

**Job Title:** Police Reform Officer, P-3  
**Department/Office:** OROLSI/PD/Standing Police Capacity  
**Location:** NEW YORK  
**Posting Period:** 08/11/2018 - 06/02/2019  
**Job Opening number:** DPKO/SEC1802/P-3/13

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

**Organizational Setting and Reporting:**

This position is located in the Office of the Police Adviser of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peacekeeping Operations. The incumbent reports directly to the Police Adviser or his/her designate

The overall objectives of the Police Division are to effectively direct police components in peacekeeping operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peacekeeping operations; and, to work towards a shared understanding among all stakeholders on the future direction of police peacekeeping.

Additional information available in <http://www.un.org/en/peacekeeping/sites/police/division.shtml>

**Responsibilities:**

Within delegated authority, the Police Reform Officer will be responsible for the following duties:

- Provide a wide range of expert advice and assistance on issues related to police and law enforcement reform in support of newly established and existing police components of United Nations peacekeeping operations.
- Assists in the conceptualization, implementation and monitoring of strategic institutional capacity-building interventions and projects in the law enforcement sector in post-conflict and other war-torn environments.
- Assists in improving the structure, organization, management and operational effectiveness of national law enforcement agencies and devises remedies (including donor co-ordination support and funding options) in areas such as operational planning, skills development and specialized training, cooperating as required.
- Identifies best practices in international policing; and works in close cooperation with international actors to address chronic business management gaps in local law enforcement, primarily by identifying specific tasks upon which the Standing Police Capacity can channel and impart its expertise and know-how.
- Works in close collaboration with counterparts from the Office of Operations (especially Integrated Operational Teams), Office of Military Affairs, Policy Evaluation and Training Division, Department of Field Support and other offices in the Secretariat UN agencies to coordinate police reform initiatives in support of host police services in peacekeeping operations.
- Liaise closely with the Standing Police Capacity and coordinate the work of the Police Division and the Standing Police Capacity.
- The incumbent must be prepared to travel to the field at short notice.

**Competencies:**

**Professionalism:** In-depth knowledge of issues related to police reform, police operations and UN police activities reflective of principles of governance and accountability and consistent with international human rights; sound understanding of police planning, management, and administration; ability to provide seasoned advice on police reform, police administration and operational planning to senior UN and national government officials; versatile in planning a wide range of international police activities; excellent conceptual, analytical and evaluative skills; ability to conduct independent research and analysis, identify issues, formulate opinions and make conclusions and recommendations. 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.

**Qualification:**

**Education:** Advanced university degree (Master's Degree or equivalent) in the field of Criminal Justice, Law, Political Science or related field. Graduation from a police academy or a similar law enforcement institution is also required. First level university degree with a combination of relevant academic qualifications and sufficient experience in police and peacekeeping may be accepted in lieu of the advanced university degree.

**Experience:** A minimum of five years of progressively responsible experience in rule of law developmental matters, especially in police reforms, including law enforcement development and capacity-building is required. In service with an active national police with a current rank of at least Chief Inspector or Major, equivalent or higher rank is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement training institution. At least one year of experience in a peacekeeping operation, UNHQ, or similar international institution is desirable.

**Languages:** English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

**Assessment Method:**

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

**Special Notice:**

Circulation of this Job Opening is limited to Member States. Only serving police officers who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointments are limited to service on posts reserved for active police officers who serve on secondment financed by the support account of peacekeeping operations.

Currently serving active-duty seconded officers will not be considered eligible to be nominated for new vacant posts.