

UNPOL Skill Sets and Experts' Profiles

February 2017

	Categories	Required Experts' Profiles
1	Command	1.1. Supervision/management of police infrastructures/units
		1.2. Commanding police operations
		1.3. Organizational planning
		1.4. Liaison functions in various areas + negotiation and mediation
		1.5. Leadership, monitoring and evaluation, community policing policy development.
2	Operations	2.1. Planning and running critical police/security operations in regard to elections, demonstrations, public events etc.
		2.2. Public order and FPU-related, including COE, Logistics and FPU Administration
		2.3. Special police (SWAT, rapid reaction units, antiterrorist, undercover operations)
		2.4. VIP protection and security
		2.5. Riverine police operations.
		2.6. Incident control and Search and Rescue Operations
		2.7. Protection of Civilians, child, women and vulnerable people protection (GCVPP, SGBV, conflict related sexual violence),
		2.8. Crime prevention (community policing)
		2.9. Crime/data analysis, crime trend recognition
		2.10. Generic police patrol duties
		2.11. Other: 2.11.1. UNPOL Security Coordinator and crisis management 2.11.2. Chief of FPU Coordination 2.11.3. Deputy Chief of FPU Coordination 2.11.4. Logistics FPU Officer 2.11.5. FPU Monitors – Regional Coordination 2.11.6. Unmanned aerial vehicle (UAV) operator
3	Capacity Building and Development (Police or civilian experts)	3.1. Project/program management
		3.2. Institutional building
		3.3. Reform and Restructuring
		3.4. Donor Aid Coordination
		3.5. Change management
		3.6. Advisory assistance
		3.7. Police infrastructures administration
		3.8. Procurement, logistics, asset management, fleet management, tenders and contracts.
		3.9. Fiscal management, budget development, payroll system management, financial auditing.
		3.10. Communication: radio and data communication system establishment and management, police radio network installation and maintenance.
		3.11. Civilian expertise 3.11.1. SSR Policy & Reporting 3.11.2. Civil Engineer
		3.12. Training organization and management.
		3.13. Curriculum and training plans development.
		3.14. General training (including in-service/field training) delivery in the areas of basic and specialized training, advanced and leadership training, general policing, police

		legislation, ethics, human rights, etc.
		3.15. Training-the-trainers
		3.16. Tactical training: self-defense, police formations, procedures such as arrest, search, detention, etc.
		3.17. Weapons handling training (non-lethal and fire arms)
		3.18. Traffic management, traffic safety, including all vehicles related policing issues
		3.19. Security of Airports and other large strategic infrastructures
		3.20. Border security, customs, immigration etc.
		3.21. Transnational crime operations, INTERPOL, illicit trafficking in drugs, weapons, human beings,
		3.22. Livestock protection
		3.23. Fire Prevention and Fire Fighting, Civil Protection, Natural Disasters management
		3.24. Crime investigation (crime scene management, suspect/witness interviewing, human rights violation etc.)
		3.25. Criminal intelligence analysis and management
		3.26. Criminal records/data base management
		3.27. Forensic, including crime scene and evidence preservation, fingerprints, ballistics, firearm examination, DNA, pathology, handwriting and fraudulent documents identification, money counterfeiting, etc.
		3.28. Traditional policing (paramount, tribal, nomad-focused, etc.)
		3.29. Cyber crime fighting
		3.30. Language training: English French
		3.31. Medical doctors
		3.32. Other: 3.32.1. Swimming trainer 3.32.2. Nurse
4	Administration	4.1. Logistics, asset management, fleet management
		4.2. Human resources management.
		4.3. Internal affairs, discipline management, professional standards
		4.4. Audit/inspection of police units;
		4.5. Public relations
		4.6. Legal support, drafting of police acts, policies and guidelines.
		4.7. Weaponry: armory management and inspection, gunsmith, weapon safety and storage, shooting range construction, explosives
		4.7. IT: database development and administration, system design, computer programming, network specialists.
		4.8. Other: 4.8.1. Policy Analysis, development and implementation plus writing skills. 4.8.2. Reporting Officer 4.8.3. Welfare, Peer Helper, Psycho-social Support 4.8.4. Record Management