

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**

**FPU Coordinator (Deputy Chief of Operations), P-4
United Nations Multidimensional Integrated Stabilisation
Mission in Mali (MINUSMA)**

**Duty Station
Reporting to**

**Bamako
MINUSMA Police Commissioner**

**Duration
Deadline for applications
Job Opening number**

**12 Months (extendible)
12 May 2019
2019-MINUSMA-86775-DPO**

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

RESPONSIBILITIES:

Under the overall direction of the Chief of Operations, the FPU Coordinator will have overall managerial responsibility for all FPUs related matters managing the FPU support office, including the representatives in the regions. Additionally, the incumbent will liaise with all mission and non-mission partnering agencies present in Mali regarding administrative and operational issues related to the deployment of the FPUs throughout the mission. The FPU Coordinator will also be responsible, but not limited, of the following duties:

- Provide regular expert advices to the MINUSMA Police Commissioner and other Mission stakeholders, including the Mission leadership, on all issues related to the public order management, particularly on the use of Formed Police Units (FPU), including the consultations on civil unrest situations, crowd control tactics and techniques, operational planning with FPU involved; development of related in-mission policies and guidelines that affect FPUs, their deployment, support and staffing with due consideration of gender-related issues;
- Plan and coordinate all FPU mandated activities to ensure that they are run in accordance with FPU Policy, including public order management in the respective areas of responsibilities; protection of United Nations personnel and facilities; supporting police operations that require a formed police response.
- Ensure effective and efficient operational deployment, functioning and administrative management of the FPUs within and throughout the mission area in close consultation with the UNPOL leadership through the established chain of command, and other MINUSMA pillars responsible for administration and logistic support;
- Attend as tactical commander and operational advisor, the scene of any operation in which FPUs are involved (particularly if more than one FPU are involved in a given police operation), unless authority has been otherwise delegated;
- Establish a close liaison and cooperation with the MINUSMA military component to ensure effective coordination in the event of mutual supportive operations;
- Ensure effective coordination and collaboration with UN counterparts on any request for support to the on-going humanitarian operations;

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and adjust plans and actions as necessary; uses time efficiently. Practical experience in planning operations with the use of Formed/Special Police Units.

- **Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets others' messages and responds appropriately; asks questions for further clarification, and demonstrates interest in having two-way communication, adapts its language, tone, style and format to better connect with its audience; be open to sharing information and keeping people informed. Ability to communicate effectively with people of different cultural backgrounds
- **Judgement / Decision-making:** Identifies the key issues in a complex situation and comes to the heart of the problem quickly; gathers reporting information before making a decision; positive and negative impacts of decisions prior to making them; suggested a course of action or a recommendation based on available information; checks assumptions against facts; determines the coherence of proposed actions makes tough decisions when necessary.
- **Leadership:** Serves as role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establish and maintain relationship with a broad range of people to understand needs and gain support; anticipate and resolve conflicts by pursuing mutually agreeable solutions; drive for change and improvement; do not accept status quo; show the courage to take unpopular stands.

QUALIFICATIONS:

Education: Advanced University Degree (master's or equivalent) in Law enforcement, Law, Criminal Justice, Public Administration, Security Sciences, International Relations, Development Studies (particularly in law enforcement), Change Management or other relevant fields. A first level university degree in one or few of the above listed field(s) with a combination of relevant academic qualifications and extensive experience in law enforcement, including operational 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 7 years (9 years in absence of advanced degree) of progressive and active relevant operational service/experience at the field level (region/district) is required; at least 5 years of direct practical experience in commanding special units including formed (anti-riot) police units, gendarmerie units, and/or training of FPU personnel is required; policy and standard operating procedures development experience is required. Experience in organizational and resource management, and operational planning is highly desirable. Peacekeeping or other international experience in the UN or other international organizations is an advantage.

Rank: Rank required for a P-4 is Lieutenant colonel/Superintendent, equivalent or higher.

Languages: For the post advertised, fluency in oral and written French is required. Knowledge of English is highly desirable.

Preference will be given to equally qualified female candidates.

Date of Issuance: 1 April 2019

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

In accordance with the 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.

- Conduct regular in-mission FPU assessments through tactical exercises to verify the operational readiness of the units. Monitor and evaluate the performance of FPU Commanders and overall operational performance of the units;
- Monitor the level of service capabilities of the Contingent Owned Equipment (COE) through monthly operational inspections of the deployed FPU's as directed by Department of Peace Operations (DPO); inform the DPO Police Division (PD) accordingly in case of any deficiencies identified
- Monitor and coordinate all arrangements related to the timely deployment, rotation and redeployment of FPU staff and equipment;
- In collaboration with the respective FPU Commanders, monitor the welfare and medical condition of all FPU members; produce recommendations on their improvement if necessary, ensuring that all FPU members are treated in accordance with United Nations rules, regulations, and other issuances; ensure appropriate service, welfare and operational conditions for female elements within the units, if applicable. Monitor proper gender mainstreaming in the units in general.
- In collaboration with the respective UNPOL Regional Commanders and the FPU Commanders, ensure that all FPU members are aware of their responsibilities, including through induction, to adhere, both in and off duty, to UN rules, regulations, and guidelines as well as other mission directives and issuances. Ensure strict adherence of FPU personnel to the UN Police Code of Conduct and the MINUSMA Directives on Use of Force (DUF);
- In collaboration with the respective UNPOL Regional Commanders and the FPU Commanders, support any investigations that may be required to address incidents that are of public concern involving the FPU personnel;
- Develop in-mission training regimes for FPU personnel in public order management, weapons handling and shooting skills and rehearse deployment exercises according to the revised FPU policy, including exercises to increase the inter-operability among different units and components.
- Through the respective chain of command, develop a close professional relationship with Malian Police/Gendarmerie Commanders in view of potential interactions and joint operations;
- Provide expert advisory support to the MINUSMA UNPOL Training Pillar in their efforts aimed at enhancing the operational capacity of local Police/Gendarmerie on public order management, with particular emphasis on management of civil unrest and crowd control tactics and techniques; facilitate conducting joint training exercises of UN FPUs with the various Malian Law Enforcement agencies when required by the UNPOL Training Pillar;
- Perform the duties of the Chief of Operations during his/her absence;
- Perform any other duties and assume other responsibilities as may be directed by the MINUSMA Police Commissioner directly or through the established chain of command.

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 ensuring the equal participation of women and men in all areas of work. Knowledge and understanding of theories, concepts and approaches relevant to democratic policing and law enforcement; outstanding expert knowledge in the technical field of work in general and the specific areas, strong knowledge in public order and riot control; strong organizational skills and a demonstrated ability to establish priorities and to plan, coordinate, and monitor the work of others. Awareness of current UN FPU related policies, regulations and procedures.
- **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; foresee risks and allows for contingencies when planning; monitors