

# United



# Nations Secretariat

*Vacancy Announcement for Positions in the Department of Peace Operations  
requiring official secondment from national governments of Member States of the United Nations Organization*

<u>VACANCY ANNOUNCEMENT NUMBER</u>	2019-SPC-75815-DPO
<u>DEADLINE FOR APPLICATIONS</u>	2 December 2019
<u>POST TITLE AND LEVEL</u>	Community Policing Adviser, P-4
<u>DUTY STATION</u>	BRINDISI
<u>ORGANIZATIONAL UNIT</u>	DEPARTMENT OF PEACE OPERATIONS
<u>INDICATIVE MINIMUM GROSS ANNUAL REMUNERATION (NOT INCLUDING POST ADJUSTMENT)</u>	U.S. Dollars 94,268

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.

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

**RESPONSIBILITIES:** The Community Policing Adviser will report to a Team Leader of the Standing Police Capacity (SPC), a UN Police mechanism for starting up police components in UN peace operations as well as assisting existing operations on a continual basis. It is envisaged that the incumbent will deploy to missions and be away from his/her duty station for an initial period from three to six months. The incumbent will be responsible for developing and implementing a wide variety of community oriented policing principles and programmes as required within the terms of reference of respective SPC assignments. When at headquarters in Brindisi s/he will study and isolate best practices in community oriented policing at the national and international levels with a view to formulating precise activities that the SPC can support once deployed on the ground, noting the primary rationale of UN Police which is to build institutional police capacity in countries and environments affected by conflicts and post-conflict environments. This work will include developing and regularly updating a Community oriented Policing Conceptual and Operational Framework in collaboration with the Police Division of the Department of Peace Operations and UN Police operations in the field. S/he will identify potential new and existing field operations wherein either community oriented policing pilots and other programmes can be implemented by the UN in co-operation with relevant international and national partners, including donors, or where existing community oriented policing programmes can be enhanced and/or expanded with the special assistance and know-how of the SPC. When deployed in the field missions, the Community Policing Adviser will work closely with UN Police and other police support and rule of law actors in the mission area to advise and support local law enforcement with community oriented policing activities. This work will involve making recommendations on how local law enforcement should be organized, structured, trained and resourced to support community oriented policing at all levels, with a particular focus towards improving law enforcement relations and consultation with and understanding of the position of women, children and other vulnerable groups in environments affected by conflicts around which violence and crime often centres including former combatants, refugees and internally displaced persons.

#### **COMPETENCIES:**

**Professionalism:** Demonstrated mastery of theories, concepts and approaches relevant to democratic policing, law enforcement, community safety and institutional capacity-building; experience in community oriented policing concepts and methods. Shows pride in work and in achievements. Demonstrates professional competence and mastery of subject matter. Is conscientious and efficient in meeting commitments, observing deadlines and achieving results. Is motivated by professional rather than personal concerns. Shows persistence when faced with difficult problems or challenges. Remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. **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, social sciences, criminal justice or related field. A combination of a Bachelor's degree and extensive experience in police operational matters including community oriented policing may be accepted in lieu of the advanced degree. Graduation from a certified police academy or other law enforcement training facility is required. **Work Experience:** A minimum of seven years of progressively responsible experience in active national police service at the strategic, operational and administrative levels with the rank of Superintendent or Lt. Colonel, other service equivalent or higher rank is required. At least three years of specific experience in community-oriented policing, both policy-making and implementation is required. Peacekeeping or other international experience in the UN or other international organizations is desirable. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Fluency in French is desirable.

Date of Issuance: 28 October 2019

Preference will be given to equally qualified women candidates

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*Vacancy Announcement for Positions in the Department of Peace Operations  
requiring official secondment from national governments of Member States of the United Nations Organization*

**VACANCY ANNOUNCEMENT NUMBER**

2019-SPC-75773-DPO

**DEADLINE FOR APPLICATIONS**

2 December 2019

**POST TITLE AND LEVEL**

Logistics Planning Officer, P-3

**DUTY STATION**

BRINDISI

**ORGANIZATIONAL UNIT**

DEPARTMENT OF PEACE OPERATIONS

**INDICATIVE MINIMUM GROSS ANNUAL**

U.S. Dollars 75,972

**REMUNERATION (NOT INCLUDING POST ADJUSTMENT)**

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

**RESPONSIBILITIES:** Under the direct supervision of a Team Leader of the Standing Police Capacity (SPC), the Logistics Planning Officer provides assistance and know-how in the field of logistics and the field of new technologies as pertaining to improving the overall effectiveness and efficiency of law enforcement operations. The SPC is a UN Police mechanism for starting up police components in new UN peace operations as well as assisting existing operations and partners on a continual basis. When in the duty station, the incumbent works with all staff and logistical and other administrative experts in the Department of Peace Operations to ensure that logistical planning for law enforcement is adequately included into the terms of reference of respective SPC assignments as well as other UN Police operations in the planning stage. She will coordinate UN efforts in key working groups in the field of new and/or advanced technologies. This involves undertaking analyses and surveys of UN Police logistical needs and practices with a view to preparing a series of varied logistical support analyses and plans for the SPC to execute once deployed on the ground. When deployed in the field, she assists UN Police and logistical experts in support of the purchasing, transport, delivery and storage of law enforcement equipment and material to the mission area and analyses the local environment to determine procurement and other logistical needs and possibilities for national law enforcement. She identifies and assists all possible sources of logistical assistance and funding to help realize the creation of base-line logistical capacity in local law enforcement agencies, including the creation and maintenance of a core fleet of vehicles, law enforcement personal gear, non-lethal and other weapons, crowd management equipment, communications systems, training facilities and equipment and others as required.

#### **COMPETENCIES:**

**Professionalism:** Knowledge of theories, concepts and approaches relevant to police logistics and new or advanced technologies in regard to democratic policing, law enforcement, community safety, capacity-building and logistics in the field of law enforcement; good research, analytical and problem-solving skills. 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. **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, in a 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 applied sciences, social sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement operational matters, including logistical support and procurement may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required. **Work Experience:** A minimum of five years of active law enforcement experience in a national law enforcement agency on a wide range of operational and management issues, including three years of logistical support and procurement for law enforcement agencies is required. Being in active national police service with a rank of Major or Chief Inspector, other service equivalent or higher rank is required. Knowledge and experience of new and/or advanced technologies are highly desirable. Peacekeeping or other international experience in the UN or other organizations is desirable. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Fluency in French is desirable.

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<u>VACANCY ANNOUNCEMENT NUMBER</u>	2019-SPC-75776-DPO
<u>DEADLINE FOR APPLICATIONS</u>	2 December 2019
<u>POST TITLE AND LEVEL</u>	Personnel Management Officer, P-3
<u>DUTY STATION</u>	BRINDISI
<u>ORGANIZATIONAL UNIT</u>	DEPARTMENT OF PEACE OPERATIONS
<u>INDICATIVE MINIMUM GROSS ANNUAL REMUNERATION (NOT INCLUDING POST ADJUSTMENT)</u>	U.S. Dollars 75,972

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

**RESPONSIBILITIES:** The Police Personnel Management Officer reports directly to the SPC Team Leader of the Strategic Police Capacity (SPC) which is a UN Police mechanism for starting up police components in new UN peace operations as well as assisting existing operations and partners on a continental basis. The incumbent is expected to deploy to peace operations for a period from 3 up to 6 months away from his/her duty station. When in the field, the incumbent evaluates the National Law Enforcement Personnel management, administration process, national system and other instruments related to strengthening the independence and personnel performance of law enforcement agencies as well as increasing their gender mainstreaming, transparency and accountability. She advises UN peace operations police components as well as national police services and authorities on the establishment of an efficient, transparent institutional law enforcement personnel system through capacity-building activities. She monitors and evaluates recruitment and placement related activities of law enforcement agencies and recommends changes or corrections related to procedures to these offices, evaluates and mentors the work of the National Law Enforcement Agencies Personnel Resources in carrying out all human resources administrative transactions including preparation of personnel actions, maintenance of staffing tables, and processing of contracts and mainstreaming of gender policies. The incumbent assists in ensuring that the SPC's activities are adequately framed and integrated into a wider mix of law framework, in particular with regard to identifying and supporting relevant linkages between administrative systems, legislative, judicial reform, police and prison reforms. She provides advice and support to managers and staff of national law enforcement agencies on the establishment of efficient and transparent personnel systems related matters. She prepares special reports and participates and/or leads special personnel management resources projects including on enhanced recruitment of female police officers within the UN Global Effort. She will keep abreast of developments in various areas of personnel management for the administration of the Law Enforcement Agencies Personnel Department (institution). She will provide advice on interpretation and application of policies, regulations and rules as well as initiate reviews when appropriate. She administers and provides advice on salary and related benefits, if applicable. Assists classification analysis of jobs in the national Law Enforcement Agencies. She provides guidance to national Law Enforcement Agencies Personnel managers on the application of recruitment policies and procedures and by undertaking a whole-office review.

#### **COMPETENCIES:**

**Professionalism:** Knowledge of police human resources policies, practices and procedures and ability to apply them in a police organizational and institutional setting. Ability to identify issues, formulate policy, make conclusions and recommendations. 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. **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 applied sciences, social sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement and police general investigations may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required. **Work 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 is required. Experience within law enforcement organization on a wide range of operational, management and administrative issues especially in human resources management is required. Knowledge of project management and experience in training delivery as well as of gender mainstreaming is an advantage. Peacekeeping or other international experience in the UN or other organizations is desirable. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Fluency in French is desirable.

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*Vacancy Announcement for Positions in the Department of Peace Operations  
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**VACANCY ANNOUNCEMENT NUMBER**

2019-SPC 75911-DPO

**DEADLINE FOR APPLICATIONS**

2 December 2019

**POST TITLE AND LEVEL**

Police Reform Adviser, P-4

**DUTY STATION**

BRINDISI

**ORGANIZATIONAL UNIT**

DEPARTMENT OF PEACE OPERATIONS

**INDICATIVE MINIMUM GROSS ANNUAL**

U.S. Dollars 84,268

**REMUNERATION (NOT INCLUDING POST ADJUSTMENT)**

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**RESPONSIBILITIES:** The incumbent shall provide assistance and support on a wide range of law enforcement reform matters with focus on strategic development and institution building including for host states with missions in transition as they pertain to support provided by and activities of the Standing Police Capacity (SPC). The Police Reform Adviser reports directly to the designated Team Leader of the SPC. The SPC is a part of the UN Police Division that supports the starting up of police components in new UN peace operations and/or special political missions as well as provides support and assistance to existing operations and partners on a continual basis. The incumbent is expected to deploy to peace operations for a period from 3 up to 6 months away from his/her duty station. In line with the decisions and guidelines of the Police Division and the Chief of the SPC, the incumbent provides a wide range of expert advisory with focus on strategic development and institution building. She will provide assistance activities on law enforcement reform matters relevant to supporting new and existing police components in UN peace operations. When at SPC's duty-station in Brindisi, the incumbent reviews respective UN Police operations from the perspective of supporting national law enforcement institutional development and capacity-building, identifying as required best practices in international policing. Particular focus is placed on ascertaining business management gaps in national law enforcement, wherein the SPC can be of assistance in filling, including deficiencies in strategic planning, organization and structure, human resources and skills development, asset management and use of technology. When deployed to the field, the incumbent works in close cooperation with UN Police and other international actors to address chronic business management gaps in local law enforcement that may include the identification of specific tasks upon which the SPC can channel and impart its expertise and know-how – programmatic, advisory or otherwise.

#### **COMPETENCIES:**

**Professionalism:** Wide knowledge of theories, concepts and approaches in the field of law enforcement relevant to democratic policing, community safety, capacity-building and development, civilian oversight mechanisms, human rights, gender mainstreaming etc.; good research, analytical and problem-solving skills; ability to identify and participate in the resolution of complex issues and problems; ability to provide sound advice and assistance to the UN Police as well as national police. 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. **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 degree (Master's degree or equivalent) in the applied sciences, social sciences or relevant field. A first level university degree with a relevant combination of academic qualifications and experience in rule of law and police reform may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required. **Work Experience:** A minimum of seven years of progressively responsible experience in rule of law developmental matters. Knowledge of police reform, including law enforcement development and capacity-building is required. In active national police service with a rank of Superintendent or Lt. Colonel, other service equivalent or higher rank is required. Experience in the use of modern Internet-based research methodologies and sources are required. Possessing or other international experience in the UN or other organizations is desirable. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Fluency in French is desirable.

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**VACANCY ANNOUNCEMENT NUMBER**

2019-SPC-75S24-DPO

**DEADLINE FOR APPLICATIONS**

2 December 2019

**POST TITLE AND LEVEL**

Community Policing Officer, P-3

**DUTY STATION**

BRINDISI

**ORGANIZATIONAL UNIT**

DEPARTMENT OF PEACE OPERATIONS

**INDICATIVE MINIMUM GROSS ANNUAL**

U.S. Dollars 75,972

**REMUNERATION (NOT INCLUDING POST ADJUSTMENT)**

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**RESPONSIBILITIES:** The incumbent reports directly to the Community Policing Officer in the Standing Police Capacity (SPC) while being under the overall supervision of a Team leader. The SPC is a UN Police mechanism for starting up police components in UN peace operations as well as assisting existing operations on a continual basis. S/he assists in the development and implementation of community policing strategies and programmes within the terms of reference of respective SPC assignments. When required, a particular focus of the incumbent is on isolating and supporting the linkages between community policing and the processes of disarmament, demobilization and reintegration of former combatants. The incumbent also assists other SPC members as directed in other law enforcement thematic areas outside of his/her own area of focus. When at headquarters, the incumbent provides community policing input into the SPC's pre-mission planning and preparatory activities, including undertaking analytical and technical reviews and surveys of community policing practices in UN peace operations. This work is done through the prism of developing various community policing strategies and programmes that the SPC can support once deployed on the ground, as part of a 'SPC Community Policing Framework'. When in the field, the incumbent works closely with UN Police and other international and local rule of law development actors and assists local law enforcement with community policing activities, keeping in mind the strategic mission of UN Police which is to build institutional law enforcement capacity in post conflict environments. As such, the incumbent aims both in devising overarching strategies and providing technical recommendations on how local law enforcement can be supported in the community policing sector from the developmental perspective including organization, structure, training and resources required to support grass roots level community policing.

#### **COMPETENCIES:**

**Professionalism:** Demonstrates professional competence and mastery of subject matter; is motivated by professional rather than personal concerns; knowledge of democratic policing, law enforcement, community safety and capacity-building; ability to remain calm in stressful situations; good research, analytical and problem-solving skills. 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. **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 applied sciences, social sciences or relevant field. A first level university degree with a relevant combination of academic qualifications and extensive experience may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other similar law enforcement training institution is required. **Work Experience:** A minimum of five years of progressive responsible experience in law enforcement matters including community policing. Is required with a rank of Chief Inspector or Major, other service equivalent or higher rank. Experience in the use of modern computer based research methodologies and sources are required. Peacekeeping or other international experience in the UN or other organization is desirable. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Fluency in French is desirable.

Date of Issued: 29 October 2019

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## Vacancy Announcement for Positions in the Department of Peace Operations

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**VACANCY ANNOUNCEMENT NUMBER**

2019-SPG-75909-DPO

**DEADLINE FOR APPLICATIONS**

2 December 2019

**POST TITLE AND LEVEL**

Investigations Advisor, P-4

**DUTY STATION**

BRINDISI

**ORGANIZATIONAL UNIT**

DEPARTMENT OF PEACE OPERATIONS

**INDICATIVE MINIMUM GROSS ANNUAL**

U.S. Dollars 84,268

**REMUNERATION (NOT INCLUDING POST ADJUSTMENT)**

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**RESPONSIBILITIES:** The Investigations Advisor reports directly to a Team Leader of the Strengthening Police Capacity (SPC), which is a UN Police mechanism for starting up police components in new UN peace operations as well as assisting existing operations on a continual basis. The incumbent is expected to be deployed to peace operations for periods from 3 up to 6 months away from his/her duty station. The incumbent provides a wide spectrum of advisory and assistance in the field of combating transnational crime, organized crime and other emerging crime issues, especially in post-conflict environments. She provides expert advice and assistance on law enforcement investigation procedures, practices and techniques in the context of the SPC's planning at headquarters and specific assignments in the field. Focus is placed on advising and supporting various aspects of investigating serious crimes, including transnational organized crime, crime scene and forensic evidence matters. The incumbent speaks on technical issues affecting the investigation of serious crimes, such as pre-trial discovery, collection, classification, rules of evidence, and the identification and protection of crime scenes. When at the duty station, the incumbent engages in Serious Crime Analysis and undertakes relevant studies and surveys of serious crime factors as they pertain to the mandates of respective UN Police components in UN peace operations. This work includes determining the specific role to be played by the SPC in providing UN Police in the field with investigations assistance and/or supporting the development of this capacity in national law enforcement agencies that the UN Police are tasked to assist. In the field, she works closely with UN Police and national law enforcement authorities in mapping out threats to public security originating from serious crime incidents and lack of law enforcement investigation. The Investigations Advisor develops and supports the implementation of local programs and other activities aimed at strengthening the procedures and rules governing national law enforcement investigation of serious crimes, including the spectrum of transnational crime. From the perspective of building institutional law enforcement capacity in post-conflict environments, which is the strategic mission of UN Police, the incumbent seeks to support organizational and structural change in national law enforcement agencies, such as the creation of professional law enforcement investigative units, and advises the national police and other law enforcement officials in planning, developing, and implementing programs and activities to deal with transnational crime and to provide specialized institutional capacity-building assistance in this area.

### **COMPETENCIES:**

**Professionalism:** Knowledge of theories, concepts and approaches relevant to democratic politics, law enforcement, community safety and capacity-building; relevant knowledge of the conduct and performance of investigations in a national law enforcement agency, including in the field of combating transnational crime; knowledge of the current trends and developments in the field of investigations, in general and pertaining to transnational and organized crime. Good research, analytical and problem-solving skills; ability to identify and participate in the resolution of complex issues and problems. 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. **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 applied sciences, social sciences, laws or other relevant field. A first-level university degree with a relevant combination of academic qualifications and extensive experience in police operational matters, including serious crime investigations may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training facility is required. **Work Experience:** A minimum of seven years of active law enforcement experience for a wide range of operational and administrative issues, including three years of experience in management and policy-making with regard to serious crime investigations including of transnational organized crime and crime scene management/forensics is required. In active national police service with a rank of Superintendent or Lt. Colonel, other service equivalent or higher rank is required. Experience in the use of modern Internet-based research methodologies and sources are required. Peace-keeping or other international experience in the UN or other organizations is desirable. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Fluency in French is desirable.

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<u>VACANCY ANNOUNCEMENT NUMBER</u>	2019-SPC-75916-DPO
<u>DEADLINE FOR APPLICATIONS</u>	2 December 2019
<u>POST TITLE AND LEVEL</u>	Public Order Adviser, P-4
<u>DUTY STATION</u>	BRINDISI
<u>ORGANIZATIONAL UNIT</u>	DEPARTMENT OF PEACE OPERATIONS
<u>INDICATIVE MINIMUM GROSS ANNUAL REMUNERATION (NOT INCLUDING POST ADJUSTMENT)</u>	U.S. Dollars 94 268

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**RESPONSIBILITIES:** Under the direct supervision of a Team Leader of the Standing Police Capacity (SPC), the incumbent advises and assists in the law enforcement maintenance of public order including crowd management and riot control. The SPC is a UN Police mechanism for starting up police components in new UN peace operations as well as assisting existing operations on a continual basis. The incumbent provides advice on the deployment and use of international Formed Police Units (FPU) in UN peace operations as well as the development of this capacity in indigenous law enforcement agencies that UN Police are mandated to assist. Activities are undertaken with regard to building institutional law enforcement capacity in the public order field, in line with the strategic mission of UN Police. When at Brindisi, the incumbent interacts closely with officials in the Police Division of the Department of Peace Operations and develops doctrine and concepts of operation on law enforcement and public order matters relevant to the respective assignments given to the SPC. She reviews current UN Police operations with a view to formulating proposals on public order assistance that the SPC is expected to undertake once deployed on the ground. When deployed in the field, the incumbent advises and assists UN Police in the deployment and use of FPUs as well as other public order practices and advises local law enforcement on the full breadth of law enforcement responses to ensure public order. Focus is placed on the organizational and structure changes required in indigenous law enforcement as well as developing local capacity and tactics for law enforcement units in crowd management and anti-riot operations, both during peaceful as well violent demonstrations and protests. The incumbent pays particular attention to the needs and requirements of indigenous formed police capacities and makes expert recommendations to support their overall development. She may also provide advice and assistance on crowd-related issues, close police protection of VIPs, policing diplomatic compounds and other representative areas, and providing police convoy and escort services.

#### **COMPETENCIES:**

**Professionalism:** Knowledge of theories, concepts and approaches relevant to democratic policing, law enforcement, community safety and capacity building; good research, analytical and problem-solving skills; ability to identify and participate in the resolution of complex issues and problems. Shows pride in work and in achievements. Demonstrates professional competence and mastery of subject matter. Is conscientious and efficient in meeting commitments, observing deadlines and achieving results. Is motivated by professional rather than personal concerns. Shows persistence when faced with difficult problems or challenges. Remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. **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 applied sciences, social sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in police operational matters, including public order maintenance may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required. **Work Experience:** A minimum of 7 years of active law enforcement experience in a national law enforcement agency at the strategic, operational and administrative levels, including at least three years of experience in crowd management and riot control and other public order matters, both with regards to policy-making and implementation, is required. Must be in active national police service with the rank of Superintendent or Lt. Colonel; other service equivalent or higher rank is required. Peacekeeping or other international experience in the UN or other organizations is desired. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Fluency in French is desirable.

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Preference will be given to equally qualified women candidates.