnel and ensure regular exercises in this regard.
- Make regular visits to the team sites to ensure the professional functioning of the United Nations Police personnel and observe/monitor the overall progress, welfare and concerns of the United Nations Police personnel on the ground;
- May act as the interim United Nations Police Commissioner in the absence of the United Nations Police Commissioner.
- Perform any other duties as assigned by the Police Commissioner in fulfillment of the mission mandate.

COMPETENCIES:

Professionalism: Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in the management and administration: ability to review and edit the work of others.

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

Client Orientation: Considers all those to whom services are provided to be “clients” and seeks to see things from clients’ point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients’ needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients’ environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

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

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 or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management or related area. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Advance training for command/ senior staff is highly desirable. Graduation from a certified Police Academy or other national or international Law Enforcement Institution is required.

Work Experience: A candidate must be in active police service possessing minimum of 15 years (10 years for P-5 level) of progressive and active policing service/experience at the field and/or national police headquarters level; 10 years (7 years for P-5 level) of active police experience at senior policy making level with extensive strategic planning and management experience in the following areas: police operations, crime management and police administration. Practical direct experience in commanding a regional or a state level police infrastructure, or heading a department at national police HQ level - required. Experience in police human and financial resources management, police training and development, change management, reform and restructuring – highly desirable. Previous UN or international experience is an advantage.

Rank*:

- Rank required for a D-1, is Deputy/Assistant Police Commissioner, Deputy/Assistant Inspector General, Deputy Chief of Police, other equivalent to Brigade-General in the military or higher rank.
- Rank required for a P-5 is Senior/Chief Superintendent of Police, Colonel, other equivalent or higher rank

Languages: Depending on the peace operation of deployment, fluency in English (in English speaking missions), French and English (in French speaking missions), both written and oral, is required. Some missions may require fluency in additional language. Knowledge of another UN official language is an advantage.

Since the fluency in English (written and oral), is required both for English speaking and French speaking missions, assessment for the Senior Police Leadership Roster will be carried out in English. Knowledge of another UN official language is an advantage.

Preference will be given to equally qualified women candidates

Date of Issuance: 12 May 2021

*Rank in application form should be outlined in candidate's original language without translation or equating to military ranks. The Member States are requested to certify the rank of each candidate it nominates and ensure that only applications meeting all requirements described in the job opening/s, are submitted.

In accordance with the Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations are requested to make "self-attestation" that s/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The exact wording of the self-attestation is outlined in para. 5.2 of the above mentioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.

United Nations



*Job Opening for Positions requiring official secondment
from national governments of Member States of the United Nations Organization*

Post title and level	Police Commissioner, D2/D1
Organizational Unit	United Nations Peacekeeping Operation or Special Political Mission
Duty Station	Senior Police Leadership Roster
Reporting to	Head of Mission (directly or through the established chain of command)
Duration	Up to 12 Month (extendable)
Deadline for applications	30 July 2021

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

RESPONSIBILITIES:

Under the guidance and supervision of the Head of Mission (HoM) or his/her designee, the incumbent will be responsible for advising the HoM on all matters related to police and supporting the host-State in attaining responsive, representative, and accountable national police services that undertake gender- and environmentally responsive, evidence-based policing to protect and empower their communities in line with international human rights and humanitarian norms. The Police Commissioner is also responsible for the effective and efficient management, supervision, welfare and discipline of all personnel assigned to the United Nations Police component in the mission in accordance with the United Nations' rules, regulations, and mission mandate. Within delegated authority, the United Nations Police Commissioner will be responsible for the following duties: *(These duties may vary depending on the mission's mandate. Therefore, the incumbent may carry out most, but not all, of these functions.):*

- Advise the HoM and other representatives of United Nations mission leadership on issues related to the implementation of the mandate of the police component and provides regular reports on key issues and work program implementation;
- Advise and assist the national senior leadership of the host state in all aspects of police administration and management in support of the implementation of the peace agreement;
- Advise the HoM on matters relating to the assistance/support requirement needs for the development of the national police of the host country in line with the United Nations Police Strategic Guidance Framework
- Lead and manage the development and implementation of the capacity enhancement and overall institutional development plans for the host-State national police through a wide-ranging consultation process engaging international and national partners;
- Assist the national authorities in the development of police operational plans to enhance law and order and public security provisions in the mandate and operationally support in their implementations;
- Provide advice and guidance to national authorities on the reform and strengthening of the police system in line with the local reality and relevance that will include issues relating to international human rights standards, implementation of strategic planning processes, legislative proposals, development of policy and procedures, rehabilitation of facilities, management of police in accordance with international guidelines, police administration, budget management, human resource

- management, performance management and staff training;
- Assess the needs of the host-State police in close coordination with national actors, United Nations system partners and contributes to the development of bilateral aid/support proposals;
 - Provide overall oversight and guidance in regard to all United Nations Police operational activities within the framework of the mission's mandate;
 - Manage, guide, develop and train staff under his/her supervision; properly utilizing all available police resources including the formed police units, for mandate implementation;
 - Guide and support the development and implementation of comprehensive training initiatives, including the development and implementation of a host state-State national training framework, policy and programs for all levels of police staff;
 - Regularly consult and collaborate with United Nations agencies, international and national NGOs, judicial affairs officers, correction officers, bilateral/multilateral donors, members of civil society, and members of the host state national government on police issues relevant to the United Nations mandate;
 - Coordinate all United Nations activities related to police reform and provides necessary guidance to national and international staff in the Mission;
 - Participate in Mission senior management team meeting and contributing towards the smooth operations of the mission;
 - Supervise and helps in developing the skills, competencies and experience of all staff members that the Mission may determine to hire to directly support the work of the United Nations Police component;
 - Make proposals to the Police Division on the skill set and qualification of the United Nations Police component personnel required for the efficient implementation of the United Nations Police mandate. Ensure knowledge management and organizational learning of the UN Police component.
 - Ensures timely and transparent staffing of positions within the Police Component in accordance with the police officers/ background, expertise and experience and in compliance with the principles of respect for diversity, as well as geographic and gender balance.
 - Regularly consult and collaborates with the head of the mission's military component on the joint use of police and military personnel in response to various security contingencies in the mission area, in particular on the use of formed police units in response to crowd management and other possible public order incidents;
 - Coordinate with and support the field offices of the United Nations agencies such as United Nations Office of the High Commissioner for Refugees, United Nations Office of the High Commissioner for Human Rights, Office of Disarmament, Demobilization and Reintegration and other relevant components and Mission pillars in relation to police monitoring, development of accountability mechanisms and staff training;
 - Perform other functions as are consistent with the mandate provided by the Security Council Resolution and as may be required by the HoM, relating to the management of UN Police component.

COMPETENCIES:

Professionalism: Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of

work. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in the management and administration: ability to review and edit the work of others.

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.

Client Orientation: Considers all those to whom services are provided to be “clients” and seeks to see things from clients’ point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients’ needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients’ environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

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

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 or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management, social sciences, international relations or related area. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Advance training for command/ senior staff is highly desirable. Graduation from a certified Police Academy or other national or international law enforcement training institution is required.

Work Experience: A candidate must be in active police service possessing minimum of 15 years (17 years in absence of advanced degree) of progressive and active policing service/experience at the field and/or national police headquarters level, including 10 years of active police experience at senior policy making level with extensive strategic planning and management experience in the following areas: police operations, crime management and police administration. Practical direct experience in commanding a regional or a state level police infrastructure, or heading a department at national police HQ level - required. Experience in police human and financial resources management, police training and development, change management, reform and restructuring – highly desirable. Previous UN or international experience is an advantage.

Rank*:

- Rank required for a D-2 is Police Commissioner, Inspector General, Chief of Police, other equivalent to the military rank of Major General or above.
- Rank required for a D-1 is Deputy/Assistant Police Commissioner, Deputy/Assistant Inspector General, Deputy Chief of Police, other equivalent to Brigade-General in the military or higher rank.

Languages: Depending on the peace operation of deployment, fluency in English (in English speaking missions), French and English (in French speaking missions), both written and oral, is required. Some missions may require fluency in additional language. Knowledge of another UN official language is an advantage.

Since the fluency in English (written and oral), is required both for English speaking and French speaking

missions, assessment for the Senior Police Leadership Roster will be carried out in English.

Preference will be given to equally qualified women candidates

Date of Issuance: 12 May 2021

*Rank in application form should be outlined in candidate's original language without translation or equating to military ranks. The Member States are requested to certify the rank of each candidate it nominates and ensure that only applications meeting all requirements described in the job opening/s, are submitted.

In accordance with the Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations are requested to make "self-attestation" that s/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The exact wording of the self-attestation is outlined in para. 5.2 of the above mentioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.

United Nations



*Job Opening for Positions requiring official secondment
from national governments of Member States of the United Nations Organization*

Post title and level	Senior Police Adviser, P5
Organizational Unit	United Nations Peacekeeping Operation or Special Political Mission
Duty Station	Senior Police Leadership Roster
Reporting to	Head of Mission (directly or through the established chain of command)
Duration	Up to 12 Month (extendable)
Deadline for applications	30 July 2021

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

RESPONSIBILITIES:

Under the guidance and supervision of the Head of Mission (HoM) or his/her designee, the Senior Police Adviser (SPA) acting as a Head of Police Component, will be responsible for advising the Head of Mission on all matters related to police; and supporting the host-State in attaining responsive, representative, and accountable national police services that undertake gender- and environmentally responsive, evidence-based policing to protect and empower their communities in line with international human rights and humanitarian norms. The SPA is also responsible for the effective and efficient management, supervision, welfare, and discipline of all personnel assigned to the United Nations Police component in the mission in accordance with the United Nations' rules, regulations, and mission mandate. Within delegated authority, the SPA will be responsible for, but not limited to, the performance of the following duties (*These duties may vary depending on the mission's mandate. Therefore, the SPA may carry out most, but not all, of these functions.*):

- Provide advice to the (HoM) on all police and other law enforcement related issues, in the framework of the mission mandate implementation.
- Provides strategic advisory support and assistance to host-State authorities, in coordination with United Nations agencies, funds and programmes, international community, donor community and civil society, as well as other stakeholders, in undertaking a full assessment of the needs of the host-State Police Service; in developing a comprehensive, strategic reform, restructuring and rebuilding plan, as well as its implementation framework.
- Contribute to the development, review and implementation of specific project proposals in support of holistic and sustainable reform, restructuring and rebuilding initiatives, in coordination with bi-lateral and multi-lateral partners and development agencies;
- Guide and support the development and implementation of comprehensive training initiatives, including the development and implementation of a host-State national training framework, policy and programs for all levels of police staff.
- Contribute to the development of mechanisms to address the particular needs of vulnerable persons and provide advisory and organizational support to the host state police's training in human rights and gender issues.

- Oversees the management of all activities undertaken by the United Nations Police component, assigning tasks and duties to the deployed police officers according to their skill sets and ensuring that all duties are carried out in a timely fashion and in accordance with UN rules and regulations. Ensure knowledge management and organizational learning of the UN Police component.
- Ensure the welfare and discipline of all the personnel of the United Nations Police component according to the UN standards, principles and core values.
- Ensure timely preparation of monthly, bi-annual and annual progress reports of the police component and follow-up on recommendations;
- Ensure close liaison with the United Nations Military component, Mission representatives of the Department of Safety and Security (DSS) and relevant host-State national agencies regarding the safety and security of all United Nations Police deployed to the mission area; oversee the development of evacuation plans for the United Nations Police personnel and ensure regular exercises in this regard.
- Make regular visits to the team sites to ensure the professional functioning of the United Nations Police personnel and observe/monitor the overall progress, welfare and concerns of the UN Police personnel on the ground;
- Make proposals to the United Nations Police Division on the skill set and qualification of the United Nations Police component personnel required for the efficient implementation of the Mission mandate.
- Ensures timely and transparent staffing of positions within the United Nations Police component in accordance with the police officers/ background, expertise and experience and in compliance with the principles of respect for diversity, as well as geographic and gender balance.
- Perform other functions as are consistent with the mandate provided by the Security Council Resolution and as may be required by the (HoM), relating to the management of police.

COMPETENCIES:

Professionalism: Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in the management and administration: ability to review and edit the work of others.

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

Client Orientation: Considers all those to whom services are provided to be “clients” and seeks to see things from clients’ point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients’ needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients’ environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

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

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 or equivalent) in law, law enforcement, police management, security studies, criminal justice, business or public administration, human resources management, change management, or other relevant field. A first-level university degree in combination with qualifying experience in law enforcement, including management, planning and administration may be accepted in lieu of the advanced university degree. Advanced training for command/senior staff is highly desirable. Graduation from a certified police academy or other recognized national or international law enforcement training institution is required.

Work Experience: A candidate must be in active police service possessing minimum of 10 years (12 years in absence of advanced degree) of progressive and active policing service/experience at the field and/or national police headquarters level; 7 years of active police experience at senior policy making level with extensive strategic planning and management experience in the following areas: police operations, crime management and police administration. Practical direct experience in commanding a regional or a state level police infrastructure, or heading a department at national police HQ level - required. Experience in police human and financial resources management, police training and development, change management, reform and restructuring – highly desirable. Previous UN or international experience is an advantage.

Rank*: Rank required for a P-5 is Senior/Chief Superintendent of Police, Colonel, other equivalent or higher rank.

Languages: Depending on the peace operation of deployment, fluency in English (in English speaking missions), French and English (in French speaking missions), both written and oral, is required. Some missions may require fluency in additional language. Knowledge of another UN official language is an advantage.

Since the fluency in English (written and oral), is required both for English speaking and French speaking missions, assessment for the Senior Police Leadership Roster will be carried out in English.

Preference will be given to equally qualified women candidates

Date of Issuance: 12 May 2021

*Rank in application form should be outlined in candidate's original language without translation or equating to military ranks. The Member States are requested to certify the rank of each candidate it nominates and ensure that only applications meeting all requirements described in the job opening/s, are submitted.

In accordance with the Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations are requested to make "self-attestation" that s/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The exact wording of the self-attestation is outlined in para. 5.2 of the above mentioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.

UNITED NATIONS



NATIONS UNIES

HEADQUARTERS • SIEGE NEW YORK, NY 10017

REFERENCE: DPO/OROLSI/PD/2021/0073

The Secretariat of the United Nations presents its compliments to the Permanent Mission of Member State to the United Nations and has the honour to announce the next selection campaign for the Senior Police Leadership Roster aiming to increase the pool of qualified candidates for possible recruitment at the senior leadership positions within the United Nations Police components in peacekeeping and special political missions and United Nations Headquarters.

This initiative looks to identify potential candidates for the posts of Senior Police Adviser, Deputy Police Commissioner and Police Commissioner at the P-5, D-1 and D-2 levels at an early stage to facilitate timely deployments to peacekeeping and special political missions upon request. Once the selection is completed, the successful candidates will be added to the internal Senior Police Leadership Roster (SPLR).

Details regarding the posts, for which the Secretariat is seeking qualified applicants, are contained in the attached Job Openings. Also attached are the "Application Procedures for Positions in United Nations Police Components in Peacekeeping Operations and Special Political Missions Requiring Official Secondment from National Governments of Member States of the United Nations".

In accordance with the United Nations System-wide Strategy on Gender Parity, which was followed by the Uniformed Gender Parity Strategy 2018-2028, and United Nations Security Council resolutions 1325 (2000) and 2242 (2015), which call for the doubling of the numbers of women in military and police contingents of United Nations peacekeeping operations over the next five years, Member States are strongly recommended to nominate a minimum of 25 percent of women for all the nominations for the SPLR.

The Secretariat expects Governments nominating personnel to release rostered officers for deployment to United Nations peacekeeping operations and special political missions at short notice as and when the need arises.

While the Secretariat will continue issuing regular vacancy announcements, as per current regulations and practice, where required, candidates from the SPLR may be selected and deployed to the peacekeeping mission or special political mission, pending the concurrence of the respective Member State. However, when time allows and the routine selection procedures are followed, Member States are encouraged to include qualified rostered candidates to the list of nominees.

The Secretariat requests Permanent Mission of Member State to submit the nominations to the Police Division Selection and Recruitment Section in the Office of Rule of Law and Security Institutions of the Department of Peace Operations, by e-mail in accordance with the Application Procedures and respective Job Openings by 30 July


2021. Each note verbal and application should be titled “for Senior Police Leadership Roster” and clearly display the particular post title and level.

The Secretariat wishes to outline that it is the responsibility of the Government to ensure that each candidate it nominates meets the requirements of a given Job Opening, including the required rank. Governments are also asked to ensure that each nominated candidate has not been convicted of, or is not currently under investigation or being prosecuted for, any criminal or disciplinary offence, or any violations of international human rights law or international humanitarian law. In the case of nominees who have 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 were not convicted, the Government is requested to provide information regarding the investigation(s) or prosecutions concerned. The Government is also requested to certify that it is not aware of any allegations against its nominated candidates that they have committed or been involved, by act or omission, in the commission of any acts that may amount to violations of international human rights law or international humanitarian law.

The Secretariat recalls that it has a zero-tolerance approach to fraud and corruption. Governments are therefore requested to certify that there is no corruption or fraud related to the nomination of police officers. Should the Secretariat become aware of allegations of corruption or fraud in the nomination procedures of police officers on secondment, acceptance of such personnel to serve in the United Nations may be revoked, and as the Member State may be suspended from future deployments.

The Secretariat recalls that the responsibilities of those personnel who are appointed to serve in United Nations peacekeeping or special political missions are exclusively of international in character. They perform their functions under the authority of and in full compliance with the instructions of the Secretary-General of the United Nations and persons acting on his behalf. Deployed personnel are duty-bound not to seek or accept instructions in regard to the performance of their duties from any government or from other authorities external to the United Nations. Seconded personnel should carry out their functions in accordance with all applicable regulations, rules and procedures of the Organization.

The Secretariat avails itself of this opportunity to renew to the Permanent Mission of Member State to the United Nations the assurances of its highest consideration.


12 May 2021



SENIOR POLICE LEADERSHIP ROSTER



Background

The recent Secretary-General reports and Security Council resolutions on UN policing (S/RES/2185 (2014), S/RES/2382 (2017), S/2016/952, S/2018/1182, A/74/223), the OIOS Audit of Recruitment of United Nations Police, C-34 reports, and United Nations Chief of Police Summits emphasize the importance of selecting the highly skilled and capable leaders for United Nations Police leadership positions.

The recruitment of the leaders of the United Nations Police components often faces serious challenges, including gaps in succession planning, which affects mandate implementation. Therefore, the Police Division established internal Senior Police Leadership Roster as an efficient and fast-paced mechanism for the recruitment of senior command staff for United Nations Police components for the field missions.

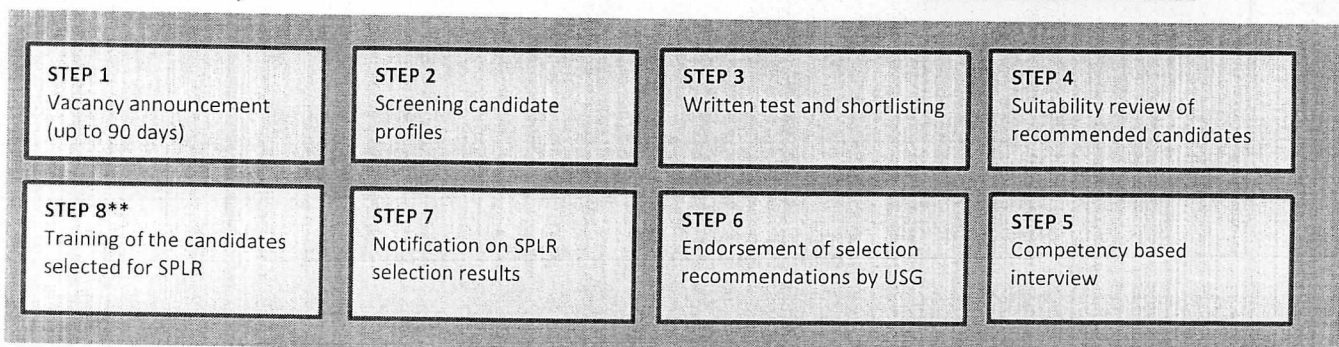
Main objective

The main objective of Senior Police Leadership Roster of Police Division (SPLR) is to **create and maintain a pool of a sufficient number of pre-selected senior police officers** who can be deployed to a United Nations peacekeeping or special political mission for a period of at least 6 months within 8 weeks upon request. This pool will be created through an effective pre-screening and selection mechanism, in cooperation with other United Nations entities, and in close coordination with Member States.

Targets

- Immediate filling the leadership vacancies in United Nations Police components in peacekeeping and special political missions and the Police Division;
- Identifying senior police officers who possess strong language skills;
- Improving the representation of women in senior leadership;
- Ensuring a fair national balance and recruiting candidates who are well aware of the specific context of field operations.

Implementation cycle



Gender representation

The batch of SPLR nominations from Member States for participation in the SPLR selection campaign should comprise at least 25% of female candidates according to the United Nations Police Gender Action plan

SPLR validity

24 months from the first day of the month following the date of SPLR endorsement by the Under-Secretary-General for Peace Operation.

Posts and levels covered

- Senior Police Adviser P5
- Deputy Police Commissioner P5-D1
- Police Commissioner D1-D2*

Current languages requirements in PKOs

- Arabic
- English
- French
- Spanish

Origin of nominations

- Senior Officers from nations police agencies
- Former Heads of UN Police components
- Qualified participants of Senior Female Police Leadership Courses

Must be nominated by the national authorities

* Although for the level of D-2 there is no formal roster as per UN Staff Selection System, the successful police candidates for the posts at D-2 level, will also be added to the Police Division's pool of qualified candidates for senior posts, but their appointment will be subject to additional assessment. They are also eligible for the senior posts at P5 and D1 levels.

** The selected candidates may be invited for the United Nations Police Commander Course (UNPCC)