

<b>Job Title :</b>	Crime Information Analysis Officer , P-4
<b>Department / Office :</b>	Strategic Policy and Development Section
<b>Location :</b>	NEW YORK
<b>Posting period :</b>	16/06/2021 - 15/09/2021
<b>Job Opening Number :</b>	DPO/SEC2101P/P-4/05

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

**Organizational Setting and Reporting:**

This position is located in the Strategic Policy and Development Section (SPDS) of the Police Division (PD) in the Office of Rule of Law and Security Institutions (OROLSI), Department of Peace Operations (DPO). The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peace operations and Special Political Missions (SPM); to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction in police peace operation. Additional information available in <https://police.un.org/en>.

**Responsibilities:**

Within delegated authority, the Criminal Information Analysis Officer will be responsible for the following duties:

- Develops effective and efficient operational responses and optimizes resource allocations for the police missions based on analysed criminal and crime-related information;
- Contributes to the DPO-wide information analysis; interacts with the field missions for operational and mandate implementation updates; ensures informed and consistent decision-making; streamlines and improves the reporting to the Security Council, the General Assembly, other inter-governmental bodies and police-contributing countries; assists in the development of guidelines and other technical guidance materials; and, conducts analytical assessments of criminal information analysis practices and procedures, as well as recommends on the immediate short- and long term needs of developing criminal information analysis capacities;
- Establishes close contacts and works in partnership with related entities and other national and regional organizations that are operationally and technically involved in criminal information analysis-related issues; assists in promoting regional approaches to combating crime; provides realistic strategic advice and support to the DPO Police Adviser and field missions to minimize the impact of the crime-related problems on the ground; prepares strategic guidance on approaches to address issues related to criminal information analysis; provides assistance in developing a training strategy for field missions with the objective to increase the pool of national experts in this thematic area; develops guidance materials necessary for maintaining consistency in criminal information analysis between the various levels of UN Police operations.
- Works in close collaboration with other OROLSI elements as well as with the Office of Operations, especially Integrated Operational Teams (IOT), Office of Police Adviser, Department of Operational Support (DOS) and other Secretariat Offices and UN Agencies; presents and provides information to senior UN officials, as well as national officials regarding substantive issues related to criminal information analysis, and recommends on actions to be undertaken.
- Works in close collaboration and coordination with other components of the Police Division such as Mission Management and Support Section (MMSS), Selection and Recruitment Section (SRS) and Standing Police Capacity (SPC).

**Competencies:**

**Professionalism:** Ability to address a range of issues in the context of political developments, public attitudes and local conditions. Ability to conceptualize, design and implement major information campaigns. Ability to rapidly analyze and integrate diverse information from varied sources. Ability to diplomatically handle sensitive situations with target audiences and cultivate productive relationships. Ability to produce a variety of written communications products in a clear, concise style. Ability to deliver oral presentations to various audiences; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; ability to conduct independent research and analysis, identify issues, formulate options 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.

**Qualifications:**

**Education:** Advanced university degree (Master's Degree or equivalent) in criminal justice, law, security or other relevant field. First level university degree with a combination of relevant academic qualifications and experience in criminal information analysis, police management or peacekeeping may be accepted in lieu of the advanced university degree. Graduation from a police academy or relevant training institution is also required.

**Experience:** A minimum of seven years of progressively responsible experience in active police, law enforcement, or other related policy/criminal justice work with the rank of Superintendent, Lt. Colonel, service equivalent or higher rank, including at least three years of experience in criminal analysis or policy-making is required. Peacekeeping, other international or Headquarters planning experience is desirable. Qualifying years of experience are calculated following the graduation from the police academy or similar law enforcement training institution.

**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 peace operations.

Police Officers in active duty currently on secondment and assuming a professional post or higher are not eligible to apply for other job openings. In order to increase female representation in the Police Division, Member States are highly encouraged to nominate qualified female candidates. If both male and female candidates were found equally qualified, preference will be given to female candidates.

# United Nations Nations Unies

POSTAL ADDRESS-ADRESSE POSTALE UNITED NATIONS, N.Y. 10017  
CABLE ADDRESS-ADRESSE TELEGRAPHIQUE UNATIONS NEW YORK

REFERENCE: SEC2101P/Launch

The Secretariat of the United Nations presents its compliments to the Permanent Mission of the Federal Democratic Republic of Nepal to the United Nations and has the honour to refer to the requirement for the services of Police Officers in active service. In this regard, the Department of Peace Operations (DPO) is seeking the nomination of candidates for appointment on secondment to specific positions in the Secretariat of the United Nations, for an initial period of two years with a possibility of extension in that position for a third year. In exceptional circumstances, the secondment to that position may be extended for a fourth year, but not longer. There are eleven posts available through the issuance of seven Job Openings which are posted for a period of 90 days effective 16 June 2021. The closing date for all Job Openings will be 15 September 2021.

The nomination procedures together with all forms to be completed are included in this package. It is kindly requested that all documentation be submitted electronically to the Selection and Recruitment Section (SRS) to the following email address:

[dpo-policesecondmentcampaign@un.org](mailto:dpo-policesecondmentcampaign@un.org)

Applications received after the deadline specified on the Job Opening will not be accepted.

In as much as the posts require the expertise of police officers in active service, the Permanent Mission of the Federal Democratic Republic of Nepal are kindly requested to confirm that selected candidates will be released, in a timely manner, from their national police service obligations for service with the United Nations. The Permanent Mission of the Federal Democratic Republic of Nepal are also requested to ensure that the rank of each candidate submitted is clearly indicated on the application.

In addition, it is strongly recommended that the Permanent Mission of the Federal Democratic Republic of Nepal carefully submits only those candidates meeting all requirements for the position as described in the Job Opening.

The United Nations Secretariat would like to inform the Permanent Mission of the Federal Democratic Republic of Nepal that in an effort to streamline and expedite the procedures of recruiting seconded officers, candidates approved for placement in the roster may be selected for positions with similar functions (same functional title and level), without a new Job Opening being issued. Candidates shall be retained in the roster for a period of two years after the first day of the month following the selection decision by the Head of Department.

It should be noted that during the period of their secondment, officers may not transfer to alternative positions within the United Nations and they may only serve with the United Nations for a maximum period of four years. As a result, the nomination of police officers who are currently on secondment to the UN will not be considered.

The United Nations Secretariat would like to avail of this opportunity to inform Permanent Mission of the Federal Democratic Republic of Nepal to United Nations that staff members are subject to the authority of the Secretary-General and thereby are subject to the United Nations Staff Regulations and Staff Rules. In this context your attention is drawn to Staff Regulation 1.2 (j), whereby “[n]o staff member shall accept any honour, decoration, favour, gift or remuneration from any Government”.

The Permanent Mission of the Federal Democratic Republic of Nepal are encouraged to nominate qualified women candidates. This request is being transmitted to all Member States.

The Secretariat expresses its appreciation to the Permanent Mission of the Federal Democratic Republic of Nepal to the United Nations for its cooperation in this project.

16 June 2021

<b>Posts :</b>	2
<b>Job Title :</b>	Police Officer, P-4
<b>Department / Office :</b>	Mission Management and Support Section
<b>Location :</b>	NEW YORK
<b>Posting period :</b>	16/06/2021 - 15/09/2021
<b>Job Opening Number :</b>	DPO/SEC2101P/P-4/04

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

**Organizational Setting and Reporting:**

This position is located in the Mission Management and Support Section (MMSS) of the Police Division (PD) in the Office of Rule of Law and Security Institutions (OROLSI), Department of Peace Operations (DPO). The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peace operations and Special Political Missions (SPM); to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operations. Additional information available in <https://police.un.org/en>.

**Responsibilities:**

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

- Provides advice and substantive support to the Police Division (PD) on police issues related to peace operations.
- She/he assists in the development of policies and strategies for all police dimensions in peace operations; participates in the police aspects of negotiations; develops police Concepts of Operations in support of integrated mission planning; conducts assessments of post-conflict police institutions and recommends on their immediate short-term needs and the role of UN police therein.
- The incumbent reviews and assesses more broadly the long-term institutional needs of post-conflict police institutions with a view to developing strategies and partnerships to ensure their long-term sustainable development; and, liaises with UN Agencies and Programmes, international and regional organizations, and Member State governments to ensure an effective and coordinated approach to the long-term institutional development of post conflict police institutions.
- She/he ensures the adherence of police components to their mandated tasks; advises and guides the components in their activities; evaluates and reviews components' progress; and, performs all other required administrative functions pertaining to the operations of the components and the serving police officers, ensuring the appropriate administration of police personnel, police mission budgets, and disciplinary cases related to police officers.
- The incumbent must be prepared to travel to the field at short notice. She/he works in close collaboration with counterparts from the Regional Offices, especially Integrated Operational Teams (IOT), Office of Military Affairs (OMA), Policy Evaluation and Training Division, Department of Operational Support (DOS) and other offices in the Secretariat UN agencies.
- She/he conducts presentations and provides information and recommendations to senior UN officials and other national government officials regarding substantive police peace operations issues.

**Competencies:**

**Professionalism:** In-depth knowledge of issues related to the operations and support of police components in UN field missions; sound understanding of police planning, management, and administration; ability to provide seasoned advice on 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.

**Qualifications:**

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

**Experience:** A minimum of seven years of progressively responsible experience in an active national police service with a current rank of at least Superintendent or Lt. Colonel. Specialization in planning and implementing police operations and projects, monitoring and evaluation of complex police tasks and projects is required. At least one year of experience in a peace operation, UNHQ, or similar international institution is desirable. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution.

**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. To ensure gender representation within the Police Division, Member States are strongly encouraged to nominate qualified female police officers. Preference will be given to equally qualified female candidates.

<b>Posts :</b>	2
<b>Job Title :</b>	Police Planning Officer, P-3
<b>Department / Office :</b>	Strategic Policy and Development Section
<b>Location :</b>	NEW YORK
<b>Posting period :</b>	16/06/2021 - 15/09/2021
<b>Job Opening Number :</b>	DPO/SEC2101P/P-3/06

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

**Organizational Setting and Reporting:**

This position is located in the Strategic Policy and Development Section (SPDS) of the Police Division in the Office of Rule of Law and Security Institutions (OROLSI), Department of Peace Operations (DPO).

The incumbent reports directly to the Chief of Section.

The overall objectives of the Police Division (PD) are to effectively direct police components in peace operations and special political missions (SPM); to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operation. Additional information available in <https://police.un.org/en>.

**Responsibilities:**

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

- She/he will be involved in establishing thematic doctrinal guidance and templates for use by field missions to ensure uniformity of mission plans when applying a holistic approach which incorporates all relevant cross cutting elements such as justice, corrections and other aspects of policing,
- She/he will collaborate with others in providing a coherent strategic planning framework clearly articulating the scope of resource requirements, coordination and modalities.
- She/he will be responsible for assisting in all UN police planning activities, including provision of expert police advice during integrated assessments and technical survey missions to develop and prepare strategic plans, concepts of operation and other planning options.
- She/he will be primarily responsible for one of the four main regional groupings of field missions in Africa, Asia and Middle East, Europe and Latin America, or other changed composition.
- She/he will be responsible for carrying out all planning priorities of field missions through close interaction with internal and external stakeholders; providing complementary support to the appropriate Integrated Operational Teams (IOT) in all aspects of planning, including accurate and coherent police planning advice; developing and updating of strategic concepts; ensuring that all planning parameters are fully established during the development and review of the concept of police operations of prospective and current field missions; and, establishing collaborative relations with key national counterparts, officials of the criminal justice chain, and other internal and external stakeholders.
- She/he will be responsible for providing planning support to police components in ongoing and future special political missions; developing police planning, monitoring and evaluation tools and assessment templates; ensuring efficient dissemination of the same to field missions; and, providing appropriate orientation, training, and application support.
- She/he will need to collaborate in an efficient and timely manner with counterparts in Mission Management and Support Section (MMSS) by providing support and advice on all operational planning needs (e.g. election planning, crisis management, etc.)
- She/he will also be required to maintain close collaboration with the components/units of DPO and Department of Operational Support (DOS), other UN Secretariat departments, and UN family agencies as and when required.
- She/he will also be required to undertake research and analysis to support these tasks; prepare new documents to assist in the formulation of UNPOL doctrine needed to support such plans; and, to support the changing role of police in peace operations, particularly in the area of host state police development and capacity enhancement.

**Competencies:**

**Professionalism:** Demonstrated professional competence and mastery of police administration and police operational planning; knowledge of administrative, budgetary, financial or human resources policies and procedures; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; ability to conduct independent research and analysis, identify issues, formulate options 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. Ability to operate databases, project management software and develop spreadsheets and complex text documents is required.

**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.

**Qualifications:**

**Education:** Advanced university degree (Master's degree or equivalent) in the field of police science, criminal justice, law, or other relevant field is required. A first level university degree in combination with qualifying experience in policing or other law enforcement reform matters, including strategic planning and development, may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other similar law enforcement training institution is also required.

**Experience:** A minimum of five years of progressively responsible experience in active police, law enforcement, or other related policy/criminal justice work with the rank of Major or Chief Inspector, other service equivalent or higher rank, including at least three years of experience in police planning, management or policy-making is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Peacekeeping, other international or Headquarters planning experience 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 peace operations.

Police Officers in active duty currently on secondment and assuming a professional post or higher are not eligible to apply for other job openings. In order to increase female representation in the Police Division, Member States are highly encouraged to nominate qualified female candidates. If both male and female candidates were found equally qualified, preference will be given to female candidates.



<b>Job Title :</b>	Police Planning Officer, P-4
<b>Department / Office :</b>	Strategic Policy and Development Section
<b>Location :</b>	NEW YORK
<b>Posting period :</b>	16/06/2021 - 15/09/2021
<b>Job Opening Number :</b>	DPO/SEC2101P/P-4/02

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

**Organizational Setting and Reporting:**

This position is located in the Strategic Policy and Development Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Chief of Section. 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 <https://police.un.org/en>.

**Responsibilities:**

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

- In applying a holistic approach which incorporates all relevant cross cutting elements such as justice, corrections and other aspects of policing, he/she will be involved in establishing thematic doctrinal guidance and templates for use by field missions to ensure uniformity of mission plans.
- Collaborate with others in providing a coherent strategic planning framework clearly articulating the scope of resource requirements, coordination and modalities. Responsible for assisting in all United Nations police planning activities, including provision of expert police advice during integrated assessments and technical survey missions to develop and prepare strategic plans, concepts of operation and other planning options.
- Primarily responsible for planning for police components in one of the main regional groupings of field missions.
- Responsible for carrying out all planning priorities of field missions through close interaction with internal and external stakeholders; providing complementary support to the appropriate Integrated Operational Teams in all aspects of planning, including accurate and coherent police planning advice; developing and updating of strategic concepts; ensuring that all planning parameters are fully established during the development and review of the concept of police operations of prospective and current field missions; and, establishing collaborative relations with key national counterparts, officials of the criminal justice chain, and other internal and external stakeholders.
- Responsible for providing planning support to police components in ongoing and future special political missions; developing police planning, monitoring and evaluation tools and assessment templates; ensuring efficient dissemination of the same to field missions; and, providing appropriate orientation, training, and application support.
- Collaborate in an efficient and timely manner with counterparts in Mission Management and Support Section and Selection and Recruitment Section by providing support and advice on all operational planning needs (e.g. election planning, crisis management, etc.) Maintain close collaboration with the components/units of DPO and DOS, other UN Secretariat departments, and UN family agencies as and when required.
- Undertake research and analysis to support these tasks; prepare new documents to assist in the formulation of United Nations police peacekeeping doctrine needed to support such plans; and, to support the changing role of police in peacekeeping, particularly in the area of host state police development and capacity enhancement.

**Competencies:**

**Professionalism:** Demonstrated professional competence and mastery of police administration and police operational planning; knowledge of administrative, budgetary, financial or human resources policies and procedures; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; ability to conduct independent research and analysis, identify issues, formulate options 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. Ability to operate databases, project management software and develop spreadsheets and complex text documents is required.

**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.

**Qualifications:**

**Education:** Advanced university degree (Master's degree or equivalent) in the field of police science, criminal justice, law, or another relevant field is required. A first level university degree in combination with qualifying experience in policing or other law enforcement reform matters, including strategic planning and development, may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other similar law enforcement training institution is also required.

**Experience:** A minimum of seven years of progressively responsible experience in active police, law enforcement, or other related policy/criminal justice work with the rank of Superintendent, Lt. Colonel, service equivalent or higher rank, including at least three years of experience in police planning or policy-making is required. Peacekeeping, other international or Headquarters or field planning experience is desirable. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution.

**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:**

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<b>Posts :</b>	2
<b>Job Title :</b>	Police Selection and Recruitment Officer, P-3
<b>Department / Office :</b>	Selection and Recruitment Section
<b>Location :</b>	NEW YORK
<b>Posting period :</b>	16/06/2021 - 15/09/2021
<b>Job Opening Number :</b>	DPO/SEC2101P/P-3/07

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

**Organizational Setting and Reporting:**

This position is located in the Selection and Recruitment Section (SRS) of the Police Division (PD) in the Office of Rule of Law and Security Institutions (OROLSI), Department of Peace Operations (DPO). The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peace operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operations. Additional information available in <https://police.un.org/en>.

**Responsibilities:**

Within delegated authority, the Police Selection and Recruitment Officer will be responsible for the following duties:

- Conducts effective and timely selection, recruitment and rotation of police personnel for field missions, including Formed Police Units (FPU).
- Directly involved in expanding the pool of qualified candidates for police personnel positions, developing a skill-based roster for senior police personnel, collaborating and coordinating with DOS, UN Field Missions, Member States and Police-Contributing Countries (PCCs) on all matters related to deployment, extension and rotation of police personnel.
- Standardizes recruitment and selection procedures through the development of competency-based profiles; develops and participates in recruitment strategies to meet identified shortfalls, including recruitment and outreach exercises and selection assistance visits to generate a pool of competent candidates, especially thematic experts, i.e. experts in forensics, organized crime, electoral-related activities, criminal investigation, crime prevention, crowd control management, etc..
- Conducts substantive vetting of candidates to assess their suitability by analysing curricula vitae, screening of candidates and conducting suitable written assessments or interviews by phone or video-teleconference.
- Develops extension and rotation strategies to meet the demand for police personnel and formed units in the field; establishes staggered police rotation plans in coordination with field missions and Member States to ensure continuity and stable strength in order to mitigate the potential adverse impact on mission mandate implementation and security and ensures strict adherence to established performance appraisal policies for any extension requests.
- Participates in pre-deployment visits to inspect contingent owned equipment; assesses the readiness of formed police unit personnel; coordinates negotiations of memoranda of understanding with Member States; joins reconnaissance visits to field missions; and, assists the Chief of Selection and Recruitment Section in daily communication with Member States and field missions related to mission-specific United Nations police selection and recruitment.
- Coordinates and ensures the issuance of medical clearances by the UN Medical Services Division for police officers prior to their deployment to field missions; and, monitors and updates the medical tracking mechanism for police personnel. Responsible for managing and participating in Selection Assistance and Assessment Teams (SAAT) visits and the Formed Police Assistance Teams (FPAT) visits; arranging and participating in pre-deployment visits to Member States.
- Works in close collaboration and coordination with other components of the Police Division such as Mission Management and Support Section (MMSS) and Strategic Policy and Development Section (SPDS) and with Standing Police Capacity (SPC).
- Engages in data management by utilizing available technology tools such as HERMES.

**Competencies:**

**Professionalism:** Ability to identify issues, formulate opinions, present conclusions and offer recommendations. Ability to apply United Nations human resources rules, regulations, policies and guidelines in work situations and prepare reports with rational in respect to key administrative decisions. Motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations; is conscientious and efficient in meeting commitments, observing deadlines and achieving results. 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.

**Qualifications:**

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

**Experience:** A minimum of five years of progressively responsible experience in active national police service with a rank of Major or Chief Inspector, other service equivalent or higher rank, including three years of practical experience in police administration and recruitment. Experience in a peace operation, UNHQ, or similar international organization is desirable. Qualifying years of experience are calculated following the graduation from the police academy or similar law enforcement training institution.

**Language:** 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:**

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**Special Notice:**

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<b>Posts :</b>	2
<b>Job Title :</b>	Police Selection and Recruitment Officer, P-4
<b>Department / Office :</b>	Selection and Recruitment Section
<b>Location :</b>	NEW YORK
<b>Posting period :</b>	16/06/2021 - 15/09/2021
<b>Job Opening Number :</b>	DPO/SEC2101P/P-4/03

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

**Organizational Setting and Reporting:**

This position is located in the Selection and Recruitment Section (SRS) of the Police Division (PD) in the Office of Rule of Law and Security Institutions (OROLSI), Department of Operations (DPO). The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peace operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operation. Additional information available in <https://police.un.org/en>.

**Responsibilities:**

Within delegated authority, the Police Selection and Recruitment Officer will be responsible for the following duties:

- Conducts effective and timely selection, recruitment and rotation of police personnel for field missions, including Formed Police Units (FPU). The incumbent will be directly involved in expanding the pool of qualified candidates for police personnel positions, developing a skill-based roster for senior police personnel, collaborating and coordinating with the Department of Operational Support (DOS), Member States and Police-Contributing Countries (PCCs) on all matters related to deployment, extension and rotation of police personnel.
- Participates in pre-deployment visits to inspect contingent owned equipment; assesses the readiness of Formed Police Unit personnel; coordinates negotiations of memoranda of understanding with Member States; joins reconnaissance visits to field missions; and, assists the Chief of Selection and Recruitment in daily communication with Member States and field missions related to mission-specific police selection and recruitment.
- Conducts substantive vetting of candidates to assess their suitability by analysing curriculum vitae, screening of candidates and conducting interviews by phone or video-teleconference.
- Standardizes recruitment and selection procedures through the development of competency-based profiles; develops and participates in recruitment strategies to meet identified shortfalls, including recruitment and outreach exercises and Selection Assistance and Assessment Team (SAAT) visits to generate a pool of competent candidates, especially thematic experts, i.e. experts in forensics, organized crime, electoral-related activities, criminal investigation, crime prevention, crowd control management, etc.;
- Intensifies engagement with francophone organizations and countries; ensures compliance with UN recruitment policies and guidelines, including gender balance initiatives; projects and monitors rotation plans of police personnel; maintains and interprets statistical data on police personnel serving in field missions and contributions by Police Contributing Countries (PCCs).
- Develops extension and rotation strategies to meet the demand for police personnel and Formed Police Units (FPU) in the field; establishes staggered police rotation plans in coordination with field missions and Member States to ensure continuity and stable strength in order to mitigate the potential adverse impact on mission mandate implementation and security and ensures strict adherence to established performance appraisal policies for any extension requests.
- Coordinates and ensures the issuance of medical clearances by the UN Medical Services Division for police officers prior to their deployment to field missions; and, monitors and updates the medical tracking mechanism for police personnel.
- Responsible for managing and participating in Selection Assistance and Assessment Teams (SAAT) and the Formed Police Unit Assistance Teams (FPAT); arranging and participating in pre-deployment visits to Member States.

**Competencies:**

**Professionalism:** Ability to identify issues, formulate opinions, present conclusions and offer recommendations. Ability to apply United Nations human resources rules, regulations, policies and guidelines in work situations and prepare reports with rational in respect to key administrative decisions. Motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations; is conscientious and efficient in meeting commitments, observing deadlines and achieving results. 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.

**Qualifications:**

**Education:** Advanced university degree (Master's degree or equivalent) in law, criminal justice, human resources management, police administration, business or public administration, social sciences, education or related area. Graduation from a certified police academy or similar law enforcement training institution is required. A first level university degree in combination with relevant academic qualifications and qualifying experience may be accepted in lieu of the advanced university degree.

**Experience:** A minimum of seven years of progressively responsible experience in active national police service with a rank of Superintendent or Lt. Colonel, other service equivalent or higher rank, including three years of practical experience in police personnel administration and recruitment is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Experience in a peacekeeping operation, UNHQ, or similar international organization is desirable.

**Language:** 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 peace operations.

Police Officers in active duty currently on secondment and assuming a professional post or higher are not eligible to apply for other job openings. In order to increase female representation in the Police Division, Member States are highly encouraged to nominate qualified female candidates. If both male and female candidates were found equally qualified, preference will be given to female candidates.

**Job Title :** Senior Police Liaison Officer, P-5  
**Department / Office :** Integrated Operational Teams  
**Location :** NEW YORK  
**Posting period :** 16/06/2021 - 15/09/2021  
**Job Opening Number :** DPO/SEC2101P/P-5/01

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**Organizational Setting and Reporting:**

While this position is administratively located in the Police Division (PD) of the Office of Rule of Law and Security Institutions (OROLSI), the incumbent reports to the Head of the Integrated Operational Team (IOT) in the Regional Offices . Both Regional Offices and ORLOSI are in the Department of Peace Operations (DPO). Additional information available in <https://police.un.org/en>.

**Responsibilities:**

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

- Provides support to police mandate implementation and law enforcement in peace operations.
- She/he provides advice on mission-specific and operation support issues requiring policy decisions; assists in developing and reviewing Mission Plans and Concepts of Operations for police components of peace operations; reviews the draft report of the Secretary-General to the Security Council and the General Assembly and other related issuances on the police components of peace operations; and, advises, facilitates and coordinates police issues requiring the involvement of Police Contributing Countries (PCCs).
- The incumbent also liaises with other offices within the Secretariat, peace operations and Permanent Missions of the PCC's within the guidelines of the PD; supports the Integrated Operational Team (IOT) and the PD in planning and integrating police elements into the development of Concepts of Operations and Operational Plans.
- Supports the PD in evaluating police plans and preparing expert police advice on mission operational matters; advises and facilitates the flow of critical information between DPO and missions to inform the planning, budget, and implementation processes.
- He/she represents the Integrated Operational Team (IOT) and PD in selected working groups, task forces and outside meetings; facilitates collaboration between the PD and other field mission components at the operational level; and, coordinates and integrates activities of police components in the field missions.

**Competencies:**

**Professionalism:** Demonstrated competence in police matters at the strategic and command levels; ability to identify issues, formulate opinions and provide recommendations through the use of sound judgment and applying expertise to solve a wide range of problems related to law enforcement; ability to work under pressure; good negotiation skills; knowledge of theories, concepts and approaches relevant to law enforcement, community safety and capacity-building; good research, analytical and problem-solving skills; 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.

**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.

**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 improvement; does not accept the status quo; Shows the courage to take unpopular stands; takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**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 Degree or equivalent) in Criminal Justice, Law or Political Science or another related field. A first level university degree with a combination of relevant academic qualifications and experience in police and peace operations may be accepted in lieu of the advanced university degree. Graduation from a police academy or similar law enforcement training institution is required.

**Experience:** Must be a senior professional police officer in active duty with the rank of Deputy Commissioner, Chief Superintendent or rank equivalent to full Colonel level. A minimum of 10 years of progressively responsible experience in police service, including experience at the command level, and experience in national law enforcement and police policy-making in the field and headquarters, experience in strategic and operational police management is required. Police training experience is desirable. Experience in UN peace operations, UNHQ, or similar international organization is desirable. Qualifying years of experience are calculated following the graduation from the police academy or similar law enforcement training institution.

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

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