

United Nations



*Job Opening for Position requiring official secondment
from national governments of Member States of the United Nations Organization
Appointments are limited to service on posts financed by
the support account of peacekeeping operations*

Post title and level	Deputy Police Commissioner, P-5
Organizational Unit	United Nations Organization for the Stabilization in Democratic Republic of Congo, MONUSCO
Duty Station	Goma
Reporting to	Police Commissioner
Duration	12 Month (extendible)
Deadline for applications	Deadline extended to August 20, 2024
Job Opening number	2023-MONUSCO-49448- DPO

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

RESPONSIBILITIES:

Under the guidance and supervision of the Police Commissioner, the incumbent will be responsible for providing strategic leadership of the police component of the mission; advising the SRSG on all matters related to police; and providing advisory support and assistance to national authorities to develop local police institutions to function in accordance with internationally acceptable standards of democratic policing. The Deputy Police Commissioner is also responsible for the effective and efficient management, supervision, welfare, and discipline of all personnel assigned to the Police Component of the mission in accordance with the United Nations' rules, regulations, and mission mandate. Within the limits of delegated authority, the Deputy Police Commissioner will be responsible for, but not limited to, the performance of the following duties:

- Advising the SRSG and other UN Mission leadership on police related issues and providing regular reports on key Police component's programs and mandate implementation.
- Participating in Mission Senior management team meetings contributing towards the smooth operations of the Mission.
- Advising the SRSG on the matters related to support requirements for the developmental needs of the local Police in line with the international standards of policing.
- Providing an overall oversight and guidance regarding all UN Police operational activities within the framework of Mission mandate.
- Managing, guiding, developing, and training staff under his/her supervision as well as properly utilizing all available police resources including the formed police units, for mandate implementation.
- Making proposals to the Police Division on the skill set and qualification of the UN Police component personnel required for the efficient implementation of the UN Police mandate. Ensuring timely and transparent staffing of positions within the Police component in accordance with police officers' background, expertise, and experience in compliance with the principles of respect for diversity, as well as geographic and gender balance.

- Regularly consulting and collaborating with UN agencies, international and national NGOs, judicial officers, correction officers, bilateral/multilateral donors, members of the civil society and members of the host state national government on police issues relevant to the mandate.
- Coordinating and supporting UN Human Rights Office, Office of Humanitarian assistance, Elections, and other relevant components within the mission agencies in relations to police monitoring, development of accountability mechanisms and police training.
- Providing police specific advice on the overarching National Security Policy and its relevant frameworks that define the role, command structures and the accountability for the Congolese National Police.
- Providing advice and guidance to national authorities regarding decisions to take on the holistic reform and development of their police system which will include but not limited to police legislative review, instituting efficient/effective administrative and management procedures, drafting, and implementing operational policies/guidelines, assisting in the rehabilitation of infrastructure, facilities and human resource development through training and mentoring.
- Providing advisory support and assistance to the Government of the Democratic Republic of Congo (DRC) in the development of an overall strategic plan for the Congolese National Police and helping to implement those plans through a wide range of consultative process in coordination with international and national partners.
- Regularly consulting and collaborating with the Head of the UN Military component on the joint use of police and military personnel in response to various security contingencies in the mission area, particularly on the use of formed police units in response to crowd management and other possible public order incidents.
- Developing mechanisms for the collection and institutionalization of best practices and lessons learned by the Police Component.
- Performing such other functions as are consistent with the mandate provided by the Security Council Resolution and as may be required by the Police Commissioner, relating to the management of the 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, Criminal Justice, Law enforcement Security Studies, Public Administration, Human Resources Management, Change Management, Social Sciences, or another relevant field. A first level university degree with a combination of relevant academic qualifications and extensive 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 certify police academy or other national or international law enforcement training institution is also required.

Work Experience: Candidate must be in active police service possessing a minimum of 15 years (17 years in absence of advanced degree) of progressive policing experience at the field and/or at 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 region or a state level police units or running 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 desirable.

Experience in UN Mission: Previous UN or international experience is an advantage.

Rank: Superintendent of Police, Colonel, or above.

Languages: English and French are the working languages of the UN. For the post advertised, fluency in oral and written French and English is required.

Preference will be given to equally qualified women candidates.

Date of Issuance: 13 October 2023

REFERENCE: DPO/OROLSI/PD/2023/0134

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 invite its government to nominate individual police officers in active service for appointment on secondment against the posts of Deputy Police Commissioner (P-5), for a period of one year. Any further contract extension can be granted on an exceptional basis provided there is a mission mandate requirement, and the incumbent displays good performance, dedication, professionalism, and the achieved results. The final decision on the extension is subject to approval by the United Nations and concurrence by the national authorities.

Details regarding the post/s for which the Secretariat is seeking qualified applicants are provided in the attached job opening/s 2023-MONUSCO-49448-DPO. Also attached are the “Application procedures for positions in United Nations Police Components in Peacekeeping Operations or Special Political Missions requiring official secondment from National Governments of UN Member States”.

The Secretariat kindly requests the Permanent Mission to submit a **separate application for each nominee by e-mail to ndongom@un.org** in accordance with the above-referenced procedures, certifying that the nominee/s meet/s the requirements in the attached job opening/s. **Applications submitted after the deadline specified in the job opening, will not be considered.**

The Permanent Mission is also requested to confirm that selected candidates will be released, in a timely manner, from the national police service obligations for service with the United Nations. It is also requested to ensure that the rank of each nomination is indicated in the application both in English and original language. In addition, it is strongly recommended that Member States carefully pre-screen their applicants and submit only those candidates meeting all requirements for the position as described in the job opening/s.

Member States are strongly encouraged to nominate qualified female police officers. Preference will be given to equally qualified women candidates.

It should be noted that during the period of their secondment, officers may not transfer to alternative positions within the United Nations. As a result, the nomination of police officers who are currently United Nations staff members on secondment, will not be considered.

The Secretariat wishes to reiterate that promoting and encouraging respect for human rights is a core purpose of the United Nations and central to the delivery of its mandates. Should the Secretariat become aware of grave human rights violations which give rise to concerns as to the record and performance of [country] police personnel, this may constitute grounds to revoke its acceptance of such personnel to serve in UN peace operations. In the case of nominees who have been investigated for, charged with, or prosecuted for any criminal offence, except for 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. The Government is therefore requested to certify that there was no corruption or fraud in the nomination and extension procedures of police officers on secondment to the United Nations. Should the Secretariat become aware of allegations of corruption or fraud in the nomination or extension procedures of police officers on secondment, this may constitute grounds to revoke its acceptance of such personnel to serve in the United Nations as well as suspension of any future police deployments from the contributing country concerned.

The Secretariat also recalls that the responsibilities of those personnel who are appointed to serve in United Nations peace operations or special political missions are exclusively 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 and are duty-bound not to seek or accept instructions regarding 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 of the United Nations avails itself of this opportunity to renew to the Permanent Missions to the United Nations the assurances of its highest consideration.



13 October 2023