

IMMEDIATE/BY FAX

From The Provincial Police Officer/IGP,
Punjab.

To 1. All Addl. Inspectors General of Police in Punjab.
2. The Capital City Police Officer, Lahore.
3. All Regional Police Officers, in Punjab.
4. The Dy: Inspectors General of Police, T&T, Traffic, SPU, Punjab, Lahore.
5. The Managing Director, PSCA, Lahore.
6. The Director, Overseas Pakistanis Commission, Lahore.
7. All Staff Officers in CPO, Punjab.

No. 1659 /UN-EXEC-III,

dated: 25-04 /2019.

Subject **NOMINATION FOR THE POST OF FP3 COORDINATOR (DEPUTY CHIEF OF OPERATIONS), P-4 IN MINUSMA**

Memo.

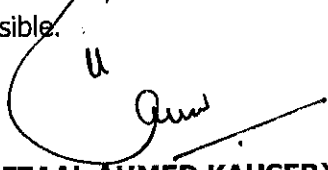
Enclosed please find a copy of letter bearing F.No.2/4/2019-UN, dated 16.04.2019 received from the National Police Bureau, Ministry of Interior, Government of Pakistan, Islamabad. The enclosures (09-pages) of the aforementioned letter may be downloaded from the website of Punjab Police i.e. www.punjabpolice.gov.pk.

2. One suitable nomination of the eligible and volunteer Police Officer having fluency in oral as well as written **French** language may be furnished to this office against the following post **by 27.04.2019**:

Job Title	Job Opening Number	Education/Experience	Rank
Deputy Chief of Operations , P-4	2019-MINUSMA-86775-DPO	A minimum of 07 years (09 years in absence of advanced degree) of progressively experience in active National Law Enforcement especially Anti-Riot Unit is required. Peacekeeping or training of FPU experience in the UN or other organization is desired.	SP or above

3. It may be ensured that the prescribed forms completed in all aspects (**in triplicate**), **duly signed by the concerned local authority** may be furnished to this office before the cutoff date.

4. The nominations received after the cut-off date and incomplete forms will not be entertained as the MOI/UN authorities do not accept the same. No direct correspondence with the NPB, MOI, Islamabad is permissible.


(AFZAAL AHMED KAUSER) PSP
DIG/Headquarters,
for Provincial Police Officer/IGP,
Punjab.

CC:

A copy along with its enclosures is forwarded to the DIG/IT, CPO with the request to upload this letter alongwith its enclosures (09-pages) on the website of Punjab Police immediately, please.

Government of Pakistan
Ministry of Interior
National Police Bureau

F.No.2/4/2019-UN
To

Islamabad, the 16th April 2019

The Provincial Police Officer, Punjab, **Lahore**.
The Inspector General Police, Sindh, **Karachi**.
The Provincial Police Officer, K-P, **Peshawar**.
The Inspector General Police, Balochistan, **Quetta**.
The Director General, Intelligence Bureau, **Islamabad**.
The Director General, Federal Investigation Agency, FIA HQs, **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, AJ&K, **Muzaffarabad**.
The Inspector General Police, Gilgit-Baltistan, **Gilgit**.
The Inspector General Police, ICT, **Islamabad**.
The Inspector General Police, Pakistan Railways Police, **Lahore**.

IGP	
SPS to IGP	
DIG	1102
ADP	
PSO	
Registrar	1101
PS to IGP	62-118

24.4.19

Reg. 2275
Subject: Nominations for the post of FPU Coordinator (Deputy Chief of Operations), P-4 in MINUSMA

I am directed to enclose herewith a copy of Military Adviser's Office Pakistan Mission to United Nations, New York letter No.Mily-16/4/2019 dated 02 April 2019 alongwith its enclosures on the subject cited above.


2. It is, requested that one suitable nomination of police officer against the vacancy mentioned in the above referred letter, who fulfill the criteria of UN may kindly be furnished through CPO / Head Quarters by 29th April, 2019 positively for onward submission to concerned quarters. Duly filled relevant forms may be forwarded to this office before the deadline. Kindly ensure that all forms are complete in all respects. Incomplete forms and nominations received after the deadline will not be entertained/ processed.

3. UN criteria for the subject post is given as under:

- 1437-11a
24.4.19
- Experience:** A minimum of 7 years (9-years in absence of advanced degree) of progressive experience in active National Law Enforcement especially Anti-Riot Unit is required. Peacekeeping or training of FPU experience in the UN or other organizations is desired.
 - Rank:** Required Rank for P-4 is **Superintendent of Police**, and higher rank is desirable.

4. This issues with the approval of competent authority.

Encl: As above.


(Muhammad Shahid)
Assistant Director
Tel: 051-9219966

CC: SPS to DG NPB
PA to Director NPB
Section Officer (Police), MoI, Islamabad

Dy. No. 437/19
Dated: 10/3/19
National Police Bureau
Director's Office

Military Adviser's Office
Pakistan Mission to the
United Nations, NY
No: Mily-16/4/2019
Ph: (212) 879-8600 Ext. 142
Fax: (212) 744-7348
E-Mail: pakmushir@gmail.com
02 April 2019

12/4
AD/TPB
AD/Taq FAX
MM
15/4

Q
3/4

Total pages: 25

NY/12

20/11
6/3/19

To : Dr Sardar Tariq
Additional Secretary (III)
Ministry of Interior
Fax: (01192) 9203317

Subject: Nominations for the Post of FPU Coordinator (Deputy Chief of Operations),
P-4 in MINUSMA

36580/2019
09/4

1. Please find attached a copy of UN Secretariat's Circular Note Verbale No. DPKO/OROLSI/PD/2019/0027 dated 01 April 2019 requesting nominations of individual police officers in active service for appointment on secondment to the United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA). The UN deadline for submission of applications is 12 May 2019. Competencies, qualifications and work experience is mentioned in the attached vacancy announcement. For the advertised post, fluency in oral and written French language is required.

2. Forwarded for information and necessary action, please.

Additional Secretary-III
Dy. No. 4982/19
Date: 8-4-19

IA's Office	
(A)	
(S)	
(Follow)	
(FIA)	
2336/19	


Colonel
Military Adviser
(Umar Sharif)

08 APR 2019
S V JS (FIA/PE)

on file p/1
F3 Nally
15-16 DS (N/PA) 4/19

S V JS (Police)

S JS (POL/FIA)
(on tour)
08 APR 2019
DS (PE)

16/4/19
12/11

UNITED NATIONS



NATIONS UNIES

POSTAL ADDRESS - ADRESSE POSTALE: UNITED NATIONS, N. Y. 10017
CABLE ADDRESS - ADRESSE TELEGRAPHIQUE: UNATIONS NEW YORK

UNITED NATIONS HEADQUARTERS
SECURE COMMS OPERATIONS

2019 APR -1 P 2:12

001139

DPO/OROLSI/PD/2019/0027

M-A ✓
01/9

The Secretariat of the United Nations presents its compliments to the Permanent Mission of Member State 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 Stabilisation Mission in Mali (MINUSMA), 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 post/s for which the Secretariat is seeking qualified applicants are provided in the attached job opening/s No 2019-MINUSMA-86775-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 a separate application for each nominee for each job opening to the Selection and Recruitment Section/ Police Division/OROLSI/DPO, 1 UN Plaza, 7th floor, room DC1-0721, 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 job opening will not be considered.

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.

P1/24



The Secretariat wishes to inform the Permanent Mission of Member State 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

UNITED NATIONS



NATIONS UNIES

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 Mission of Member State to the United Nations the assurances of its highest consideration.

P807

01 April 2019

P3/24

APPLICATION PROCEDURES FOR PROFESSIONAL CONTRACTED POSITIONS IN UNITED NATIONS POLICE COMPONENTS IN PEACEKEEPING OPERATIONS OR SPECIAL POLITICAL MISSIONS REQUIRING OFFICIAL SECONDMENT FROM NATIONAL GOVERNMENTS OF UN MEMBER STATES

Outlined below are the procedures to be followed by Permanent Missions for the presentation of candidates to professional posts requiring secondment from active police services, which are open for recruitment within UN peacekeeping operations or special political missions. In the interest of promoting an orderly process and to avoid delay in the consideration of applications, Permanent Missions are respectfully requested to adhere closely to these procedures.

1. The above-mentioned posts are reserved only for candidates recommended by Member States through their Permanent Missions to the United Nations. Candidates applying independently will not be considered. It is requested that applications be submitted as soon as possible but not later than deadline specified in each Job Opening announcement. Applications received after the deadline will not be considered.
2. All applications must be submitted in a duly completed typed (not hand-written) and signed United Nations' Personal History Form (P-11) along with Academic and Employment Certification Form (attachment to P-11 form). Applications using other formats will not be accepted, but additional information may be attached to the P. 11. For the convenience of the Permanent Mission, a P-11 form and attachment are enclosed as samples to be photocopied as needed.
3. Selection for service with the United Nations is made on a competitive basis. It is therefore essential that all the Personal History Forms be completed with a view to presenting the candidates qualifications and experiences as they relate to the requirements as set out in the relevant Job Opening. In the event a Permanent Mission wishes to recommend a candidate for several posts, a separate Personal History Form should be submitted for each post.
4. 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 self-attestation must be attached to the P-11 form and contain the following wording: **I attest that I have not committed, been convicted of, nor prosecuted for, any criminal or disciplinary offence. I attest that I have not been involved, by act or omission, in any violation of human rights law or international humanitarian law.** The applications without signed individual self-attestation will not be accepted.
5. Permanent Mission are requested to present their candidates in one single submission, in accordance with the deadline date specified in the Job Opening, under cover of a note verbale listing the names of the candidates, post title(s) they are nominated for and the corresponding vacancy announcements.
6. Applications must be hand-delivered by Permanent Mission to the Police Division Selection and Recruitment Section, Office of Rule and Law and Security Institutions, Department of Peacekeeping Operations at 1 UN Plaza, 7th floor, room DC1 -0776, in accordance with the specific directions in the relevant Note Verbale.
7. Upon delivery of the applications, the Selection and Recruitment Section will acknowledge the receipt to the individual making the delivery.
8. Communication regarding this process will be through the Permanent Mission only. The Secretariat will not entertain personal queries from individual applicants.

June 2018 P4/24

United Nations



*Job Opening for Position requiring official secondment
from national governments of Member States of the United Nations Organization
Appointments are limited to service on posts financed by
the support account of peacekeeping operations*

Post title and level	FPU Coordinator (Deputy Chief of Operations), P-4
Organizational Unit	United Nations Multidimensional Integrated Stabilisation Mission in Mali (MINUSMA)
Duty Station	Bamako
Reporting to	MINUSMA Police Commissioner
Duration	12 Months (extendible)
Deadline for applications	12 May 2019
Job Opening number	2019-MINUSMA-86775-DPO

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

RESPONSIBILITIES:

Under the overall direction of the Chief of Operations, the FPU Coordinator will have overall managerial responsibility for all FPUs related matters managing the FPU support office, including the representatives in the regions. Additionally, the incumbent will liaise with all mission and non-mission partnering agencies present in Mali regarding administrative and operational issues related to the deployment of the FPUs throughout the mission. The FPU Coordinator will also be responsible, but not limited, of the following duties:

- Provide regular expert advices to the MINUSMA Police Commissioner and other Mission stakeholders, including the Mission leadership, on all issues related to the public order management, particularly on the use of Formed Police Units (FPU), including the consultations on civil unrest situations, crowd control tactics and techniques, operational planning with FPU involved; development of related in-mission policies and guidelines that affect FPUs, their deployment, support and staffing with due consideration of gender-related issues;
- Plan and coordinate all FPU mandated activities to ensure that they are run in accordance with FPU Policy, including public order management in the respective areas of responsibilities; protection of United Nations personnel and facilities; supporting police operations that require a formed police response
- Ensure effective and efficient operational deployment, functioning and administrative management of the FPUs within and throughout the mission area in close consultation with the UNPOL leadership through the established chain of command, and other MINUSMA pillars responsible for administration and logistic support;
- Attend as tactical commander and operational advisor, the scene of any operation in which FPUs are involved (particularly if more than one FPU are involved in a given police operation), unless authority has been otherwise delegated;
- Establish a close liaison and cooperation with the MINUSMA military component to ensure effective coordination in the event of mutual supportive operations;
- Ensure effective coordination and collaboration with UN counterparts on any request for support to the on-going humanitarian operations;

P7/24

- Conduct regular in-mission FPU assessments through tactical exercises to verify the operational readiness of the units. Monitor and evaluate the performance of FPU Commanders and overall operational performance of the units;
- Monitor the level of service capabilities of the Contingent Owned Equipment (COE) through monthly operational inspections of the deployed FPU's as directed by Department of Peace Operations (DPO); inform the DPO Police Division (PD) accordingly in case of any deficiencies identified
- Monitor and coordinate all arrangements related to the timely deployment, rotation and redeployment of FPU staff and equipment;
- In collaboration with the respective FPU Commanders, monitor the welfare and medical condition of all FPU members; produce recommendations on their improvement if necessary, ensuring that all FPU members are treated in accordance with United Nations rules, regulations, and other issuances; ensure appropriate service, welfare and operational conditions for female elements within the units, if applicable. Monitor proper gender mainstreaming in the units in general.
- In collaboration with the respective UNPOL Regional 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. Ensure strict adherence of FPU personnel to the UN Police Code of Conduct and the MINUSMA Directive on Use of Force (DUF);
- In collaboration with the respective UNPOL Regional Commanders and the FPU Commanders, support any investigations that may be required to address incidents that are of public concern involving the FPU personnel;
- Develop in-mission training regimes for FPU personnel in public order management, weapons handling and shooting skills and rehearse deployment exercises according to the revised FPU policy, including exercises to increase the inter-operability among different units and components.
- Through the respective chain of command, develop a close professional relationship with Malian Police/Gendarmerie Commanders in view of potential interactions and joint operations;
- Provide expert advisory support to the MINUSMA UNPOL Training Pillar in their efforts aimed at enhancing the operational capacity of local Police/Gendarmerie on public order management, with particular emphasis on management of civil unrest and crowd control tactics and techniques; facilitate conducting joint training exercises of UN FPU with the various Malian Law Enforcement agencies when required by the UNPOL Training Pillar;
- Perform the duties of the Chief of Operations during his/her absence;
- Perform any other duties and assume other responsibilities as may be directed by the MINUSMA Police Commissioner directly or through the established chain of command.

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. Knowledge and understanding of theories, concepts and approaches relevant to democratic policing and law enforcement; outstanding expert knowledge in the technical field of work in general and the specific areas, strong knowledge in public order and crowd control; strong organizational skills and a demonstrated ability to establish priorities and to plan, coordinate, and monitor the work of others. Awareness of current UN FPU related policies, regulations and procedures.
- **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 adjust plans and actions as necessary; uses time efficiently. Practical experience in planning operations with the use of Formed/Special Police Units.

- **Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets others' messages and responds appropriately; asks questions for further clarification, and demonstrates interest in having two-way communication, adapts its language, tone, style and format to better connect with its audience; be open to sharing information and keeping people informed. Ability to communicate effectively with people of different cultural backgrounds
- **Judgement / Decision-making:** Identifies the key issues in a complex situation and comes to the heart of the problem quickly; gathers reporting information before making a decision; positive and negative impacts of decisions prior to making them; suggested a course of action or a recommendation based on available information; checks assumptions against facts; determines the coherence of proposed actions makes tough decisions when necessary.
- **Leadership:** Serves as role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establish and maintain relationship with a broad range of people to understand needs and gain support; anticipate and resolve conflicts by pursuing mutually agreeable solutions; drive for change and improvement; do not accept status quo; show the courage to take unpopular stands.

QUALIFICATIONS:

Education: Advanced University Degree (master's or equivalent) in Law enforcement, Law, Criminal Justice, Public Administration, Security Sciences, International Relations, Development Studies (particularly in law enforcement), Change Management or other relevant fields. A first level university degree in one or few of the above listed field(s) with a combination of relevant academic qualifications and extensive experience in law enforcement, including operational planning and administration may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required.

Work Experience: A minimum of 7 years (9 years in absence of advanced degree) of progressive and active relevant operational service/experience at the field level (region/district) is required; at least 5 years of direct practical experience in commanding special units including formed (anti-riot) police units, gendarmerie units, and/or training of FPU personnel is required; policy and standard operating procedures development experience is required. Experience in organizational and resource management, and operational planning 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 Lieutenant colonel/Superintendent, equivalent or higher.

Languages: For the post advertised, fluency in oral and written French is required. Knowledge of English is highly desirable.

Preference will be given to equally qualified female candidates.

Date of Issuance: 1 April 2019

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

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.

P/9/24