

Government of Pakistan
Ministry of Interior
National Police Bureau

No.1/3/2024-UN

Islamabad, the 21st March 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 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: UN Police Division Standing Police Capacity (SPC) Recruitment Campaign 2024 at United Nations Logistics Base (UNLB) in Brindisi, Italy

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 nominations of Individual Police Officer in active service on secondment have been invited for the following posts to the Standing Police Capacity (SPC) at the United Nations Logistics Base (UNLB) in Brindisi, Italy.

3. The detail of 06-Job Openings (07-posts) is tabulated below:

| S# | Job Title | Job Opening Number | Min. Rank |
|----|--|--------------------|------------------|
| 1 | Chief of the Standing Police Capacity, D-1 | 2024-SPC-75903-DPO | Addl: IG (BS-21) |
| 2 | Team Leader, P-5 (2 posts available) | 2024-SPC-75905-DPO | DIG (BS-20) |
| 3 | Police Reform Adviser, P-4 | 2024-SPC-75911-DPO | SP (BS-18) |
| 4 | Transnational Crime Adviser, P-4 | 2024-SPC-75914-DPO | SP (BS-18) |
| 5 | Community Policing (Reform) Officer, P-3 | 2024-SPC-75924-DPO | DSP (BS-17) |
| 6 | Logistics Planning Officer, P-3 | 2024-SPC-78773-DPO | DSP (BS-17) |

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 emailed to so.police123@gmail.com. Kindly ensure that nomination forms are complete in all respect. Incomplete nomination documents or received after deadline will not be processed.

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

Encl: As above.

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

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

United



Nations Secretariat

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Vacancy Announcement for Positions in the Department of Peace Operations
requiring official secondment from national governments of Member States of the United Nations Organization

VACANCY ANNOUNCEMENT NUMBER

DEADLINE FOR APPLICATIONS

POST TITLE AND LEVEL

DUTY STATION

ORGANIZATIONAL UNIT

INDICATIVE MINIMUM GROSS ANNUAL

REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

2024-SPC-75903-DPO

7 June 2024

Chief of the Standing Police Capacity, D-1

BRINDISI

DEPARTMENT OF PEACE OPERATIONS

U.S. Dollars 137,021.00

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACEKEEPING OPERATIONS.

RESPONSIBILITIES: The Chief of the Standing Police Capacity (SPC) works under the direct supervision of the director of the Police Division in the Department of Peace Operations (DPO). S/he leads all activities of the SPC and provides leading law enforcement advice, assistance and expertise on a wide range of international policing activities relevant to the assignments of the SPC, which is a UN Police mechanism for starting up new police components in UN peace operations as well as assisting existing operations on a continual basis. At her/his duty-station in Brindisi, the incumbent leads the overall pre-mission analysis, training and planning activities of the SPC in preparation for its assignments, in accordance with the guidelines of the director of the Police Division and in close consultation and co-operation with other relevant directors and senior staff in DPO. In the field, the incumbent acts as the interim Head of the Police Component of UN peace operations during the immediate start-up phase of new police operations, reporting to the Head of Mission or his/her relevant representative. S/he formulates and leads implementation of mandate plans and concepts of operations for UN Police. In existing UN peace operations, the incumbent makes specific recommendations and provides expert SPC advisory and technical assistance to Heads of Police Components in the development and implementation of indigenous law enforcement support activities, primarily with regard to supporting the strategic mission of UN Police, which is to build institutional law enforcement capacity in post-conflict environments. If specifically directed, s/he directs the SPC in the planning and execution of operational evaluations and assessments of UN Police operations. As a regular activity in the field, the Chief of the SPC infuses his/her senior law enforcement knowledge and know-how and provides direct advice to senior-level officials in indigenous law enforcement agencies, focusing in particular on the creation and implementation of leadership development schemes that focus on teaching law enforcement decision-making, negotiation, strategic planning, discipline, integrity and others.

COMPETENCIES:

Professionalism: Demonstrates competency for and mastery of policing activities, including theories and techniques in law enforcement, community safety and capacity-building. Conscientious and efficient in meeting commitments, observing deadlines and focusing on achieving results. Shows pride in work and in achievements, demonstrates persistence when faced with difficult problems and challenges; excellent conceptual, analytical and evaluation skills and ability to conduct research and analysis, strong knowledge of capacity-building from the perspective of law enforcement development and other rule of law issues. Motivated by professional rather than personal concerns, remains calm in stressful situations. Ability to understand the functioning and needs of international policing operations in conflict and post-conflict environments, including familiarity with the concepts of conflict prevention, conflict resolution and peace-building. Ability to apply UN rules, regulations, policies and guidelines in work situations and prepare reports on rationale with respect to key administrative decisions. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. **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 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. 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, conveys enthusiasm about future possibilities.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in Law, Public Administration, Criminology, Social Sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive senior management experience in law enforcement and community safety issues may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required. **Work Experience:** A minimum of 15 years of progressively responsible experience in national or international law enforcement or police work with currently active rank of Deputy/Assistant Commissioner, Deputy/Assistant Inspector General, Deputy Chief of Police, other rank equivalent to Brigade-General in the military or higher rank is required. Experience in leading and managing multi-disciplinary teams at strategic and policy-making level is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Experience in UN peacekeeping missions or other similar international organizations is required. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language, preferably French, is desirable.

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. 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 one year fixed-term appointment which, based on performance and operational needs, may be extended. Currently serving seconded active-duty officers are not eligible to apply or be nominated for new seconded positions until separated for at least one year from any last secondment with the UN Secretariat. Member States are strongly encouraged to nominate qualified female police officers.

Preference will be given to equally qualified female candidates

Date of Issuance: 8 March 2024

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Vacancy Announcement for Positions in the Department of Peace Operations
requiring official secondment from national governments of Member States of the United Nations Organization

VACANCY ANNOUNCEMENT NUMBER
DEADLINE FOR APPLICATIONS
POST TITLE AND LEVEL
DUTY STATION
ORGANIZATIONAL UNIT
INDICATIVE MINIMUM GROSS ANNUAL
REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

2024-SPC-75905-DPO (2 posts available)
7 June 2024
Team Leader, P-5
BRINDISI
DEPARTMENT OF PEACE OPERATIONS
U.S. Dollars 115,134.00

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.

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

RESPONSIBILITIES: Under the direct supervision of the Chief of the Standing Police Capacity (SPC), the Team Leader acts as one of three principal managers in the office. The SPC is a UN Police mechanism that provides support for start-up police components in new UN peace operations, as well as assists existing operations on a continual basis. The Team Leader manages and contributes to a wide portfolio of law enforcement operational issues. She supervises SPC personnel, including other advisers and specialists, on matters concerning police reform, community policing, transnational organized crime, public order, police planning, crime investigation and training. Specific duties include: It is expected that the incumbent works and leads SPC police teams as well as police component in a field mission from a period varying from one week up to three months and beyond. The Team Leader will also be from time to time involved in technical and strategic assessment missions in new and current peace operations. When at the SPC Headquarters, the incumbent, in co-operation with other Team Leaders and the Special Assistant to the Chief of the SPC, sets and monitors detailed work plans for his/her team in order to prepare SPC personnel for field assignments. She interacts closely with relevant Heads of Section in the Police Division, DPKO in conceptualizing and planning field assignments for SPC and identifying specific needs and challenges of police components in UN peace operations. When deployed to the field, the incumbent manages a team to ensure the implementation of SPC's specific terms of reference for its assignments, both during the start-up phase of police components in new UN peace operations and while assisting police components in existing operations. Under the direction of the Chief/SPC, the incumbent works to infuse the relevant Security Council resolutions, policies and directives of DPKO as well as the applicable Terms of Reference in all aspects of SPC's work and identifies and ensures the implementation of best police practices into the day-to-day activities of his/her team. From the perspective of police operational issues, the incumbent provides advice, assistance and expertise on building national law enforcement institutions and capacity, including, among others, police patrols, investigations, searches and seizures, community policing, crowd control management, and emergency services. It is also expected from the incumbent to manage a team while at the HQ up to a large team of staff including non-SPC staff members when deployed in the field.

COMPETENCIES:
Professionalism: Competency and mastery of policing activities, including theories and techniques in law enforcement, community safety and capacity building; conscientious and efficient in meeting commitments, observes deadlines and focuses on achieving results; persistent when faced with difficult problems and challenges; excellent conceptual, analytical and evaluative skills and able to conduct research and analysis; understanding of the functioning and needs of international policing operations in conflict and post-conflict environments, including familiarity of the concepts of strategic planning, strategic foresight, conflict prevention, conflict resolution and peace-building; knowledge of capacity-building from the perspective of law enforcement, development and other rule of law matters which encompass modern trends. 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. **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. **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 organizations and 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. **Managing Performance:** Delegates the appropriate responsibility, accountability and decision-making authority; makes sure that roles, responsibilities and reporting lines are clear to each staff member; accurately judges the amount of time and resources needed to accomplish a task and matches task to skills, monitors progress against milestones and deadlines; regularly discusses performance and provides feedback and coaching to staff, encourages risk-taking and supports staff when they make mistakes; actively supports the development and career aspirations of staff; appraises performance fairly.

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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 other related area. A first level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Advance training for command/senior staff is highly desirable. Graduation from a certified police academy or similar 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 is required. Seven (7) years of active police experience at senior police making level with extensive strategic planning and management experience in one or few of the following areas: police operations, human and financial resource 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 state level police units or heading a department at national police HQ – required. Must be a senior professional police officer on active duty with the minimum rank of Senior/Chief Superintendent, Deputy Police Commissioner or rank equivalent to a full Colonel or above. Peacekeeping or other international experience in the UN or other international organizations is an advantage.

Languages: English and French are the working languages of the UN Secretariat. For the post advertised, fluency in English (both oral and written) is required. Knowledge of French is highly desirable.

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Date of Issuance: 8 March 2024

Preference will be given to equally qualified women candidates

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Vacancy Announcement for Positions in the Department of Peace Operations
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VACANCY ANNOUNCEMENT NUMBER
DEADLINE FOR APPLICATIONS
POST TITLE AND LEVEL
DUTY STATION
ORGANIZATIONAL UNIT
INDICATIVE MINIMUM GROSS ANNUAL REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

2024-SPC-75911-DPO
7 June 2024
Police Reform Adviser, P-4
BRINDISI
DEPARTMENT OF PEACE OPERATIONS
U.S. Dollars 94,268

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.

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

RESPONSIBILITIES: The incumbent shall provide assistance and support on a wide range of law enforcement reform matters with focus on strategic development and institution building including for host states with missions in transition as they pertain to support provided by and under the Standing Police Capacity (SPC). The Police Reform Adviser reports directly to the designated Team Leader of the SPC. The SPC is a part of the UN Police Division that supports the starting up of police components in new UN peace operations and/or special political missions as well as provides support and assistance to existing operations and partners on a continual basis. The incumbent is expected to deploy to peace operations for a period from 3 up to 6 months away from his/her duty station. In line with the decisions and guidelines of the Police Division and the Chief of the SPC, the incumbent provides a wide range of expert advisory with focus on strategic development and institution building. S/he will provide assistance activities on law enforcement reform matters relevant to supporting new and existing police components in UN peace operations. When at SPC's duty-station in Brindisi, the incumbent reviews respective UN Police operations from the perspective of supporting national law enforcement institutional development and capacity-building, identifying as required best practices in international policing. Particular focus is placed on ascertaining business management gaps in national law enforcement, wherein the SPC can be of assistance in filling, including deficiencies in strategic planning, organization and structure, human resources and skills development, asset management and use of technology. When deployed to the field, the incumbent works in close cooperation with UN Police and other international actors to address chronic business management gaps in local law enforcement that may include the identification of specific tasks upon which the SPC can channel and impart its expertise and know-how programmatic, advisory or otherwise.

COMPETENCIES:

Professionalism: Wide knowledge of theories, concepts and approaches in the field of law enforcement relevant to democratic policing, community safety, capacity-building and development, civilian oversight mechanisms, human rights, gender mainstreaming etc.; good research analytical and problem-solving skills; ability to identify and participate in the resolution of complex issues and problems; ability to provide sound advice and assistance to the UN Police as well as national police. 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. **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. **Teamwork:** Works collaboratively with colleagues to achieve organizational accomplishments and accepts joint responsibility for team shortcomings.

QUALIFICATIONS:

Education: Advanced degree (Master's degree or equivalent) in the applied sciences, social sciences or relevant field. A first level university degree with a relevant combination of academic qualifications and experience in rule of law and police reform may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required. **Work Experience:** A minimum of seven years of progressively responsible experience in rule of law developmental matters, including experience in police reform, law enforcement development and capacity-building is required. Three-year experience of management and policy making is also required. **Rank:** The candidate must be in active service possessing the rank of at least Superintendent or Lt. Colonel, equivalent or higher rank. Peacekeeping or other international experience in the UN or other organizations is required. Experience in the use of modern Internet based research methodologies and sources is desired. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of French is highly desirable.

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. 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 one year Fixed-Term appointment which, based on performance and operational needs, may be extended. Currently serving seconded active-duty officers are not eligible to apply or be nominated for new seconded positions until separated for at least one year from any last secondment with the UN Secretariat. Member States are strongly encouraged to nominate qualified female police officers.

Preference will be given to equally qualified women candidates

Date of Issuance: 8 March 2024

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Vacancy Announcement for Positions in the Department of Peace Operations requiring official secondment from national governments of Member States of the United Nations Organization

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DEADLINE FOR APPLICATIONS
POST TITLE AND LEVEL
DUTY STATION
ORGANIZATIONAL UNIT
INDICATIVE MINIMUM GROSS ANNUAL REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

2024-SPC-75914-DPO
 7 June 2024
 Transnational Crime Adviser, P-4
 BRINDISI
 DEPARTMENT OF PEACE OPERATIONS
 U.S. Dollars 94,268.00

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

RESPONSIBILITIES:

Under the direct supervision of the Team Leader, Standing Police Capacity (SPC), Police Division, Office of Rule of Law and Security Institutions, DPO, the Transnational Crime Adviser at P4 level provides a wide spectrum of advisory support and assistance in the field of combating transnational crime, organized crime, and other emerging crime issues, especially in post-conflict environments. Within the confines of SPC management and the strategic mission of UN Police, which is to help build institutional capacity in national police and other law enforcement agencies in post conflict environments, the incumbent works closely with various international and national actors at headquarters and in the field to help design strategies, as well as develops and implements projects and programme activities. When at SPC headquarters, the incumbent assists in strategic and operational planning tasks, represents the UN Police in expert forums, and evaluates the needs and requirements of UN Police national police and other law enforcement agencies that the UN Police are mandated to support. Within the framework of overall PD/SPC activities related to combating transnational organized crime, strengthening domestic police and other law enforcement capacities in the respective countries or mission areas, the incumbent formulates proposals for use of SPC and designs and supports in the implementation of programmes and projects to be launched. In the field, the incumbent works closely with UN Police and other entities working in these thematic and cross cutting areas advises and supports the national police and other law enforcement officials in planning, developing and implementing strategies, programmes and activities to deal with transnational crime; and, prepares proposals to support the host nations' sustainable specialized institutional capacity-building initiatives.

COMPETENCIES:

Professionalism: Knowledge of theories, concepts and approaches relevant to transnational crime, organized crimes and related law enforcement related matters, as well as analyzing gaps, identifying standards and developing plans for capacity-building of law enforcement agencies; ability to plan, develop, implement and monitor strategic programmes, projects and activities in the field of combating transnational and organized crime; basic knowledge of the impact of Artificial Intelligence and transnational organized crime, knowledge of the current trends and developments in the field of transnational and organized crime including current trends on counter terrorism, good research, analytical and problem-solving skills; and, ability to identify and participate in the resolution of complex issues and problems. 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. **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, Criminology, Social Sciences, or another relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in combating serious and organized crime may be acceptable in lieu of the advanced University degree. Graduation from a certified police academy or other similar law enforcement training institution is required. **Work Experience:** A minimum of seven years of progressively responsible experience in active national police or other law enforcement agency with a rank of Superintendent or Lt. Colonel, other service equivalent or higher rank, including at least three years of direct operational experience in combating transnational and organized crime, as well as experience in policy making in the above areas is required. Experience in UN peacekeeping missions, other similar international organizations, or regional forums is also required. Experience in the use of modern Internet-based research methodologies and sources is desirable. **Language:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of French is highly desirable.

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. Appointment is limited to service within the Department of Peace Operations or 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 one year Fixed-Term appointment which, based on performance and operational needs, may be extended. Currently serving seconded active-duty officers are not eligible to apply or be nominated for new seconded positions until separated for at least one year from any last secondment with the UN Secretariat. Member States are strongly encouraged to nominate qualified female police officers.

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POST TITLE AND LEVEL
DUTY STATION
ORGANIZATIONAL UNIT
INDICATIVE MINIMUM GROSS ANNUAL
REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

2024-SPC-75924-DPO
7 June 2024
Community Policing (Reform) Officer, P-3
BRINDISI
DEPARTMENT OF PEACE OPERATIONS U.S. Dollars
US Dollars 75,972

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.

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

RESPONSIBILITIES: The incumbent reports directly to the Community Policing Officer in the Standing Police Capacity (SPC) while he/she will be under the overall supervision of a Team Leader. The SPC is a UN Police mechanism for starting up police components in UN peace operations, as well as assisting existing operations on a continual basis. S/he assists in the development and implementation of community policing programmes within the terms of reference of respective SPC assignments. When required, a particular focus of the incumbent is on isolating and supporting the linkages between community policing and the processes of disarmament, demobilization and reintegration of former combatants. The incumbent also assists other SPC members as directed in other law enforcement thematic areas outside of his/her own area of focus. When at headquarters, the incumbent provides community policing input into the SPC's pre-mission planning and preparatory activities, including undertaking analytical and technical reviews and surveys of community policing practices in UN peace operations. This work is done through the priority developing various community policing strategies and programmes that the SPC can support once deployed on the ground, including under the 'Community Policing Framework'. When in the field, the incumbent works closely with UN Police and other international and local police forces to build development actors and assists local law enforcement with community policing activities, keeping in mind the strategic mission of UN Police which is to build institutional law enforcement capacity in post conflict environments. As such, the incumbent aims both in devising overarching strategies and providing technical recommendations on how local law enforcement can be supported in the community policing sector from the development perspective including organization, structure, training and resources required to support grass-roots level community policing.

COMPETENCIES:

Professionalism: Demonstrates professional competence and mastery of subject matter; is motivated by professional rather than personal concerns; knowledge of democratic policing, law enforcement, community safety and capacity-building; ability to remain calm in stressful situations; good research, analytical and problem-solving skills. Demonstrates professional competence and mastery of subject matter. Is conscientious and efficient; meeting commitments, observing deadlines and achieving results. Is motivated by professional rather than personal concerns. Shows persistence 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 resources; completes work 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 applied sciences, social sciences or relevant field. A first level university degree with a relevant combination of academic qualifications and extensive experience may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other similar law enforcement training institution is required.
Work Experience: A minimum of five years of progressive responsible experience in law enforcement matters including community policing, required with a rank of Chief Inspector or Major, other service equivalent or higher rank. Experience in the use of modern Internet-based research methodologies and sources is required. Basic knowledge of the climate change and the security nexus is desirable. Peacekeeping is other international experience in the UN or other organizations is desirable. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Fluency in French is desirable.

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 to work in peace operations requiring active police service. Appointment is limited to service within the Department of Peace Operations on posts financed by the support account. That successful candidates will be offered a one year Fixed-Term appointment which, based on performance and operational needs, may be extended to two years. Candidates who are not eligible to apply or be nominated for new seconded positions until separated for at least one year from any last secondment with the UN Secretariat. Member States are strongly encouraged to nominate qualified female police officers.

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Date of Issuance: 8 March 2024



United Nations Secretariat

Vacancy Announcement for Positions in the Department of Peace Operations
requiring official secondment from national governments of Member States of the United Nations Organization

VACANCY ANNOUNCEMENT NUMBER
DEADLINE FOR APPLICATIONS
POST TITLE AND LEVEL
DUTY STATION
ORGANIZATIONAL UNIT
INDICATIVE MINIMUM GROSS ANNUAL REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

2024-SPC-78773-DPO
7 June 2024
Logistics Planning Officer, P-3
BRINDISI
DEPARTMENT OF PEACE OPERATIONS
U.S. Dollars 75,972

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.

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

RESPONSIBILITIES: Under the direct supervision of a Team Leader of the Standing Police Capacity (SPC), the Logistics Planning Officer provides assistance and know-how in the field of logistics and the field of new technologies as pertaining to improving the overall effectiveness and efficiency of law enforcement operations. The SPC is a UN Police mechanism for starting up police components in new UN peace operations as well as assisting existing operations and partners on a continual basis. When at the duty station, the incumbent works with all staff and logistical and other administrative experts in the Department of Peace Operations to ensure that logistical planning for law enforcement is adequately included into the terms of reference of respective SPC assignments as well as other UN Police operations in the planning stage. S/he will coordinate UN efforts in key working groups in the field of new and/or advanced technologies. This involves undertaking analyses and surveys of UN Police logistical needs and practices with a view to preparing a series of varied logistical support analyses and plans for the SPC to execute once deployed on the ground. When deployed in the field, s/he assists UN Police and logistical experts in support of the purchasing, transport, delivery and storage of law enforcement equipment and material to the mission area and analyses the local environment to determine procurement and funding to help realize needs and possibilities for national law enforcement. S/he identifies and assists all possible sources of logistical assistance and funding to help realize the creation of base-line logistical capacity in local law enforcement agencies, including the creation and maintenance of a core fleet of vehicles, law enforcement personal gear, non-lethal and other weapons, crowd management equipment, communications systems, training facilities and equipment and others as required.

COMPETENCIES:

Professionalism: Knowledge of theories, concepts and approaches relevant to police logistics and new or advanced technologies in regard to democratic policing, law enforcement, community safety, capacity-building and logistics in the field of law enforcement; good research, analytical and problem-solving skills. 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. **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 applied sciences, social sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement operational and administrative matters, including logistical support and procurement may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required. **Work Experience:** A minimum of five years of active law enforcement experience in a national law enforcement agency on a wide range of operational, administrative and management issues, including three years of logistical support and procurement for law enforcement agencies is required. Being in active national police service with a rank of Major or Chief Inspector, other service equivalent or higher rank is required. Knowledge and experience of new and/or advanced technologies are highly desirable. Peacekeeping or other international experience in the UN or other organizations is desirable. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and

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. 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 seconded candidates will be offered a one year Fixed-Term appointment which, based on performance and operational needs, may be extended. Currently serving seconded active-duty officers are not eligible to apply or be nominated for new seconded positions until separated for at least one year from any last secondment with the UN Secretariat. Member States are strongly encouraged to nominate qualified female police officers.
Preference will be given to equally qualified women candidates

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