

# 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	Police Reform Adviser, P-4
Organizational Unit	United Nations Office in African Union
Duty Station	Addis Ababa
Reporting to	Senior Planning Officer
Duration	12 Month (extendible)
Deadline for applications	9 June 2019
Job Opening number	2019-UNOAU-62425-DPO

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Responsible to the  
Units and submit  
memo.*

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 Reform Adviser will be responsible for, but not limited to, the performance of the following duties:

Advise and support the African Union Commission (AUC) in building police capacity in the current and future AU peacekeeping operations, including advice on police reform and force generation strategy.

Provide thematic police reform guidance and templates for use by police components of African Union (AU) missions;

In collaboration with counterparts within and outside of the AU, provide a coherent strategic police reform and training advisory framework clearly articulating the scope of resource requirements, coordination and technical police advice and capacity building support;

Support and facilitate a wider OROLSI involvement in AU capacity-building on rule of law issues;

Liaise with the UN Secretariat for strategic guidance and coordinate support from other organizations and institutions on police-related issues;

Coordinate with UN DPKO, ITS and other capacity building partners in advising the AU and Regional Economic Communities/Regional Mechanisms (RECs/RMs) on capability development of the African Standby Force (ASF) police component in such areas like development of training doctrine;

Liaise with the UN Secretariat for strategic guidance and coordination of support from other organizations and institutions on police-related issues;

In conjunction with UN DPKO and ITS, advise the AU Peace Support Operations Division (PSOD) and the RECs/RMs on Training Needs Analysis (TNA) for AU Police Courses;

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Share UN lessons learnt and best practices that are relevant to the development and operationalization of ASF Police component and AU Missions.

Advise the AU on the formulation of reform policies regarding the ASF field police component including the Formed Police Unit (FPU) and individual police peacekeepers;

Liaise with the UN Police Division Selection and Recruitment Section to provide advice on the recruitment and selection methods in accordance to UN standards, without compromising AU peace keeping interests and requirements;

Coordinate with the AU PSOD, including the Police Commissioner at the AUC on strategic police planning and management of the ongoing AU missions including draw downs and transition to UN Missions when required;

Advise on the implementation of the UN-AU short term support initiatives for the current AU Missions.

Complement the Police Planning 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;

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. Displays commitment to human rights and the ability to give the necessary prominence to human rights.

**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.

#### **OTHER ESSENTIAL REQUIREMENTS**

Ability to meet requirements for assignment to a United Nations Mission (i.e., language proficiency and driving skills);

Ability to prepare reports and presentations that clearly formulate UN Police positions on issues, articulate options, and defend recommendations.

The incumbent should have particular knowledge of the strategic guidance framework (SGF) on international policing including expertise in other policing standards, doctrine and SOPs, preferably within an international context.

S/he should have demonstrated ability to develop policing policies, SOPs and guidelines; develop and deliver training programmes geared for the deployment of police officers in the current and ongoing AU missions. S/he should have the ability to maintain, cultivate and interpret the operational linkages between the AUC and the RECs;

**Preference will be given to equally qualified women candidates.**

**Date of Issuance: 8 April 2019**

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