

United Nations

Job Opening for Positions 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 peace operations and subject to the approval of United Nations General Assembly and renewal of the UNSOM mandate.

Post title and level	Police Adviser (Strategic Advice and Coordination), Seconded (non-contracted) - 2 positions
Organizational Unit	United Nations Assistance Mission in Somalia (UNSOM)
Duty Station	Field offices in Somalia (Kismayo, Baidoa, Beletweyne, Garowe, and Dhusamareb) based on operational requirements
Reporting to	UNSOM Police Commissioner through the established chain of command
Duration	12 months (extendable)
Deadline for applications	02 September 2024

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

RESPONSIBILITIES:

Under the authority of the direct supervisor within the organizational structure of the UNSOM Police Component and within the limits of delegated authority, the UN Police Adviser for Strategic Advice and Coordination will be responsible for, but not limited to, the following duties:

- Support the Somali Government-led inclusive political process in strengthening the rule of law, including the development of a federal justice system and implementation of a federated policing system in line with the comprehensive approach to security.
- Ensure that the UNSOM strategic priorities (governance and state building, security and the nexus approach) are driving the UN's programmatic interventions on policing in Somalia.
- Promote gender equality and support the role of women in line with the mission mandate.
- Support the development, review and implementation of the Somali (FGS and FMS) Strategic Police Plans by advising, coaching and mentoring Somali counterparts.
- Facilitate communication, coordination and cooperation with relevant stakeholders and mission components involved in security and law enforcement, as mandated.
- Advise and support Somali police in the formulation and implementation of legislation, policy and procedures to enable the delivery of basic policing services to specific communities.
- Develop and maintain collaborative relationships with the African Union Mission in Somalia focal points, especially in relation to ATMIS support to operational policing activities.
- Provide advisory support to Somali police in the development of long and short-term strategies in the areas of procurement, logistics, asset management, budgeting, strategic financial planning, payroll systems, financial auditing, weaponry, information technology, human resource management, training, communication, public information etc.
- Assist in organizing workshops, seminars and meetings to promote and adopt best practices across the spectrum of police matters within the framework of mandate implementation.
- Provide strategic advice to the UNSOM Police leadership.

- Prepare comprehensive reports and briefings on the progress and outcomes of strategic initiatives.
- Perform other functions as directed by the UNSOM Police leadership within the framework of mandate implementation especially in connection to the specific subject matter expertise.

COMPETENCIES:

Professionalism: Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is motivated by professional rather than personal concerns; demonstrates good judgment in the context of assignments given. 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; 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 ability to draft/edit a variety of written reports.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

QUALIFICATIONS:

Education: Graduation from Police College or Academy or other recognized law enforcement educational institution is required. Specialized training in police reform, strategic planning, or project management, is an asset.

Work Experience: A minimum of five years of relevant experience in police or other national law enforcement is required. Experience in project/program management, institutional building, organizational planning, strategic planning, security sector reform, police reform and restructuring, conflict management and/or technical support is required.

Experience in facilitating high-level coordination of police and various other stakeholders is highly desirable. Experience in regional and/or national police headquarters including planning, project management or reporting is an advantage. Experience on supporting Female Police Networks, One-Stop Centers for SGBV and CRSV crimes or similar is an advantage.

Service in special political missions, peacekeeping or similar experience in the UN or other organizations, particularly in a mission HQ position is an advantage.

The UNSOM is currently in potential transitional phase. Previous working experience in change management and transition related matters is an advantage.

Experience in a command or strategic positions with exposure to one or more of the following subjects is an advantage: oversight, human rights, weapons and ammunition management, anti-corruption, human resources, logistics, finance, diplomatic police, border management, gender and/or countering serious and organized crime. Familiarity with federated police models is an advantage.

Languages: Fluency in oral and written English is required. Knowledge in Somali language is an advantage.

MISCELLANEOUS:

UNSOM Police Component is committed to maintain gender parity and strongly encourage Member States to

nominate qualified male and female candidates. Member States are encouraged to nominate candidates who can serve for two years (subject to performance and operational requirements).

Evaluation of qualified candidates may include an assessment exercise followed by a competency-based interview.

All shortlisted candidates will be required to fill in a job-fit questionnaire.

Assessment for Mission Service: All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival (only applicable to limited number of Member States) of the candidates. Failure to pass the in-mission assessment will result in the candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

Preference will be given to equally qualified women candidates.

Date of Issuance: 02 August 2024

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

In accordance with the UN 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.

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Post title and level	Police Adviser (Strategic Programme Coordination) - Seconded (non-contracted)
Organizational Unit	United Nations Assistance Mission in Somalia (UNSOM)
Duty Station	Mogadishu and travel within the mission area
Reporting to	UNSOM Police Commissioner through the established chain of command
Duration	12 Months (extendable)
Deadline for applications	02 September 2024

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

RESPONSIBILITIES:

Under the authority of the direct supervisor within the organizational structure of the UNSOM Police Component and within the limits of delegated authority, the UN Police Adviser for Strategic Programme Coordination will be responsible for, but not limited to, the following duties:

- Plan, develop, support and coordinate the implementation of donor aid projects so that mission mandated activities are effectively supported by donor contributions.
- Develop proposals that will support the implementation of the New Policing Model in Somalia in close collaboration with the Somali Police. Advise and assist in revision and implementation of the strategic plans for the Federal Member States' police services, the Federal Police of Somalia and for the police in Banadiir Region, and the implementation of the Joint Police Programme (JPP).
- Assist in coordinating international donor support to Somali Police, in compliance with the Human Rights Due Diligence Policy (HRDDP), including through coordination and advice to the comprehensive approach to security structure.
- Develop and maintain collaborative relationships with the *African Union Transition Mission in Somalia* (ATMIS) and the *European Union Capacity Building Mission in Somalia* (EUCAP) focal points, especially in relation to the ATMIS/EUCAP support to police operational activities.
- Provide strategic and technical advice and guidance to Somali Police, when necessary, on countering sexual and gender-based violence (SGBV) and conflict-related sexual violence (CRSV) implementing gender mainstreaming reforms.
- Establish and develop coordination and communication lines with all stakeholders to better facilitate the implementation of the mission mandate, particularly through the Global Focal Point arrangement.
- Provide exclusive administrative support to the UNSOM Police Component during meetings and interactions with JPP Program Steering Committee (PSC) and Program Technical Committee (PTC) including the provision of secretariat services.
- Develop communication lines through coordination with police supervisors and managers to enhance the efficiency of policing activities.
- Raise awareness of gender issues and advocate for inclusion of a gender perspective in all police activities to enhance operational effectiveness ensuring integration of gender, human rights and community policing

principles in all strategic plans. Monitor and support gender-sensitive reporting activities and the use of gender-disaggregated data in planning processes for police operations.

- Conduct regular field visits and assessments with the relevant stakeholders to gather data and provide technical guidance within the framework of mandate implementation.
- Prepare regular comprehensive progress reports, briefing notes and project documentation.
- Coordinate and advise the UNSOM Police Advisers in the FMS, especially on functioning of Technical Committees for effective implementation of the Project. Conduct and support workshops on project-specific issues to ensure sustainable skill transfer.
- Perform other functions as directed by the UNSOM Police leadership within the framework of mandate implementation, especially in connection to an individual specific subject matter expertise.

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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational 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. Demonstrates ability to draft/edit a variety of written reports.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits inputs 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. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

QUALIFICATIONS:

Education: Graduation from Police College or Academy or other recognized law enforcement educational institution is required. Training in administration and/or project management related is an advantage. University degree in related field is an asset.

Work Experience: A minimum of ten years of relevant experience (after graduation from a police academy or certified law enforcement training institution) in police or other national law enforcement in one or several of the following areas required: police project management, administration, combatting serious and organized crime, gender mainstreaming, and in strategic planning and implementation. Training experience in one of the areas listed herein is an asset.

International experience in the UN or other similar organizations, particularly in the areas listed above is an advantage.

Experience in a command or strategic level position with exposure to one or more of the following subjects is an advantage: oversight, Human Rights, weapons and ammunition management, electoral security, anti-corruption, human resources, logistics, finance, diplomatic police, border management, special operations, crowd-and-riot-

control, gender and/or countering serious and organized crime. Experience in coordinating police development-related projects/programs with a range of police and other stakeholders is highly desirable.

The UNSOM is currently in potential transitional phase. Previous working experience in change management and transition related matters is an advantage.

Languages: Fluency in oral and written English is required. Knowledge in Somali language is an advantage.

MISCELLANEOUS:

UNSOM Police Component is committed to maintain gender parity and strongly encourage Member States to nominate qualified male and female candidates. Member States are encouraged to nominate candidates who may serve for up to two years (subject to performance and operational needs).

Evaluation of qualified candidates may include an assessment exercise followed by a competency-based interview.

All shortlisted candidates will be required to fill in a job-fit questionnaire.

Assessment for Mission Service: All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival (only applicable to limited number of Member States) of the candidates. Failure to pass the in-mission assessment will result in the candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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Post title and level	Police Adviser (Police Reform/Federal Police Law Expert) - Seconded (non-contracted)
Organizational Unit	United Nations Assistance Mission in Somalia (UNSOM)
Duty Station	Mogadishu
Reporting to	UNSOM Police Commissioner through the established chain of command
Duration	12 Months (extendable)
Deadline for applications	02 September 2024

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RESPONSIBILITIES:

In compliance with the mission mandate the UN Police Adviser will be responsible for assisting the Somali police authorities with the effective implementation of a federal policing model under the authority of the UNSOM Police Commissioner and within the limits of delegated authority. The UN Police Adviser for Police Reform/Federal Police Law Expert will be responsible for the following (non-exhaustive) duties:

- Support on coordination in the Somali coordination structure consisting of federal and state technical committees, the Somali Technical Working Group, the Council of Police Commissioners and the Conference of Ministers of Internal Security and the Sub-working Group on Police under the Comprehensive Approach to Security.
- Provide strategic advice on developing a federal and state legal framework.
- Advise on planning, coordinating and functioning of the key components of the New Policing Model.
- Support in program management to implement police reform taking into account past, ongoing and future police support activities; being flexible to adapt program implementation to new requirements in consultation with key stakeholders.
- Provide advisory support and guidance to senior Somali officials involved in the coordination committees of police reform.
- Assist in developing inclusive programs for protection of gender and vulnerable groups within and by the police.
- Advise and guide in drafting and revision of police legislation, regulations and operational guidelines.
- Assist the Somali Police in coordinating international donor support to Somali Police, in compliance with the Human Rights Due Diligence Policy (HRDDP), including through coordination and advice to the comprehensive approach to security structure.
- Advise on best practices in federal policing and the integration of international standards into local policing frameworks. Facilitate workshops and seminars to enhance the understanding and implementation of federal police laws and federal policing.

- Prepare reports, policy briefs and legal opinions on federal police law matters.
- Collaborate with stakeholders and international partners to ensure a cohesive approach to federal policing issues as directed within the framework of mandate implementation.
- Mentor and provide technical guidance to Somali Police officers and legal advisors at FGS and FMS level as mandated. Identify and assess additional capacity building needs for the implementation of police reform.
- Develop partnerships with other actors in the security sector (justice, military, intelligence services, custodial corps) and international partners, particularly under the Global Focal Point arrangement.
- Facilitate and promote to evolve a sense of belonging and ownership among the police and the police authorities on Federal and State level.
- Perform other functions consistent with the mandate as directed by the UNSOM Police Commissioner, especially in connection with the specific subject matter expertise.

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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

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QUALIFICATIONS:

Education: Graduation from a Police College/Academy or other recognized law enforcement educational institution is required. University degree in related field (law, law enforcement, project management) is desirable.

Work Experience: A minimum of ten years of relevant experience in police or other national law enforcement is required. Experience in project/program management, institutional building, organizational planning, strategic planning, security sector reform, police reform and restructuring, conflict management or police oversight is required. Familiarity with federated police models and development of legal frameworks is an advantage. Experience on high-level coordination within police and various other stakeholders is highly desirable.

Special political mission, peacekeeping or similar experience in the UN or other organizations, particularly in a mission HQ position is an advantage.

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