



ARMED POLICE FORCE, NEPAL

MESSAGE FORM



APFC(HQ)

SERIAL NO:- 2060

FROM:-	स.प्र.बल, नेपाल प्र.का.मानवश्रोत विभाग (यू.एन.मिशन शाखा)।	DTO:-	309832
TO:-	स.प्र.बल, नेपाल प्र.का. विभागहरु सबै, महाशाखाहरु सबै, राष्ट्रिय सशस्त्र प्रहरी बल प्रशिक्षण प्रतिष्ठान, बाहिनीहरु सबै।	IN/OUT:-	
INFO:-	स.प्र.बल, नेपाल प्र.का.स.प्र.म.नि.को सचिवालय, सूचना तथा संचार प्रविधि शाखा (कम्प्युटर)।	GROUP COUNT:-	

१. UNHQ New-York बाट United Nations Assistance Mission in Somalia (UNSOM) मा Police Commissioner, D-1 र Senior Police Coordinator, P-5 पदहरुको लागि योग्य अधिकृतहरुको माग भई आएको हुँदा मापदण्ड पुग्ने ईच्छुक सशस्त्र प्रहरी अधिकृतहरुले Updated UN P-11 र Employment & Academic Certification (EAC) Form मिति २०८१/०७/१० गते कार्यालय समय भित्र यस शाखाको E-mail:-apfp11bank@gmail.com मा प्राप्त हुने गरी पठाउनुका साथै संचारबाट समेत अनिवार्य जानकारी दिनु हुन अनुरोध (०)

२. क्राईटेरिया :

- कारवाही तथा कारवाही प्रकृत्यामा नरहेको (०)
- अंग्रेजी भाषामा दख्खल भएको (०)
- अन्य क्राईटेरियाको हकमा माग भई आएको पदका लागि उल्लेख भएको क्राईटेरिया पुरा भएको हुनुपर्ने (०)
- P-5 पदको लागि स.प्र.ब.उ. वा सो भन्दा माथिको दर्जा (०)
- D-1 पदको लागि स.प्र.ना.म.नि. वा सो भन्दा माथिको दर्जा (०)

३. रा.स.प्र.बल प्र.प्र.ले शिक्षालयहरुबाट र बाहिनीहरुले आफ्नो मातहतका सबै कार्यालयहरुबाट तोकिएको समयमा अनिवार्य रुपमा आवश्यक फर्महरु संलग्न राखी एकमुष्ट संकलन गरी खुलाई पठाउनु हुन अनुरोध (०)

४. साथै उपरोक्त अनुसारको क्राईटेरिया भित्र पर्ने ईच्छुक सशस्त्र प्रहरी अधिकृतहरुको विवरण खुलाई पठाउनु हुन स.प्र.बल, नेपाल प्र.का. स.प्र.म.नि.को सचिवालयलाई यसै संचारको बोधार्थद्वारा सादर अनुरोध (०)

५. उल्लेखित पद सम्बन्धि प्राप्त Job Description पत्रहरु सशस्त्र प्रहरी बल, नेपालको Website मा Upload गरी दिनु हुन सशस्त्र प्रहरी, नेपाल प्र.का. सूचना तथा संचार प्रविधि शाखा (कम्प्युटर) लाई यसै संचारको बोधार्थद्वारा अनुरोध साथै ईच्छुक स.प्र.क.हरुले उक्त Website बाट प्राप्त गर्न हुन अनुरोध (०)

मिति:- २०८१/०६/३०.गते।

Degree of Priority Originator's Instruction					Originator's Signature (With Rank)	T.H.I.		
MJ	TJ	AJ	J	O		Date & Time	System	Operator
						IN		
Reg. No.					OUT			

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 peace operations*

Post title and level:	Police Commissioner, D-1
Organizational Unit:	United Nations Assistance Mission in Somalia (UNSOM)
Duty Station:	Mogadishu
Reporting to:	Special Representative of the Secretary-General, (SRSG)
Duration:	12 months (Extendable)
Deadline for application:	30 November 2024
Job Opening number:	2024-UNSOM-87484-DPPA

United Nations Core Values: Inclusion, Integrity, Humility and Humanity

RESPONSIBILITIES:

The Police Commissioner is the head of the Police Component within the wider Rule of Law and Security Institutions Group (ROLSIG). The Police Commissioner reports to the Special Representative of the Secretary-General in full coordination and consultation with the Director of the Rule of Law and Security Institutions Group and the Deputy Special Representative of the Secretary-General.

Under the guidance and supervision of the Special Representative of the Secretary-General (SRSG), and in line with the existing UNSOM Police Administration SOP, the incumbent will be responsible for providing strategic leadership of the Police Component of the mission; advising the mission on all matters related to police; and providing advisory support and assistance to national authorities to develop federated police institutions to function in accordance with internationally accepted standards of democratic policing. The police commissioner coordinates UN and international support to the implementation of the Federated Police Services in Somalia, including for state as well as federal reform plans. The Police Commissioner provides regular reports on key police work programs while coordinating with other rule of law and other cross-cutting issues through the Global Focal Point arrangement. The Police Commissioner is also responsible for the effective and efficient management, supervision, welfare and discipline of all personnel assigned to the UN Police Component of the mission in accordance with the United Nations' rules, regulations and mission mandate. Within the limit of delegated authority, the Police Commissioner will be responsible for, but not limited to performance of the following duties:

- Advises the SRSG and other UN mission leadership on police related issues and provides regular reports on key UN Component's work, programs and mandate implementation.
- Advises the SRSG on matters related to support requirements for the development of the federated police in line with the international standards of policing and with commitment to human rights.
- Develops the UN Police Component's mission statement in accordance with the overall objectives of the mission.
- Develops the operational strategy and establishes the administrative procedures of the UN Police Component through which tasks will be executed including development of implementation plans in support of the Federal Government of Somalia (FGS) and Federal Member States' Police Strategic Plan and ensures efficient and effective delivery of UN Police Component tasks as mandated.
- Provides advisory support and assistance to the FGS and in the development of overall strategic plans within a federal vision and helps to implement those plans through a wide range of consultation processes in coordination with international and national partners.

- Develops a close professional relationship with the federal police at the national/ministerial and senior command levels within both the FGS and FMS as well as with leaders from the communities, government, and other relevant agencies in order to facilitate the mandate execution.
- Provides police specific advice on the development of constitutional agreement on the basic principles of federal structure of the security sector, as well as on an overarching National Security Policy and its relevant frameworks that define the role, command structures and the accountability for the federal and state police services.
- Implements a joint AU-UN approach in supporting police development in Somalia, based on complementarity of mandates and comparative advantage, through close coordination with AMISOM police and implementation of joint initiatives in Mogadishu and in the Regions.
- Advises the co-chairs of the Sub-Working Group on Police under the Comprehensive approach to Security Process with the aim to ensure coherence, sustainability, and broad National ownership of Police development support.
- In support of and in partnership with national actors, UN agencies, funds and programs, and other stakeholders, undertakes full assessment of needs of the federal and state police services and develops proposals for the multilateral/bilateral donor support in line with the Global Focal Point initiative.
- Provides advice and guidance to federal authorities for the holistic reform and development of their police system, within a federal vision, including but not limited to police legislative review, instituting efficient and effective administrative and management procedures, drafting and implementing operational policies and guidelines, assisting in the rehabilitation of the infrastructure and facilities, and the human resource development through training and mentoring.
- Ensures holistic law enforcement reform and development initiatives through close coordination and collaboration with crosscutting rule of law sections.
- Develops mechanisms for the collection and institutionalization of best practices and lessons learnt by the Police Component.
- Performs other functions as are consistent with the mandate provided by the Security Council Resolution and as may be required by the SRSR, relating to the management of the UN Police Component.

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. Displays commitment to human rights and the ability to give the necessary prominence to human rights. In-depth knowledge of police procedures and management; strong organizational skills and a demonstrated ability to establish priorities and to plan, coordinate and monitor the work of others. Strong negotiation and conflict resolution skills. Understand theories, concepts and approaches relevant to democratic policing, law enforcement. Possesses ability to apply technical expertise to resolve police related issues and challenges. Strong managerial and analytical skills combined with good judgement.

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.

Accountability: Takes ownership of all responsibilities and honors commitments; delivers output for which one has responsibility within prescribed time, cost and quality standards; operates in compliance with organizational regulations and rules; supports subordinates, provides oversight and takes responsibility for delegated assignments; takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable.

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 improvements; does not accept the status quo; shows the courage to take unpopular stands.

Vision: Identifies strategic issues, opportunities and risks; clearly communicates 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 Law, Police Management, Criminal Justice, Public Administration, Human Resources Management, Change Management, Social Sciences or another relevant field. A first-level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including 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. Advanced training for command/senior staff is highly desirable.

Work Experience: A candidate must be in active police service possessing minimum of 15 years (17 years in absence of advanced degree) of progressive and active policing service/experience at the field and/or national police headquarters level; 10 years of active police experience at senior policy making level with extensive strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management, police administration, police training and development, change management, reform and restructuring or related field – required. Practical direct experience in commanding a regional or a state level police unit or heading a department at national police HQ level - required. Experience in providing strategic advisory support on issues concerning security sector development; experience of working in an international setting with multiple national and international stakeholders is desirable. Previous United Nations or international experience is an advantage.

Rank: Deputy/Assistant Police Commissioner, Deputy/Assistant Inspector General, Deputy Chief of Police, other rank equivalent to **Brigadier-General** in the military or higher rank.

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.

Preference will be given to equally qualified women candidates.

Date of issuance: 07 October 2024

<https://police.un.org/en/vacancies>

***Rank in application form should be outlined in candidate's original language without translation or equating to military ranks. The Member States are requested to certify the rank of each candidate it nominates and ensure that only applications meeting all requirements described in the job opening/s, are submitted.**

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.

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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:	Senior Police Coordinator, P-5
Organizational Unit:	United Nations Assistance Mission in Somalia (UNSOM)
Duty Station:	Mogadishu
Reporting to:	UNSOM Police Commissioner
Duration:	12 Months (extendable)
Deadline for application:	30 November 2024
Job Opening number:	2024-UNSOM-85747-DPPA

United Nations Core Values: Inclusion, Integrity, Humility and Humanity

RESPONSIBILITIES:

Under the general guidance and direction of the UNSOM Police Commissioner, and within the limits of delegated authority, the Senior Police Coordinator will be responsible for, but not limited to, the performance of the following duties:

- Acts as the United Nations Police Component focal point for comprehensive approach to security (Strand 2B) and lead the Secretariat's coordination efforts of the Sub-Working Group on Police (SWGPP), including providing strategic direction to the SWGPP and its standing committees and ensuring the participation of all relevant Federal, state, and international partners.
- Ensures smooth and timely coordination among the United Nations Police Component, the AMISOM Police Component, the Somali Police Force (SPF) and relevant Government officials through *inter alia*, coordination meetings, information sharing and the promotion of joint activities.
- Acts as the focal point for donor coordination, establishes and maintains good relations with donors through meetings and information sharing, including through maintaining donor matrices, and support resource mobilization for needs and projects identified in the PWG.
- Establishes, liaises and maintains good working relations with UNSOM, UNSOS, UNCT and other partners including through the promotion of joint initiatives, as appropriate.
- Produces timely reports, briefings and other written products relating to the outcomes, activities and assessment of coordination mechanisms, as needed.
- Advises the United Nations Police Component, ROLSIG and other stakeholders on police-related topics, as appropriate.
- Conducts assessments and fact-finding missions, as needed.
- Deputizes Police Commissioner when required and performs those duties during the absence of Police Commissioner.
- Performs any other duties as assigned by the Police Commissioner in fulfillment and within the framework of the mandate.

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. Displays commitment to human rights and the ability to give the necessary prominence to human rights. In-depth knowledge of police procedures and management; strong organizational skills and a demonstrated ability to establish priorities and to plan, coordinate and monitor the work of others. Strong negotiation and conflict resolution skills. Understand theories, concepts and approaches relevant to democratic policing, law enforcement. Possesses ability to apply technical expertise to resolve police related issues and challenges. Strong managerial and analytical skills combined with good judgement.

Planning & 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.

Client orientation: Considers all those to whom services are provided to be “clients” and seeks to see things from clients’ point of view, establishes and maintains productive partnerships with clients by gaining their trust and respect, identifies clients’ needs and matches them to appropriate solutions, monitors ongoing developments inside and outside the clients’ environment to keep informed and anticipate problems, keeps clients informed of progress or setbacks in projects, meets timeline for delivery of products or services to client.

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; establishes and maintains relationship 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 status quo; shows the courage to take unpopular stands.

QUALIFICATIONS:

Education: Advance university degree (Master’s or equivalent) in the field of police science, criminal justice, law, business administration, international security studies or any other relevant field. First level university degree with a combination of relevant academic qualifications, professional training and experience may be accepted in lieu of the advanced degree. Graduation from a police academy or similar law enforcement training institution is required.

Work Experience: Minimum of 10 years (12 years in absence of advanced degree) of relevant, progressive responsible experience in law enforcement in a national or international law enforcement agency at the strategic, operational and managerial level is required. Experience in strategic planning, program management and/or in research and assessment is required. Experience in liaison and coordination among numerous and diverse stakeholders including international partners is highly desirable. Experience in working for or collaborating with a regional organization is desirable. Previous United Nations or international experience is an advantage.

Rank: Chief Superintendent of Police, Colonel, other equivalent or higher rank.

Language: English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of Somali or Arabic language is an advantage.

Preference will be given to equally qualified women candidates.

Date of issuance: 07 October 2024

<https://police.un.org/en/vacancies>

*Rank in application form should be outlined in candidate’s original language without translation or equating to military ranks. The Member States are requested to certify the rank of each candidate it nominates and ensure that only applications meeting all requirements described in the job opening/s, are submitted.

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.

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REFERENCE: DPO/OROLSI/PD/2024/

The Secretariat of the United Nations presents its compliments to the Permanent Mission of Member State to the United Nations and has the honor 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 the United Nations Assistance Mission in Somalia (UNSOM) for an initial period of one year with a possibility of extension in that position for a second and third year. In exceptional circumstances, the secondment to that position may be extended for a fourth year, but not longer. Post is available through the issuance of the Job Opening 2024-UNSOM-85747-DPPA which is posted for a period of 45 days effective 14 October 2024. The closing date for the Job Openings is 30 November 2024.

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), Police Division to the following email address: carolina.gonzaleztapia@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 Member State is kindly requested to confirm that selected candidate(s) will be released, in a timely manner, from their national police service obligations for service with the United Nations. The Permanent Mission of Member State is 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 Member State carefully submits only those candidates meeting all requirements for the positions as described in the Job Opening.

The United Nations Secretariat would like to inform the Permanent Mission of Member State 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 the Department.

It should be noted that during the period of their secondment to the United Nations, police officers cannot be reassigned or transferred to any other position in the Department of Peace Operations (DPO) or other parts of the United Nations Secretariat. Successful candidates will be offered a one-year fixed-term appointment which, based on performance and operational needs, may be extended for a second and third year or, in exceptional circumstances, a fourth and final year.

Currently serving seconded active-duty officers under a United Nations contract are not eligible to apply or be nominated for another seconded officer position in the United Nations until after at least one year of separation from their last secondment on a contract with the United Nations Secretariat. As a result, nominations of currently serving seconded active-duty police officers under a United Nations contract will not be considered.

Nomination of women candidates is strongly encouraged.

The Secretariat wishes to reiterate that promoting and encouraging respect for human rights is a core purpose of the United Nations and central to the delivery of its mandates. Should the Secretariat become aware of grave human rights violations which give rise to concerns as to the record and performance of [country] police personnel, this may constitute grounds to revoke its acceptance of such personnel to serve in UN peace operations. In the case of nominees who have been investigated for, charged with or prosecuted for any criminal offence, with the exception of minor traffic violations

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(driving while intoxicated or dangerous or careless driving are not considered minor traffic violations for this purpose), but were not convicted, the Government is requested to provide information regarding the investigation(s) or prosecutions concerned. The Government is also requested to certify that it is not aware of any allegations against its nominated candidates that they have committed or been involved, by act or omission, in the commission of any acts that may amount to violations of international human rights law or international humanitarian law.

The Secretariat recalls that it has a zero-tolerance approach to fraud and corruption. The Government is therefore requested to certify that there was no corruption or fraud in the nomination and extension procedures of police officers on secondment to the United Nations. Should the Secretariat become aware of allegations of corruption or fraud in the nomination or extension procedures of police officers on secondment, this may constitute grounds to revoke its acceptance of such personnel to serve in the United Nations as well as suspension of any future police deployments from the contributing country concerned.

The United Nations Secretariat would like to avail of this opportunity to inform the Permanent Mission of Member State 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 honor, decoration, favor, gift or remuneration from any Government”.

The Secretariat of the United Nations avails itself of this opportunity to renew to the Permanent Mission of Member State to the United Nations the assurances of its highest consideration.

14 October 2024