

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
Organizational Unit
Duty Station
Reporting to
Duration
Deadline for applications
Job Opening number

Police Planning Adviser, P-4
United Nations Office in African Union
Addis Ababa
Senior Planning Officer
12 Month (extendible)
10 August 2018
2018-UNOAU-78884-DPKO

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

RESPONSIBILITIES:

Under the overall supervision of the Senior Planning Officer, and within the limits of delegated authority, the Police Planning Adviser will be responsible for, but not limited to, the performance of the following duties:

Assist the AUC and the RECs/RMs in their development of police capacity for the ASF;

In collaboration with counterparts within and outside of the AU, provide a coherent strategic police planning framework clearly articulating the scope of resource requirements, coordination and support;

Assist in all AU police planning activities including to provide expert police advice during assessments and technical missions to develop and prepare strategic plans, concept of operations and other planning options;

Review the concept of police operations of prospective field missions, identify police profile requirements (e.g. individual police officers, formed police units, police specialists, etc.) and establish collaborative relations with key national counterparts, officials of the criminal justice chain and other internal and external stakeholders;

Provide expertise to the AU in its generation and development of operational planning tools to help monitor the overall readiness of police capacity for the ASF;

Provide planning support to police components in future AU missions, develop police planning, monitoring and evaluation tools and assessment templates; disseminate the same to field missions and provide appropriate orientation, training, and application support in close collaboration with the Police Reform Adviser;

Support and facilitate a wider OROISI involvement in AU capacity-building on rule of law issues and seek strategic guidance and support from UNHQ/PD;

Compliment Police Reform Adviser on all police related UN support capacities to the AU and provide feedback on lessons learned, both to the AU and to the UNHQ;

In close consultation with the UN Police Division, s/he shall facilitate the provision of police surge capacity to the AU for mission start up as recommended by the Report of the Secretary General A/64/359-S/2009/470, including 'mission hand-over' to the UN (where applicable and authorized);

Provide police advice in AU processes and exercises to develop readiness and capacity in operationalizing the ASF;

Provide police technical support and expertise advice to the AU Police Planning Team for the ASF to build institutional capacity for ASF police component to plan, deploy and manage PSOs at HQ and field levels;

Provide advice on the development of mission support and management tools like SOPs, Police Commissioner's directives, CONOPS and Doctrine for the ASF;

Coordinate with other capacity building partners to the AU, especially those involved in the development and operationalization of the ASF police component, to enhance coordination and minimize duplication of efforts;

Perform other duties as required.

COMPETENCIES:

Professionalism: Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; Knowledge of the work of the United Nations and of the functions, priorities and policies of UNHQ/DPKO and its activities at both Headquarters and in the field. Ability to conduct independent research and analysis, identify issues, formulate options and make conclusion and recommendations. Exhibits competence, integrity and reliability in performance and in maintaining positive working relations in a highly demanding and client-oriented environment.

Communication: Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.

Planning and Organizing: Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities where necessary; 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.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in law, criminal justice, police sciences, police administration and management or other related field. Graduation from a certified police academy or similar law enforcement training institution is required. A first level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree.

Work Experience: A minimum of 7 years of progressive experience in active national law enforcement is required. Previous experience in police management, police reform, planning, training, operations and/or

administrative with extensive strategic planning experience are required. Ability to prepare reports and presentations that clearly formulate UN Police positions on issues, articulate options, and defend recommendations is needed. The incumbent should have thorough operational knowledge and experience in the current or recent African based peacekeeping operations while possessing skills for planning future AU missions. Peacekeeping or other international experience in the UN or other organizations is desired.

Rank: Rank required for a P-4 is Superintendent, Lt. Colonel, other service equivalent rank or higher 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. Knowledge of a second official UN language is an advantage.

Preference will be given to equally qualified women candidates.

Date of Issuance: 25 June 2018

<http://www.un.org/en/peacekeeping/sites/police>

UNITED NATIONS



NATIONS UNIES

officers, candidates placed on a roster following the selection process may be considered for posts with similar functions within a period of two years and if recommended for deployment, further arrangements will be coordinated with the Permanent Mission in due course.

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, 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. 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 peacekeeping 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 in regard to the performance of their

UNITED NATIONS



NATIONS UNIES

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 Mission of Member State to the United Nations the assurances of its highest consideration.


25 June 2018