

UN Mission Section

United Nations



*Position requires 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
peace operations*

Post title and level:	UN Police Intelligence Officer, P-3
Organizational Unit:	United Nations Integrated Office in Haiti (BINUH)
Duty Station:	Port of Prince
Reporting to:	Police Commissioner
Duration:	12 Month/ extensible
Deadline for application:	30 September 2024
Job Opening number:	2024-BINUH-000016-DPPA

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

RESPONSIBILITIES:

Under the overall guidance and supervision of the Police Commissioner, the incumbent will provide his/her technical support to the Haitian National Police (HNP) General Intelligence Directorate (*Direction des Renseignements Généraux, DRG*) and will be responsible for the following:

- Providing strategic advice to HNP General Intelligence Directorate (DRG) in accordance with United Nations rules and regulations and the mandate of the mission.
- Assisting the HNP in building capacity in general intelligence at a more strategic and operational level, collecting and analyzing data and information from various sources in order to provide intelligence products and recommendations which will support the HNP leadership in making sound decisions during the process of preparing and launching police operations.
- Assisting HNP in establishing a comprehensive internal coordination mechanism to facilitate the collection and the sharing information between the police various structures/entities in order to proactively prevent or combat crime nationwide.
- Contributing to the substantive development and implementation of a "Strategic Concept" on General Intelligence to be implemented by the Haitian National Police, including in the development of overall policies and regulatory framework, the implementation of the strategy, standard operating procedures and action plans, taking into account the institutional priorities, availability of the donors' support and realistic targets.
- Advising and providing technical support to the Haitian National Police in the use of technological and analytical tools relating to police intelligence, surveillance and data collection on security and crime reduction to ensure adequate intelligence analysis and reinforce the fight against the gang violence.
- Supporting the DRG of the Haitian National Police in expanding its presence throughout all the ten departments in Haiti including in the implementation of the recruitment process and the drafting and delivering of training programs.

- Supporting the DRG to expand its intelligence gathering and sharing with external partners and other countries such as the rest of the Caribbean and potentially North and South America.
- Performing any additional duties as may be directed by the Police Commissioner in fulfilment of the 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 ensures the equal participation of women and men in all areas of work. Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills.

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

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing other's ideas and expertise; is willing to learn from others; 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:

Formation: Advanced University Degree (Master's or equivalent) in Law enforcement, Criminal Justice, Public Administration, Human Resources Management, Social Sciences, Development Studies (particularly in law enforcement), Change Management or another relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including planning and administration may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required.

Work Experience: A minimum of 5 years (7 years in absence of advanced degree) of relevant progressive responsible experience in law enforcement in a national or international law enforcement agency at the strategic, operational, and managerial level is required. 3 years practical experience in police intelligence, police security analysis and technological tools in both data collection and analytics to generate valuable "intelligence" is required. Computer skills and knowledge of working software, applications, or devices.

Rank: Rank required for a P-3 is Major/Superintendent or other service equivalent or higher.

Languages: English and French are the working languages of the United Nations Secretariat. For the post advertised, fluency in English and French (oral and written) is required. Knowledge of Haitian Creole is an advantage.

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Post title and level: UN Police Planning Officer, P-3
Organizational Unit: United Nations Integrated Office in Haiti (BINUH)
Duty Station: Port of Prince
Reporting to: BINUH Police Commissioner
Duration: 12 Month/ extensible
Deadline for application: 30 September 2024
Job Opening number: 2024-BINUH-00012-DPPA

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RESPONSIBILITIES:

In accordance with the mandate of the United Nations Integrated Office in Haiti (BINUH), and under the overall authority and control of the Head of the BINUH Police Component, the incumbent is responsible for providing technical support to the Strategic Planning Department of the Haitian National Police (PNH), and will also be responsible for the following functions:

- Ensure close liaison and active cooperation with the Strategic Planning Department of the Haitian National Police (HNP), by providing advice, gathering relevant information, and facilitating the adoption and implementation of the HNP's next strategic development plan.
- Assist the HNP in the development of annual audits relating to the implementation of current and future strategic development plans, maintaining their momentum, and focusing on the key objectives and priorities defined by the HNP Director General;
- Assist the Strategic Planning Department of the HNP in coordinating with donors, governmental and non-governmental agencies, and participate in joint planning actions;
- Support its HNP counterpart by conducting or developing special studies and research projects on factors likely to impact, positively or negatively, the implementation of the strategic plan and subsequent annual action plans;
- Develop and strengthen the planning tools, techniques, and guidelines of the HNP Strategic Planning Department, in areas relating to program and planning evaluations, as well as control and monitoring mechanisms, including results-based budgeting;
- Collaborate with other BINUH components and stakeholders in providing a coherent strategic planning framework, clearly articulating the scope of resource requirements, and ensuring the necessary coordination and modalities;

- Assist the UN Police in all planning activities, providing expertise in integrated assessments, preparing strategic plans, and responding to planning needs;
- And implement any other instructions issued by the Head of the Police Component for the execution of the mandate.

COMPETENCIES:

Professionalism: Demonstrate pride in one's work and accomplishments; Possess professional qualities and mastery of subject matter; Be conscientious and efficient in performing tasks, meeting deadlines, and achieving expected results. Act for professional rather than personal reasons; persevere in the face of obstacles and difficulties; maintain composure in crisis situations. Take responsibility for integrating the gender perspective and ensuring the equal participation of women and men in all areas of professional activity, Solid knowledge of theories, concepts and approaches of democratic policing, law enforcement. Exceptional expertise in the technical field of work in general and in the specifics relating to the position. Ability to apply technical expertise to resolve issues and challenges related to policing. Strong organizational skills.

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.

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Education: Advanced University Degree (master's or equivalent) in Law enforcement, Criminal Justice, Public Administration, Human Resources Management, Social Sciences, Development Studies (particularly in law enforcement), Change Management or another relevant field is required. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including planning and administration may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required.

Work Experience: A minimum of 5 years (7 years in absence of advanced degree) of relevant progressive responsible experience in law enforcement in a national or international law enforcement agency at the strategic, operational, and managerial level is required. Three (3) years practical experience in one or two of the following: police administration, organizational and resource management, and Community Policing including in the development and implementation of crime prevention programs is required. Computer skills and knowledge of working software, applications, or devices. Peacekeeping or other international experience in the UN or other organization is desirable.

Rank: Rank required for a P-3 is Major/Superintendent or other service equivalent or higher.

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Languages: English and French are the working languages of the United Nations Secretariat. For the post advertised, fluency both in French and English (oral and written) are required. Knowledge of Haitian Creole is a strong advantage.

Preference will be given to equally qualified women candidates.

Date of Issuance: 31 July 2024

In accordance with the new 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.

<https://police.un.org/en>