

Government of Pakistan
Ministry of Interior
National Police Bureau

No.1/4/2024-UN

Islamabad, the 30th April 2024

To

- The Provincial Police Officer, Punjab, Lahore.
The Inspector General Police, Sindh, Karachi.
The Provincial Police Officer, Khyber Pakhtunkhwa, Peshawar.
The Inspector General Police, Balochistan, Quetta.
The National Coordinator, NACTA, Islamabad
The Commandant, National Police Academy, Islamabad.
The Managing Director, National Police Foundation, Islamabad.
The Director General, Federal Investigation Agency, FIA HQs, Islamabad.
The Director General, Intelligence Bureau, Islamabad.
The Commandant Frontier Constabulary, FC HQs, Peshawar Cantt.
The Inspector General Police, NH&MP, Islamabad.
The Inspector General Police, AJ&K, Muzaffarabad.
The Inspector General Police, Gilgit-Baltistan, Gilgit.
The Inspector General Police, ICT, Islamabad.
The Inspector General Police, Pakistan Railways Police, Lahore.

✓ JGP	
✓ A.Jd. IGP Trg	
✓ DIG HQ	
AIG	
PSC	
✓ Register	
PS to IGP	
Dy. No. 6832	
Dated 3/5/24	

Subject: Nominations for United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA) at Bangui

I am directed to enclose herewith a copy of Pakistan Military Adviser's Office New York email alongwith UN Circular Note Verbale on the subject cited above.

2. The United Nations Police Department is seeking the nominations of Individual Police Officers in active service for appointment on secondment to following positions in the MINUSCA.

S#	Job Title	Job Opening Number	Min. Rank
1	Chief of Operations, P-5	2024-MINUSCA-89649-DPO	SSP
2	Criminal Investigations Specialist, P-4	2024-MINUSCA-89695-DPO	SP
3	Police Advisor (Strategic Policy and Planning Officer), P-4	2024-MINUSCA-20974-DPO	SP
4	Reform Coordinator, P-4	2024-MINUSCA-20972-DPO	SP
5	Training Coordinator, P-4	2024-MINUSCA-20973-DPO	SP
6	FPU Coordinator, P-4	2021-MINUSCA-89696-DPO	SP

3. It is requested that only one most suitable nomination against each vacancy may kindly be furnished by 15 May, 2024 alongwith compulsory UN documents. In case of multiple nominations, the officer on top (nominated earlier) shall be selected. Prior NOC to apply from Establishment Division is mandatory. All compulsory UN documents may be attached with nomination letter. Scanned copies (pdf) of signed relevant forms may also be sent on emails so.police123@gmail.com and ddUN@npb.gov.pk. Fluency in French language (both oral and written) is required, while knowledge of English is desirable. Kindly ensure that nomination forms are complete in all respect. Incomplete nomination documents or received after the deadline shall not be processed.

4. This issues with the approval of Director General NPB.

Encl: As above.

CC: PA to DG NPB
PA to Director NPB/ NPSC
PA to Director GCC
Section Officer (Police), MoI, Islamabad



(Muhammad Shahid)
Deputy Director (UN)
Tel: 051-9219966



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REFERENCE: DPO/OROLSI/PD/2024/0038

The Secretariat of the United Nations presents its compliments to the Permanent Missions of Member States to the United Nations and has the honour to invite its government to nominate individual police officers in active service for appointment on secondment to the United Nations Multidimensional Integrated Stabilization Mission in Central African Republic (MINUSCA), for a period of one year. Any further contract extension can be granted on an exceptional basis provided there is a mission mandate requirement, and the incumbent displays good performance, dedication, professionalism, and the achieved results. The final decision on the extension is subject to approval by the United Nations and concurrence by the national authorities.

Details regarding the posts for which the Secretariat is seeking qualified applicants are provided in the attached jobs opening No:

2024-MINUSCA-89649 -DPO
2024-MINUSCA-89695 -DPO
2024-MINUSCA-89696-DPO
2024-MINUSCA- 20972-DPO
2024-MINUSCA- 20973-DPO
2024-MINUSCA- 20974-DPO

Also attached are the "Application Procedures for Positions in United Nations Police Components in Peacekeeping Operations and Special Political Missions Requiring Official Secondment from National Governments of Member States of the United Nations".

The Secretariat kindly requests the Permanent Mission to submit one cover letter/note verbal and separate application for each nominee for the above jobs opening to the Selection and Recruitment Section/ Police Division/OROLSI/DPO, 2 UN Plaza, 15th floor, room 1548, in accordance with the above-referenced procedures, certifying that the nominee/s meet/s the requirements in the attached job opening/s. Applications submitted after the deadline specified in the jobs opening will not be considered. Due to the current circumstance, please send electronical versions through email to sabrine.benarfi@un.org.

The Permanent Mission is also requested to confirm that selected candidates will be released, in a timely manner, from the national police service obligations for service with the United Nations. It is also requested to ensure that the rank of each candidate submitted is indicated on the application. In addition, it is strongly recommended that Member States carefully pre-screen their applicants and submit only those candidates meeting all requirements for the position as described in the job opening/s.

Member States are strongly encouraged to nominate qualified female police officers. Preference will be given to equally qualified women candidates.

The Secretariat wishes to inform the Permanent Missions of Member States that, in an effort

to streamline and expedite the procedures of recruiting seconded officers, candidates placed on a roster following the selection process may be considered for posts with similar functions within a period of two years and if recommended for deployment, further arrangements will be coordinated with the Permanent Mission in due course.

It should be noted that during the period of their secondment, officers may not transfer to alternative positions within the United Nations. As a result, the nomination of police officers who are currently United Nations staff members on secondment, will not be considered.

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 (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 Secretariat also recalls that the responsibilities of those personnel who are appointed to serve in United Nations peacekeeping or special political missions are exclusively international in character. They perform their functions under the authority of, and in full compliance with, the instructions of the Secretary-General of the United Nations and persons acting on his behalf and are duty-bound not to seek or accept instructions in regard to the performance of their duties from any government or from other authorities external to the United Nations. Seconded personnel should carry out their functions in accordance with all applicable regulations, rules and procedures of the Organization.

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



9 April 2024

United Nations



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*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	Chief of Operations, P-5
Organizational Unit	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA)
Duty Station	Bangui
Reporting to	Police Commissioner
Duration	12 Months (extendible)
Deadline for applications	08 July 2024
Job Opening number	2024-MINUSCA-89649-DPO

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

RESPONSIBILITIES: MINUSCA's mandate addresses the immediate challenges facing the country while laying the groundwork for sustainable peace and security. In compliance with the UN mandate and under the guidance and supervision of the MINUSCA Police Commissioner and within the limits of delegated authority, the Chief of Operations will be responsible for the following duties:

- Oversee and ensure that all aspects of the mandate are vigorously pursued through the effective and efficient coordination of the activities of all MINUSCA Police staff;
- Assist in developing and maintaining close professional relationships with the Central African Republic's Police, Gendarmerie and other law enforcement agencies in order to facilitate the execution of the mandate;
- Implement directives from the Police Commissioner and offer advice and comment as appropriate;
- Assist in the deployment and activities of the Formed Police Units deployed throughout CAR in consultation with the FPU Coordinator;
- Managing, controlling, directing, supervising and deploying UNPOL officers in the mission emphasizing respect for diversity and in due consideration for gender and national balance ;
- Assist the Police Commissioner in the formulation and implementation of the police component action plan and Concept of Operations;
- Assist in planning and executing of police operations and advise the Police Commissioner with appropriate inputs in relation to the operational issues in the implementation of the mission mandate;
- Coordinate operational details of the Police component activities in the Mission, and submit reports to UN Headquarters through the chain of command;
- Maintain daily contact with the UN military component, plan for joint operations;
- Make regular visits to the Sectors, team sites and UNPOL stations and observe the overall progress of the Implementation Plans and the welfare and security concerns of UNPOL personnel on the ground;

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- Establish and maintain a close liaison with the Sector Commanders on matters of operations, safety and security in the sectors;
 - Conducting periodic assessment with the aim of ensuring that the activities of the UNPOL units are directed towards the achievement of the overall goal of the Mission;
 - Ensure that UNPOL personnel at all times conform to the highest standards of professional conduct and personal behaviour.
 - Ensure operations support management of local Police/Gendarmerie officers and assist the head of Unit in ensuring the delivery of a dynamic criminal information operations support services.
 - Supervise and lead a team of national Police/Gendarmerie officers specializing in the field of criminal information gathering support and all aspects of performance, welfare and discipline of all Operations Support staff;
 - Ensure the delivery of a dynamic operational support service to enhance the analysis of criminal information and overall decision-making of UNPOL, and complement UNPOL's efforts for the capacity development of the host state and its contributions to the joint mission analysis center (JMAC).
 - Assess and review criminal information received, prioritize competing demands and ensure that analysed information for both the strategic overview and tactical products is relevant, timely and of the highest quality;
 - Develop and cultivate effective working relationships with all relevant agencies and operational units within the Mission, thus enabling a continuous flow of criminal information supporting National Police/Gendarmerie aims and objectives.
 - Ensure that appropriate policies are adopted and implemented in respect of criminal information gathering, collation, analysis and storage and that high quality product are made available to the appropriate law enforcement agencies;
 - Collect information of incidents and crimes using generic police processes, produce mass data to develop scenarios, based upon the analysis which, hypothesis of criminal activity could be developed; and recommendations made for policing activity or potential new lines of enquiry;
 - Prepare detailed reports and brief documents, as required.
 - Disseminate good practice (including delivery of presentations), promote the role of operations support within the mission and assisting the Head of Operations Support in the development of relevant policies and procedures.
 - Provide comprehensive transnational and organized crime analyses, establish close contacts and work in partnership with related entities, such as INTERPOL, EUROPOL, ASEANPOL, UNODC and other national and regional organizations that are operationally and technically involved in transnational and organized crime-related issues, and assist in promoting regional approaches to combating organized crime.
 - Carry out any other operational duties assigned to him/her by the Police Commissioner;

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. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in the management and administration: ability to review and edit the work of others.

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. Ability to communicate effectively with a wide range of international and national and cultural backgrounds.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing other's ideas and expertise; is willing to learn from others; 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.

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.

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.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management or related area. A first level degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Advanced training for command/senior staff (for HOPC) is highly desirable. Specialized training in the area of incumbent's responsibility (operations, reform, administration, training etc.) is highly desirable. Graduation from a certified Police Academy or other national or international Law Enforcement Training Institution is required.

Work Experience: A minimum of 10 years (12 years in absence of advanced degree) of progressively relevant and active policing service/experience in a national or international law enforcement agency both at the field and national police headquarters level - required; 5 years of active police experience at policy making level with 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 (particularly in law enforcement), reform and restructuring or related field - required; practical direct experience in commanding a regional or a state level police units, or heading a department at national police HQ level (for HOPC) - required. Previous UN or international experience is an advantage.

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

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

Preference will be given to equally qualified women candidates.

In accordance with the new 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.

Date of Issuance: 09 April 2024

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

United Nations



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*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	Criminal Investigations Specialist, P-4
Organizational Unit	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA)
Duty Station	Bangui
Reporting to	Chief of Operations
Duration	12 Months (extendible)
Deadline for applications	08 July 2024
Job Opening number	2024-MINUSCA-89695 -DPO

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

RESPONSIBILITIES:

In compliance with the mission mandate and under the supervision and substantive guidance of the Chief of Operations, the Criminal Investigation Specialist to Central African Republic police and gendarmerie directorates of Criminal Investigations will be responsible for providing expert advice on criminal investigation matters, including, coordinating and functioning of the various components and local police units under the office of the Director for Criminal Investigations. Within the limits of delegated authority, the Criminal Investigation Specialist will be performing the following duties:

- Provide advice and assistance to local police and gendarmerie leadership in the development of short, medium and long term plans and programs for the reform, restructuring and the strengthening of the capacity of local police and gendarmerie including in strengthening its long term strategic reforms, based on criminal investigations performance measurements;
- Co-locate with the local police and gendarmerie directors for Criminal Investigations on a daily basis where possible and practical.
- Provides strategic, tactical and operational advice to the directors of Criminal Investigations in the planning, directing, controlling, coordinating, and supervising all Criminal Investigation activities of the local police including its specialized units with an objective of developing the capacity of the Criminal Investigations Directorates and the local police and gendarmerie on the whole.
- Build capacity of the investigators to efficiently tackle any type of crime and establish an effective and efficient case management system.
- Advise the directors of Criminal Investigations on the preparation, coordination, and issuance of operational Plans, operational orders, and directives in accordance with local police policies and guidelines.
- Establish specialized units within the directorates, State and County levels to deal with certain areas of investigations and crime management, and to develop the capacity within such units.
- Coordinate the Specialized Police Teams (SGBV and Forensic) activities with internal /external partners Liaises with Justice/ Correction Section and Special Criminal Court in relation to all important investigations including crime committed against peacekeepers.
- Supervise all investigations conducted under Urgent Temporary Measures (UTM)
- Improve and build capacity in crime scene management and to establish specialized areas to assist investigation based on a scientific approach.

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- Build capacity within the directorates of Criminal Investigation to keep crime records, statistics, fingerprinting and make proper crime analyses to guide crime prevention and other preventive initiatives.
 - Advice in the establishment of a forensic science institute and the affiliation of the local police to international (e.g. INTERPOL), regional and national organizations.
 - Advise the directors of Criminal Investigations on the maintenance of active and sustainable liaison activities with other local police operating units and other law enforcement agencies.
 - Provides advice to the directors of Criminal Investigations on the planning, directing, coordinating, supervising, and monitoring of all unit activities pertaining to police community relations and crime prevention initiatives.
 - Serve as the UNPOL focal point on matters concerning criminal investigations by local police.
 - Perform tasks and assume other responsibilities as assigned by the MINUSCA Chief of Operations.

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.
- **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.
- **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 maintain 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 be informed and be able to anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client; resolves conflicts by pursuing mutually agreeable solutions.

QUALIFICATIONS:

- **Education:** Advanced university degree (Master’s degree or equivalent) in one or more of the following disciplines: Law, Criminal Justice Administration, Public Administration, Development Studies (particularly in law enforcement and/or criminology) or other relevant field. A first level university degree with a combination of relevant professional level experience in law enforcement, including crime management, 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 progressively relevant and active policing service/experience in a national or international law enforcement agency both at the field and national police headquarters level - required; 5 years of active police experience at policy making level with 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 (particularly in law enforcement), reform and restructuring or related field - required; practical direct experience in commanding a regional or a state level police units, – highly desirable. Previous UN or international experience is an advantage.
- **Rank:** Required rank for a P-4 is Superintendent of Police, Lieutenant Colonel, other equivalent or higher rank.

- **Language:** Proficiency in French both oral and written is required. Proficiency in English is highly desirable. (6)

Preference will be given to equally qualified women candidates.

Date of Issuance: 09 April 2024

In accordance with the new 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.

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

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*

Post title and level	Police Advisor (Strategic Policy and Planning Officer), P- 4
Organizational Unit	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA)
Duty Station	Bangui
Reporting to	Police Commissioner
Duration	12 months (extendible)
Deadline for applications	08 July 2024
Job opening number	2024-MINUSCA- 20974-DPO

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

RESPONSIBILITIES:

Under the direction and supervision of the Chief of the Police Component or his Deputy, the incumbent is responsible for providing strategic advice to the Chief of the Police Component or his Deputy, advising and supervising the national authorities at national levels. managerial and operational in the field of strategic planning of the police and law enforcement agencies, to develop frameworks for the development and reform of the police forces and the management of UNPOL personnel placed under its authority. Within the limits of the delegated powers, the strategic advisor on policing and planning will perform the following functions:

- Participates in the formulation of the Mission's and Police Component's strategic plan; identifies emerging issues, analyzes their implications.
- Prepares reports based on assessments of the impact of the political, economic and social environment on mandate implementation, in particular in the area of police and law enforcement development.
- Assesses, and monitors and advises the UN Head of Police Component's policy and planning implications relating to policing activities and law enforcement carried out by local authorities, civic institutions and non-governmental Organizations. Identifies potential problems and provide advice and guidance.
- Assists in providing substantive support to the establishment of an appropriate regulatory framework reviews and analyzes policy and regulation issues and prepares relevant reports and discussion papers.
- Assists in the implementation of mandated programs; builds relationships and develops and maintains close liaison with local leaders, as well as governmental, community-based organizations, civil and religious society groups, etc.
- Engages various ethnic, political and social groups as directed by the Head of Police Component implementation decisions and activities; negotiates solutions, defuses problems and provides advice on actions, policy on political and operational issues.
- Coordinates with international agencies and implementing partners on mandate implementation with

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respect to police capacity building and development.

- Assists the Police component in facilitating development and conducting appropriate training programs to upgrade and strengthen the competencies with respect to police-community relations.
- Contributes to the overall mission monitoring and planning.
- Performs other related work as required.

COMPETENCIES:

- **Professionalism:** Knowledge and understanding of theories, concepts and approaches relevant to a particular sector, functional area, or other specialized fields. Ability to identify issues, analyze and participate in the resolution of issues/problems. Ability to conduct data collection using various methods. Conceptual analytical and evaluative skills to conduct independent research and analysis, including familiarity with and experience in the use of various research sources, including electronic sources on the internet, intranet, and other databases. Ability to apply judgment in the context of assignments given, plan own work and manage conflicting priorities. Shows pride in work and in 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.
- **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.
- **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.
- **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.

QUALIFICATION:

Education: Advanced university degree (Master's degree or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management or related area. A first level degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Specialized training in the area of incumbent's responsibility (operations, reform, administration, training, etc) is highly desirable. Graduation from a certified Police Academy or other national or international law enforcement training institution is required.

Experience: A minimum of 7 years (9 years in absence of advanced degree) of progressive relevant responsible and active policing service/experience in a national or international law enforcement agency, both at the field and national headquarters level- required; 5 years of active police experience at policy making level with 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 (particularly in law enforcement), reform and restructuring or related field- required; practical direct experience in commanding a regional or a state level police unit- highly desirable. Previous UN or international experience is an advantage.

Rank: Rank required for a P-4 is Superintendent of Police, Lieutenant Colonel, other equivalent or higher rank. (11)

Language: English and French are the working languages of the United Nations Secretariat. Fluency in French oral and written is required; knowledge of English is desirable.

Preference will be given to equally qualified women candidates.
Date of Issuance: 09 April 2024

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.

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

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

Post title and level	Reform Coordinator, P- 4
Organizational Unit	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA)
Duty Station	Bangui
Reporting to	Police Commissioner
Duration	12 months (extendible)
Deadline for applications	08 July 2024
Job opening number	2024-MINUSCA- 20972-DPO

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

RESPONSABILITIES:

The UN Police Reform Officer will report to the Head of Development Pillar. Within the limits of delegated authority, the Reform Coordinator will be responsible for:

- Carries out, within the framework defined by the Head of the Police Component (HOPC), a complete analysis of the existing systems of the Police and Gendarmerie services of the host State, including an in-depth analysis of personnel and skills needs, to identify systemically institutional weaknesses, administrative and operational shortcomings, inefficiencies, evaluation of the criminal justice system and the operational capacities of the local police and gendarmerie, serving as a basis for comprehensive analyzes and recommendations for the development of plans to short, medium and long term for reform, restructuring and institutional development essential for a national police force;
- Produces in-depth reports on the progress made in the implementation of the prescribed tasks; carrying out periodic assessments of all reform, restructuring and institutional development activities and providing guidance and support to other police and gendarmerie initiatives;
- Coordinates and advises, as appropriate, national and international counterparts within and beyond the Organization on issues related to the restructuring of existing Police and Gendarmerie services or the establishment of new Police services and the Gendarmerie; ensure that areas of institutional reform are incorporated into relevant national police and gendarmerie training programs;
- Proposes and drafts opinions on the revision of existing rules and regulations, as well as on the development of new policies, guidelines and procedures necessary for responsive and accountable police service;
- Prepares project proposals for international funding and support sustainable reform and restructuring initiatives;
- Provides advice and guidance to national authorities on issues of reform and strengthening of the host state police system in accordance with relevant local reality, including international human rights standards, gender mainstreaming and sexual and gender-based violence. Child protection, community policing, implementation of strategic planning processes, development of policies and procedures, rehabilitation of facilities, management of the police in accordance with international guidelines, police administration, budget management, management of human resources and staff training;

- Promotes and support the rapid extension of State authority throughout the territory of the Central African Republic, in particular by supporting the deployment in priority areas of approved and trained national police and gendarmerie officers, in particular by ensuring that they share the same premises and providing them with advice, guidance and monitoring, in coordination with other partners, as part of the deployment of the territorial administration and other authorities in charge of rule of law;
- Provides strategic and technical advice to the authorities of the Central African Republic to implement the national security sector reform strategy and the national defense plan, in close coordination with EUTM-RCA, EUAM-RCA, African Union Observer Mission in the Central African Republic (AUOMCAR) and other international partners of the Central African Republic, including the United States of America, the Russian Federation, France and the People's Republic of China, The objective being to ensure the coherence of the reform, in particular by means of a clear distribution of responsibilities between the Central African armed forces, the internal security forces and other armed bodies, and by means of the democratic control of the defense forces as well as the internal security forces;
- Continues to assist the authorities of the Central African Republic in developing a methodology for the background checks of elements of the defense and security forces which includes, inter alia, checks on respect for human rights, in particular to combat human rights. impunity for violations of international and national law, when considering the integration of elements of demobilized armed groups into security sector institutions; iii) Play a leading role in the support provided to the authorities of the Central African Republic for the capacity building of the internal security forces, in particular with regard to command and control structures and oversight mechanisms, and coordinate the provision of technical assistance and training activities between international partners present in the Central African Republic, in particular with EUTM-RCA and EUAM-RCA, in order to ensure a clear division of tasks in the field of security sector reform;
- Continues to assist the authorities of the Central African Republic to train the police and gendarmerie forces and to ensure the selection, recruitment and background checks of police and gendarmes, with the support of donors and the United Nations countries, taking into account the need to recruit women at all levels and in full compliance with the human rights due diligence policy;
- Implements the directives received from the Police Component of the mission for the monitoring and supervision of the police and the Gendarmerie of the host State and, with the UN trainers, supervises the production of a training in this regard;
- Evaluates the performance, directs and supervises administrative staff assigned to UNPOL staff, ensuring that subordinate staff comply with the highest standards of professional conduct, personal behavior and dedication in the performance of prescribed tasks;
- Reports to the mission that the resources of the police and the personnel under their supervision are used in an effective, efficient and environmentally friendly manner;
- Regularly feeds files relating to areas of expertise on COSMOS;
- Performs any other task assigned by the supervisor.

COMPETENCIES:

Professionalism: Shows pride in work and in 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. Expert knowledge in the field of work in general and in the areas specifically supervised in particular; ability to edit and reformulate the work of others; strong coordination and liaison capacity.

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 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, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management or related area. A first level degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Specialized training in the area of incumbent's responsibility (administration, training, etc) is highly desirable. Graduation from a certified Police Academy or other national or international law enforcement training institution is required.

Experience: A minimum of 7 years (9 years in absence of advanced degree) of progressive relevant responsible and active policing service/experience in a national or international law enforcement agency, both at the field and national headquarters level- required; 5 years of active police experience at policy making level with 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 (particularly in law enforcement), reform and restructuring or related field- required; practical direct experience in commanding a regional or a state level police unit- highly desirable. Previous UN or international experience is an advantage.

Rank: Rank required for a P-4 is Superintendent of Police, Lieutenant Colonel, other equivalent or higher rank.

Language: English and French are the working languages of the United Nations Secretariat. **Fluency in French oral and written is required; knowledge of English is desirable.**

Preference will be given to equally qualified women candidates

Date of Issuance: 09 April 2024

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

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*

Post title and level	Training Coordinator, P- 4
Organizational Unit	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA)
Duty Station	Bangui
Reporting to	Development Coordinator/ UNPOL Development Pillar
Duration	12 months (extendible)
Deadline for applications	08 July 2024
Job opening number	2024-MINUSCA- 20973-DPO

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

RESPONSABILITIES:

The UN Police Training Officer will report to the Head of UNPOL Development Pillar. The Training Coordinator will be responsible but not limited for the followings:

- Assists the host country’s Internal Security Forces (ISF) services in developing and implementing training programs and plans in Police and Gendarmerie training schools and other training centers, in accordance with internationally recognized standards. Appropriate and quality training for the benefit of these ISPs;
- In close consultation with the Head of the Development Pillar and the UNPOL Program Officer, assists in continuously assessing the conditions and availability of training facilities, equipment and logistics and facilitate the effective and efficient delivery of training and involvement of international and regional partners in the development and expansion of areas of training support to ensure sustainability of capacity building of local police and gendarmerie;
- Assist the ISF Services in the management and administration of the training institutions of the Police and the Gendarmerie and in the development of basic, advanced and specialized training programs for the benefit of the ISPs according to the analysis training needs and national priorities and strategic plans;
- Works in close collaboration with the Security Sector Reform Section of the Development Pillar and senior officials of the local Police and Gendarmerie services, to ensure a coordinated approach to the implementation of security initiatives, human resources and training;
- Works closely with all national and international stakeholders in the evaluation and coordinated implementation of a five-year training plan and ensure its follow-up;
- Facilitates the development and animation of a system for implementing procedures for managing a training database;
- Ensures the proper management of the content of training courses delivered to (ISF) and its registration in the training database including pre-recruitment, verification and selection data;
- Supervises and evaluate the performance of UNPOL personnel under his command, ensuring that subordinate personnel comply with the highest standards of professional conduct, personal behavior and dedication;
- Ensure that the resources of the mission and the personnel under its supervision are used effectively, efficiently and economically;

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- Perform other functions in accordance with the mandate provided by the Security Council resolution and which may be required by the Head of the Police Component (HOPC).

COMPETENCIES:

Professionalism: Shows pride in work and in 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. Expert knowledge in the field of work in general and in the areas specifically supervised in particular; ability to edit and reformulate the work of others; strong coordination and liaison capacity.

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 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, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management or related area. A first level degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Specialized training in the area of incumbent's responsibility (administration, training, etc) is highly desirable. Graduation from a certified Police Academy or other national or international law enforcement training institution is required.

Experience: A minimum of 7 years (9 years in absence of advanced degree) of progressive relevant responsible and active policing service/experience in a national or international law enforcement agency, both at the field and national headquarters level- required; 5 years of active police experience at policy making level with 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 (particularly in law enforcement), reform and restructuring or related field- required; practical direct experience in commanding a regional or a state level police unit- highly desirable. Previous UN or international experience is an advantage.

Rank: Rank required for a P-4 is Superintendent of Police, Lieutenant Colonel, other equivalent or higher rank.

Language: English and French are the working languages of the United Nations Secretariat. Fluency in French oral and written is required; knowledge of English is desirable.

Preference will be given to equally qualified women candidates.

Date of Issuance: 09 April 2024

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

United Nations



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*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	FPU Coordinator, P-4
Organizational Unit	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA)
Duty Station	Bangui
Reporting to	Chief of Operations
Duration	12 Months (extendible)
Deadline for applications	08 July 2024
Job Opening number	2024-MINUSCA-89696-DPO

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

RESPONSIBILITIES: MINUSCA's mandate addresses the immediate challenges facing the country while laying the groundwork for sustainable peace and security. Under the overall supervision of the Chief of Operations, the HQ Formed Police Unit (FPU) Coordinator will have overall managerial responsibility for FPU and be responsible for ensuring effective liaison with all partner agencies and relevant MINUSCA components on administration and operational issues related to the deployment of the FPUs throughout the mission. The Coordinator will be responsible of the following duties:

- Operational deployment of the FPUs in the Mission and sectors.
- Advise MINUSCA Police Commissioner in formulating strategic directives with regards to FPU operations, including SWAT and Specialized Protection Units (SPU).
- Develop a close professional relation with MINUSCA Police at senior management level.
- Establish a close relationship and coordination with the MINUSCA Military Component.
- Consult with the Police Commissioner and UNPOL command staff regarding the deployment and operations of the FPUs, including for SWAT and Specialized Protection Units (SPU).
- Consult with the Chief of Operations regularly, with regards to deployment and operations of FPU, including for SWAT and Specialized Protection Units (SPU).
- Coordinate with FPU Advisor in UNHQ-NY on all FPU related matters.
- Facilitate effective coordination and collaboration with the on-going humanitarian operations, MINUSCA Military and Central African Republic's National Police and Gendarmerie and law enforcement counterparts.
- Develop deployment and operational plans, guidelines and policies, as well as training manuals for the FPUs.
- Monitor and evaluate the performance of UN-Region FPU related activities, including for SWAT and Specialized Protection Units (SPU).
- Monitor the welfare and medical condition of all FPU members, in collaboration with the respective FPU commanders.

- Liaise with Mission Contingent Owned Equipment (COE) Unit and conduct regular COE inspections in the field.
- Coordinate activities and operations of FPUs deployed in the sector / area of responsibility, including for SWAT and Specialized Protection Units (SPU).
- Develop a close professional relationship with Senior Central African Republic's National Police and Gendarmerie Commanders to facilitate the implementation of the mandate.
- Develop training exercises to increase the capacity and capabilities of the various Central African Republic Law Enforcement Agencies.
- Coordinate administrative and logistical needs of all the FPUs within the Mission.
- Coordinate the arrival and departure to and from mission area of all members of FPU.
- Ensure that all FPU members are treated in accordance with United Nations rules, regulations and other issuances, in collaboration with the respective Sector 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, in collaboration with the respective FPU commanders.
- Facilitate any enquiry that may be required to address incidents that are of public concern involving members of the FPU, in collaboration with the respective FPU commanders.
- Advise National Police and Gendarmerie on civil unrest and crowd control tactics.
- Perform additional duties as directed by the MINUSCA Police Commissioner.

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. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in the management and administration: ability to review and edit the work of others.
- **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. Ability to communicate effectively with a wide range of international and national agencies and partners, as well as with the people of different national and cultural backgrounds.
- **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
- **Jugement/Decision-making:** Identifies the key issues in a complex situation, and comes to the heart of the problem quickly; gathers relevant information before making a decision; considers positive and negative impacts of decisions prior to making them; proposes a course of action or makes a recommendation based on available information; checks assumptions against facts; determines that the actions proposed will satisfy the expressed and underlying needs for the decision; makes tough decisions when necessary.

QUALIFICATIONS:

Education: Advanced University Degree (Master’s or equivalent) in Law enforcement, Criminal Justice, Public Administration, International Relations, Law or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including planning and operational management may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is also required.

Work Experience: A minimum of 7 years of experience (9 years in absence of advanced degree) in active national law enforcement is required. At least 5 years practical experience of commanding police operations, including formed police units (anti-riot), police units, gendarmerie units, and/or training of FPU personnel is required; policy and standard operating procedures development experience, practical experience on performance evaluation of FPU, SWAT and Specialized Protection Units (SPU) in United Nations context is required. Experience in organizational and resource management and operational planning, knowing of MINUSCA mandate and ongoing security challenges in RCA 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 Superintendent, Lieutenant Colonel, equivalent or above.

Languages: French and English are the working languages of the UN. For the post advertised, fluency in oral and written French and English is required.

Preference will be given to equally qualified women candidates.

Date of Issuance: 09 April 2024

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