

Government of Pakistan  
Ministry of Interior  
National Police Bureau  
\*\*\*\*\*

No.23/2024-UN  
To

Islamabad, the 21<sup>st</sup> March 2024

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 Director General, Federal Investigation Agency, FIA HQs, **Islamabad**.  
The Director General, Intelligence Bureau, **Islamabad**  
The Commandant, National Police Academy, **Islamabad**.  
The Commandant Frontier Constabulary, FC HQs, **Peshawar Cantt**.  
The Inspector General Police, NH&MP, **Islamabad**.  
The Inspector General Police, ICT, **Islamabad**.  
The Inspector General Police, Pakistan Railways Police, **Lahore**.  
The Inspector General Police, AJ&K, **Muzaffarabad**.  
The Inspector General Police, Gilgit-Baltistan, **Gilgit**.

Subject: **PHASE-1 OF THE 2024 POLICE SECONDMENT CAMPAIGN TO UNHQ AT NEW YORK**

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

2. The Police Division is seeking the nomination of candidates for appointment on secondment to specific positions in the Secretariat of the United Nations at New York.

3. The detail of 06-Job Openings (10-posts) is tabulated below:

S #	Job Title	Job Opening Number	Minimum Rank	Posts
1	Deputy Police Adviser, D-1	DPO/SEC2401P/D-1/01	Addl: IG (BS-21)	1
2	Chief Mission Management and Support Section, P-5	DPO/SEC2401P/P-5/02	DIG (BS-20)	1
3	Police Planning Officer, P-4	DPO/SEC2401P/P-4/03	SP (BS-18)	2
4	Police Officer, P-4	DPO/SEC2401P/P-4/04	SP (BS-18)	3
5	Police Selection and Recruitment Officer, P-3	DPO/SEC2401P/P-3/05	DSP (BS-17)	1
6	Police Officer, P-3	DPO/SEC2401P/P-3/06	DSP (BS-17)	2
			Total:	10


4. It is requested that only one most suitable nomination against each vacancy may kindly be furnished by 05 April, 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 email so.police123@gmail.com. Kindly ensure that nomination forms are complete in all respect. Incomplete nomination documents or received after the deadline shall not be processed.

5. 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)

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



**Job Title :** Deputy Police Adviser, D-1  
**Department / Office :** Office of the Police Adviser  
**Duty station :** NEW YORK  
**Posting period :** 08/03/2024 - 07/06/2024  
**Job Opening Number :** DPO/SEC2401P/D-1/01

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

**Organizational Setting and Reporting :**

This position is located in the Office of the Police Adviser in the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Police Adviser and shares with him the support functions of his front office.

The overall objectives of the Police Division are to effectively direct police components in peacekeeping operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police peacekeeping. Additional information available in <https://police.un.org/en>. The Police Division plans, implements and evaluates its functions through a Multi-year Strategy.

**Responsibilities :**

Under the direction of the Police Adviser and within limits of delegated authority, the Deputy Police Adviser will be responsible for the following duties:

- Support the Police Adviser in all aspects of his/her work which allows the Police Adviser to focus more directly on issues requiring his/her strategic direction.
- examine all communication / correspondence submitted for Police Advisor endorsement and monitor that each section within his supervision has adequate internal checking mechanisms in place to comply with prevalent rules, regulations and procedures.
- Manage and ensure the operational and administrative efficiency of the front office of the Police Adviser.
- Take, active ownership for the planning implementation and evaluation of the Multi-year Strategy in close cooperation with the Chief of the Standing Police Capacity (SPC).
- Supervise the activities of the sections of the Division, and contribute to the coordination between the Sections in New York and the SPC in Brindisi, in close cooperation with the Chief of the SPC.
- Supervise the Police Division's management teams ensuring coherence with the daily work of the Sections, under the Police Adviser's controlling activities.
- Provide direct guidance and support to the Heads of Police Components of peace operations and identify and respond to policy, management and operational developments, challenges and incidents.
- Act as the focal point for the development, implementation, monitoring and evaluation of the RBB plan and the budget of the Division and assist in the preparation of all strategic and planning documents.
- Advise the Police Adviser on the police components adhere to their mandated

United Nations  Nations Unies

**Job Title :** Chief Mission Management and Support Section.  
P-5

**Department / Office :** Mission Management and Support Section

**Duty station :** NEW YORK

**Posting period :** 08/03/2024 - 07/06/2024

**Job Opening Number :** DPO/SEC2401P/P-5/02

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

**Organizational Setting and Reporting :**

This position is located in the Mission Management and Support Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Police Adviser through the Deputy Police Adviser, as appropriate. The overall objectives of the Police Division are to effectively direct police components in peace operations and special political missions. to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operations. Additional information available in: <https://police.un.org/en>

**Responsibilities :**

Within delegated authority, the Chief of Mission Management and Support Section will be responsible for the following duties:

- Providing oversight, guidance and support to the staff of the Section and to the senior leadership of police operations on a wide range of strategic policing activities, including those related to mandate implementation, local police institutional development and capacity enhancement, and operational and administrative issues related to police operations.
- Act as the communication link between the Office of the Police Adviser and the Section and provides advice to the Police Adviser and Deputy Police Adviser on important issues.
- Actively participate in and provides direct oversight in preparing plans to establish and support new and existing operations, and assists in developing profiles based on the identified needs of police components.
- Supervise the timely production of police specific documents and conducts visits to the police components operations of peace operations for fact-finding and technical assessment missions.
- Supervise the activities of the mission management and support officers in regard to the maintenance of continuous liaison with field missions and Permanent Missions of police contributing countries, including those issues related to daily operations.
- Ensure that incoming and outgoing senior police field staff receive appropriate in and out briefings and are provided with follow-up support, as required.
- Ensure the adherence of police components to their mandated tasks; advises and guides police components in their activities; evaluates and reviews components' progress; and, undertakes all other tasks to ensure the proper administration and documentation of operational-related requirements of the police components in the field.
- Provide advice to the senior staff of the Police Division (including Standing Police Capacity), Regional Offices, Integrated Operational Teams, Office of the Military Adviser, OROLSI, DPO, and Department

aspects of peace operations.

- Conduct representational activities at workshops and seminars and develops partnerships within the UN system, research institutes, Member States, and Regional Organizations.
- Responsible for supervising and managing staff of the Section and therefore evaluates staff performance through use of the UN performance appraisals system in accordance with established criteria.

**Competencies :**

**Professionalism:** Knowledge and mastery of theories, concepts, and approaches relevant to police institutional development and administration, law enforcement, community safety and capacity-building. Conscientious and efficient in meeting commitments, observing deadlines and achieving results. Motivated by professional rather than personal concerns.

**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 and uses time efficiently.

**Accountability:** Takes ownership of all responsibilities and honors commitments; delivers outputs within prescribed time, cost and quality standards; operates in compliance with organizational regulations and rules; supports subordinates, provides oversight and takes responsibility of 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. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.

**Vision:** Identifies strategic issues, opportunities and risks; clearly communicates links 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 and conveys enthusiasm about future possibilities.

**Qualifications :**

**Education:** Advanced university degree (Master's Degree or Equivalent) in the field of Political Science, Criminal Justice, Law Enforcement, Law, or a related area is required. Graduation from a certified police academy or similar law enforcement training institution is also required. A first level university degree in combination with relevant academic qualifications and qualifying experience may be accepted in lieu of the advanced university degree.

**Experience :**

10 years experience in an active national police service with a rank of Colonel or other service equivalent rank and graduation from a national police academy. The candidate must have police leadership and management experience. Peacekeeping or other international experience at a mid to senior level is required. Qualifying years of experience are calculated following the graduation from the police academy or similar law enforcement training institution.

8

**Languages :**

English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of an additional official UN language, preferably French, is desirable.

**Assessment Method :**

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

**Special Notice :**

Circulation of this Job Opening is limited to Member States. Only police officers currently employed in their national service and who have received authorization by their National Authorities to apply for this Job Opening will be considered.

The Appointment is limited to service within the Department of Peace Operations on posts financed by the support account for peace operations requiring active police service. During their tenure, seconded officers cannot be transferred or be reassigned to other positions within DPO or the UN Secretariat. It should be noted that successful candidates will be offered a two year Fixed-Term appointment which, based on performance and operational needs, may be extended to a third year or in exceptional circumstances to a fourth and final year.

Currently serving seconded active-duty officers under a UN contract are not eligible to apply or to be nominated for another seconded positions in the UN until separated for at least one year from any last secondment on a UN contract with the UN Secretariat. As a result, the nomination of currently serving seconded active-duty police officers under a UN contract will not be considered.

Nominations from women candidates are highly encouraged.

United Nations  Nations Unies

**Posts :** 2

**Job Title :** Police Planning Officer, P-4

**Department / Office :** Strategic Policy and Development Section

**Duty station :** NEW YORK

**Posting period :** 08/03/2024 - 07/06/2024

**Job Opening Number :** DPO/SEC2401P/P-4/03

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

**Organizational Setting and Reporting :**

This position is located in the Strategic Policy and Development Section (SPDS) of the Police Division in the Office of Rule of Law and Security Institutions (OROLSI), Department of Peace Operations (DPO). The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peace operations and Special Political Missions (SPM); to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operations. Additional information available in <https://police.un.org/en>.

**Responsibilities :**

Within delegated authority, the Police Planning Officer will be responsible for the following duties:

- Establishing thematic doctrinal guidance and templates for use by field missions to ensure uniformity of mission plans when applying a holistic approach which incorporates all relevant cross cutting elements such as justice, corrections and other aspects of policing.
- Collaborate with others in providing a coherent strategic planning framework clearly articulating the scope of resource requirements, coordination and modalities.
- Responsible for assisting in all United Nations police planning activities, including provision of expert police advice during integrated assessments and technical survey missions to develop and prepare strategic plans, concepts of operation and other planning options.
- Responsible for planning for police components in one of the main regional groupings of field missions.
- Carrying out all planning priorities of field missions through close interaction with internal and external stakeholders; providing complementary support to the appropriate Integrated Operational Teams (IOT) in all aspects of planning, including accurate and coherent police planning advice; developing and updating of strategic concepts;
- Ensuring that all planning parameters are fully established during the development and review of the concept of police operations of prospective and current field missions; and, establishing collaborative relations with key national counterparts, officials of the criminal justice chain, and other internal and external stakeholders.
- Providing planning support to police components in ongoing and future Special Political Missions (SPM); developing police planning, monitoring and evaluation

tools and assessment templates; ensuring efficient dissemination of the same to field missions; and, providing appropriate orientation, training, and application support.

- Collaborating in an efficient and timely manner with counterparts in Mission Management and Support Section (MMSS) and Selection and Recruitment Section (SRS) by providing support and advice on all operational planning needs (e.g. election planning, crisis management, etc.)
- Maintain close collaboration with the components/units of DPO and Department of Operational Support (DOS), other UN Secretariat departments, and UN family agencies as and when required.
- Undertake research and analysis to support these tasks; prepare new documents to assist in the formulation of United Nations Police (UNPOL) doctrine needed to support such plans; and, to support the changing role of police in peace operations, particularly in the area of host state police development and capacity enhancement.

**Competencies :**

**Professionalism:** Demonstrated professional competence and mastery of police administration and police operational planning; knowledge of administrative, budgetary, financial or human resources policies and procedures; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; ability to conduct independent research and analysis, identify issues, formulate options and make conclusions and recommendations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Ability to operate databases, project management software and develop spreadsheets and complex text documents is required.

**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 the field of political science, criminal justice, law, or another relevant field is required. A first level university degree with combination of relevant academic qualifications and extensive experience in police and peace operations may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other similar law enforcement training institution is also required.

**Experience :**

Seven years of experience in active national police service, with a rank of Superintendent, Lt. Colonel, or service equivalent rank. Graduate of a national police academy or relevant police training institution is required. Practical experience in police planning and formulating policies of thematic relevance is required. Headquarters, peacekeeping or other international experience is desirable. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution.

**Languages :**

English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of another official UN language, is desirable.

**Assessment Method :**

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

**Special Notice :**

Circulation of this Job Opening is limited to Member States. Only police officers currently employed in their national service and who have received authorization by their National Authorities to apply for this Job Opening will be considered.

The Appointment is limited to service within the Department of Peace Operations on posts financed by the support account for peace operations requiring active police service. During their tenure, seconded officers cannot be transferred or be reassigned to other positions within DPO or the UN Secretariat. It should be noted that successful candidates will be offered a two year Fixed-Term appointment which, based on performance and operational needs, may be extended to a third year or in exceptional circumstances to a fourth and final year.

Currently serving seconded active-duty officers under a UN contract are not eligible to apply or to be nominated for another seconded positions in the UN until separated for at least one year from any last secondment on a UN contract with the UN Secretariat. As a result, the nomination of currently serving seconded active-duty police officers under a UN contract will not be considered.

Nominations from women candidates are highly encouraged.



# United Nations Nations Unies

**Posts :** 3

**Job Title :** Police Officer, P-4

**Department / Office :** Mission Management and Support Section

**Duty station :** NEW YORK

**Posting period :** 08/03/2024 - 07/06/2024

**Job Opening Number :** DPO/SEC2401P/P-4/04

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

**Organizational Setting and Reporting :**

This position is located in the Mission Management and Support Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peace operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operations. Additional information available in <https://police.un.org/en>.

**Responsibilities :**

Within delegated authority, the Police Officer will be responsible for the following duties

- Provide advice and substantive support to the Police Division on police issues related to peace operations.
- Assist in the development of policies and strategies for all police dimensions in peace operations; participate in the police aspects of negotiations; develop police Concepts of Operations in support of integrated mission planning; conduct assessments of post-conflict police institutions and recommends on their immediate short-term needs and the role of UN police therein.
- Review and assess more broadly the long-term institutional needs of post-conflict police institutions with a view to developing strategies and partnerships to ensure their long-term sustainable development; and liaise with UN Agencies and Programs, international and regional organizations, and Member State governments to ensure an effective and coordinated approach to the long-term institutional development of post conflict police institutions.
- Ensure the adherence of police components to their mandated tasks; advise and guide the components in their activities; evaluate and review components' progress; and perform all other required administrative functions pertaining to the operations of the components and the serving police officers, ensuring the appropriate administration of police personnel, police mission budgets, and disciplinary cases related to police officers.
- Conduct presentations and provides information and recommendations to senior UN officials and other national government officials regarding substantive police peace operations issues.
- The incumbent must be prepared to travel to the field at short notice, work in close collaboration with counterparts from the Regional Offices (especially Integrated Operational Teams), Office of Military Affairs, Policy Evaluation and Training Division, Department of Operational Support and other offices in the Secretariat UN agencies.

### Competencies :

**Professionalism:** In-depth knowledge of issues related to the operations and support of police components in UN field missions; sound understanding of police planning, management, and administration; ability to provide seasoned advice on police administration and operational planning to senior UN and national government officials; versatile in planning a wide range of international police activities; excellent conceptual, analytical and evaluative skills; ability to conduct independent research and analysis, identify issues, formulate opinions and make conclusions and recommendations. 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.

**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 :

Advanced university degree (Master's Degree or equivalent) in the field of Criminal Justice, Law, Political Science or related field. First level university degree in combination with two additional years of qualifying experience in police may be accepted. Graduation from a police academy or a similar law enforcement institution is also required.

### Experience :

A minimum of seven years of progressively responsible experience in an active national police service with a current rank of at least Superintendent or Lt. Colonel. Specialization in planning and implementing police operations and projects, monitoring and evaluation of complex police tasks and projects is required. At least one year of experience in a peace operation, UNHQ, or similar international institution is desirable. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution.

### Languages :

English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

### Assessment Method :

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

### Special Notice :

Circulation of this Job Opening is limited to Member States. Only police officers currently employed in their national service and who have received authorization by their National Authorities to apply for this Job Opening will be considered.

The Appointment is limited to service within the Department of Peace Operations on posts financed by the support account for peace operations requiring active police service. During their tenure, seconded officers cannot be transferred or be reassigned to other positions within DPO or the UN Secretariat. It should be noted that successful candidates will be offered a two year Fixed-Term appointment which, based on performance and operational needs, may be extended to a third year or in exceptional circumstances to a fourth and final year.

Currently serving seconded active-duty officers under a UN contract are not eligible to apply or to be nominated for another seconded positions in the UN until separated for at least one year from any last secondment on a UN contract with the UN Secretariat. As a result, the nomination of currently serving seconded active-duty police officers under a UN contract will not be considered.

Nominations from women candidates are highly encouraged.

# United Nations Nations Unies

**Job Title :** Police Selection and Recruitment Officer, P-3  
**Department / Office :** Selection and Recruitment Section  
**Duty station :** NEW YORK  
**Posting period :** 08/03/2024 - 07/06/2024  
**Job Opening Number :** DPO/SEC2401P/P-3/05

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

### Organizational Setting and Reporting :

This position is located in the Selection and Recruitment Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peace operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operations. Additional information available in <https://police.un.org/en>

### Responsibilities :

Within delegated authority, the Police Selection and Recruitment Officer will be responsible for the following duties:

- Conduct effective and timely selection, recruitment and rotation of police personnel for field missions, including Formed Police Units.
- Expanding the pool of qualified candidates for police personnel positions, developing a skill-based roster for senior police personnel, collaborating and coordinating with the Department of Field Support, Member States and Police-Contributing Countries (PCC's) on all matters related to deployment, extension and rotation of police personnel;
- Conduct substantive vetting of candidates to assess their suitability by analyzing curricula vitae, screening of candidates and conducting interviews by phone or video-conference;
- Develop extension and rotation strategies to meet the demand for police personnel and formed units in the field; establish staggered police rotation plans in coordination with field missions and Member States to ensure continuity and stable strength in order to mitigate the potential adverse impact on mission mandate implementation and security and ensures strict adherence to established performance appraisal policies for any extension requests.
- Coordinate and ensure the issuance of medical clearances by the UN Medical Services Division for police officers prior to their deployment to field missions; monitor and update the medical tracking mechanism for police personnel.
- Managing and participating in Selection Assistance and Assessment Teams (SAAT) and the Formed Police Unit Assistance Teams (FPAT); arranging and participating in pre-deployment visits to Member States.

### Competencies :

**Professionalism:** Ability to identify issues, formulate opinions, present conclusions and offer recommendations. Ability to apply UN HR rules, regulations, policies and guidelines in work situations and prepare reports or rational with respect to key administrative decisions. Motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations; is conscientious and efficient in meeting commitments, observing deadlines and achieving results. 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.

**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, criminal justice, police sciences, police administration and management or another related field. Graduation from a certified police academy or similar law enforcement training institution is required. A first level university degree in combination with relevant academic qualifications and qualifying experience may be accepted in lieu of the advanced university degree.

**Experience :**

Five years experience in an active national police service with a rank of Major or Chief Inspector, or other service equivalent rank, including three years of practical experience in police administration and recruitment and formulating policies of thematic relevance is required. Peacekeeping or other international experience is desirable.

**Languages :**

English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of another official UN language, is desirable.

**Assessment Method :**

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

**Special Notice :**

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The Appointment is limited to service within the Department of Peace Operations on posts financed by the support account for peace operations requiring active police service. During their tenure, seconded officers cannot be transferred or be reassigned to other positions within DPO or the UN Secretariat. It should be noted that successful candidates will be offered a two year Fixed-Term appointment which, based on performance and operational ne... extended to a third year or in exceptional

circumstances to a fourth and final year.

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# United Nations Nations Unies

**Posts :** 2

**Job Title :** Police Officer, P-3

**Department / Office :** Mission Management and Support Section

**Duty station :** NEW YORK

**Posting period :** 08/03/2024 - 07/06/2024

**Job Opening Number :** DPO/SEC2401P/P-3/06

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

**Organizational Setting and Reporting :**

This position is located in the Mission Management and Support Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peace operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operations. Additional information available in <https://police.un.org/en>.

**Responsibilities :**

Within delegated authority, the Police Officer will be responsible for the following duties:

- Provide advice and substantive support to the Police Division on issues related to the police components in peace operations.
- Ensure the adherence of police components to their mandated tasks; advise and guide police components in their activities; evaluate and review components' progress; and, undertake all other tasks to ensure the proper administration and documentation of personnel-related requirements of the police components in the field.
- Advise and guide field missions on budgetary issues; act as the principal focal point between Headquarters and field police components on administrative and coordination issues;
- conduct the initial assessment related to the preparation of operational plans for police components of peace operations; advise on police concepts of operations;
- participate in the preparation of planning contingencies for ongoing, downsizing and prospective future police components of peace operations and prepare background materials, briefing notes and talking points on police issues related to peace operations.
- works in close coordination with counterparts in the Office of Military Affairs, representatives from Member States, Regional Offices (especially Integrated Operational Teams), Department of Operational Support, and other offices in the Secretariat and UN Agencies.

**Competencies :**

**Professionalism:** Demonstrated professional competence and mastery of police administration and police operational planning; knowledge of administrative, budgetary, financial or human resources policies and procedures; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; ability to conduct independent research and analysis, identify issues formulate options and make conclusions and recommendations. 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.

**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 :**

Advanced university degree in the field of Criminal Justice, Law, Political Science or related field is required. A first level university degree in combination with two additional years of qualifying experience in police may be accepted in lieu of the advanced university degree. Graduation from a police academy or a similar law enforcement institution is also required.

**Experience :**

A minimum of five years of progressively responsible experience in an active national police service with a current rank equivalent to at least Chief Inspector or Major, and a specialization in police planning, is required. Experience in a peacekeeping operation, UNHQ, or similar international organization is desirable. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution.

**Languages :**

English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

**Assessment Method :**

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

**Special Notice :**

Circulation of this Job Opening is limited to Member States. Only police officers currently employed in their national service and who have received authorization by their National Authorities to apply for this Job Opening will be considered.

The Appointment is limited to service within the Department of Peace Operations on posts financed by the support account for peace operations requiring active police service. During their tenure, seconded officers cannot be transferred or be reassigned to other positions within DPO or the U.N. Secretariat. It should be noted that successful candidates will be offered a two year performance and operational needs, which, based on



20

circumstances to a fourth and final year.

Currently serving seconded active-duty officers under a UN contract are not eligible to apply or to be nominated for another seconded positions in the UN until separated for at least one year from any last secondment on a UN contract with the UN Secretariat. As a result, the nomination of currently serving seconded active-duty police officers under a UN contract will not be considered.

Nominations from women candidates are highly encouraged.