

Government of Pakistan  
Ministry of Interior  
National Police Bureau

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No.1/7/2021-UN

Islamabad, the 09<sup>th</sup> July 2021

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 Director General, Federal Investigation Agency, FIA HQs, Islamabad.  
The Director General, Intelligence Bureau, Islamabad  
The National Coordinator, NACTA, Islamabad  
The Commandant, National Police Academy, Islamabad.  
The Commandant Frontier Constabulary, FC HQs, Peshawar  
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	
Islamabad	
DIG/HQ	
AIG	
PSO	
Registrar	
PS to IGP	
Dy. No:	G-9543
Dated	12-07-21

Subject: Nomination of IPOs for Standing Police Capacity (SPC) of Police Division, with its Duty Station in the 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 officers (IPOs) in active service on secondment have been invited for the following posts to the Standing Police Capacity of the Police Division, with its duty station in the United Nations Logistics Base (UNLB) in Brindisi, Italy. Fluency in oral and written English is required:

S#	Job Title	Job Opening Number	Minimum RANK
1	Team Leader, P-5	2021-SPC-78755-DPO	SSP
2	Community Policing Adviser, P-4	2021-SPC-75918-DPO	SF
3	Logistics Planning Adviser, P-4	2021-SPC-75910-DPKO	SP
4	Police Reform Adviser, P-4	2021-SPC-75908-DPO	SP
5	Transnational Crime Officer, P-3	2021-SPC-75927-DPO	DSP

3. It is requested that for each vacancy only one most suitable nomination may kindly be furnished by 02 August, 2021 alongwith compulsory UN documents otherwise officer on top shall be considered against one position. Scanned copies of the documents (pdf) may be emailed to [rohailmoid@gmail.com](mailto:rohailmoid@gmail.com). Fluency in English language (both oral and written) is required.

Fwd: Fw: D1418 OFFICIAL DOCUMENT FROM UN /DPO/PD/SRS

2 messages

Raja Afzal Ahmad <pakmushir@gmail.com>  
To: rohail bhatti <rohailmold@gmail.com>

Wed, Jun 23, 2021 at 12:43 AM

Dear Rohail Bhatti

AOA

Please find the attached vacancy announcement for your further necessary action.

Best Regards



Col Raja Afzal Ahmed  
Military and Police Adviser  
Permanent Mission of Pakistan to the United Nations  
8 East 65th Street New York, NY, 10065  
Tel: +1 (212) 879-8600 Extn 142  
Fax: +1 (212) 744-7348

To be placed on file  
on or before 28 July  
2021, please.  
18/06/2021  
28/7/2021  
M/D.G.(NAB)

DG-NPB  
18/06/2021

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Forwarded message

From: pakistan <pakistan@un.int>  
Date: Tue, 22 Jun 2021 at 15:14  
Subject: Fw: D1418 OFFICIAL DOCUMENT FROM UN /DPO/PD/SRS  
To: <dnrpakistan2@gmail.com>  
Cc: <bilalchoudary@gmail.com>, <pakmushir@gmail.com>

29/6/21  
Director General  
National Police Bureau  
Ministry of Interior  
Islamabad  
AD (NPSC)

Forwarded by pakistan/UNPM/UNO on 06/22/2021 03:14PM

To: "PERMANENT MISSION OF PAKISTAN" <pakistan@un.int>  
From: comcenterny@un.org  
Date: 06/22/2021 12:51PM  
Subject: D1418 OFFICIAL DOCUMENT FROM UN /DPO/PD/SRS

- (See attached file: D1418\_\_1\_\_SPC\_Community\_Policing\_Adviser\_P-4.pdf)
- (See attached file: D1418\_\_1\_\_SPC\_Logistics\_Adviser\_P-4.pdf)
- (See attached file: D1418\_\_1\_\_SPC\_Reform\_Adviser\_P-4.pdf)
- (See attached file: D1418\_\_1\_\_SPC\_Team\_Leader\_P-5.pdf)
- (See attached file: D1418\_\_1\_\_SPC\_Transnational\_Crime\_Officer\_P-3.pdf)
- (See attached file: D1418\_\_2\_\_P11\_Form.doc)
- (See attached file: D1418\_\_3\_\_P11\_Supplementary\_Sheet.doc)
- (See attached file: D1418\_\_4\_\_Employment\_and\_Acedemic\_Certification\_Form.doc)
- (See attached file: D1418\_\_5\_\_Application\_Procedures\_for\_SPC.doc)
- (See attached file: D1418\_\_6\_\_NV\_Invite\_for\_Nominations\_to\_SPC\_by\_Member\_States\_21\_June\_2021.pdf)

**APPLICATION PROCEDURES FOR POSITIONS IN  
THE STANDING POLICE CAPACITY OF THE UNITED NATIONS POLICE  
DIVISION  
REQUIRING OFFICIAL SECONDMENT FROM  
NATIONAL GOVERNMENTS OF MEMBER STATES OF THE UNITED NATIONS**

Outlined below are the procedures to be followed by Permanent Missions for the presentation of candidates to posts requiring secondment from active Police service, which are open for recruitment within the Standing Police Capacity of the United Nations Police Division, with its duty station in the UNLB in Brindisi, Italy. 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 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. Applications received after the deadline specified in each Job Opening will not be considered.**
2. All applications must be submitted on a duly completed (typed) and signed United Nations Personal History Form (P.11) or printed Personal History Profile (PHP). Applications using other formats will not be accepted, but additional information may be attached to the P. 11. or PHP. For the convenience of the Permanent Missions a P. 11. form is enclosed as a sample to be photocopied as needed. Also enclosed is the P.11 supplementary sheet and the Employment and Academic Certification (EAC) form.
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. Permanent Mission are requested to present their candidates in one single submission, in accordance with the deadline date of the Job Opening, under cover of a Note Verbale listing the names of the candidates and the corresponding vacancy announcements.
5. Applications must be submitted by Permanent Missions to the Selections and Recruitment Section of the Police Division, Office of Rule and Law and Security Institutions, Department of Peace Operations in accordance with the specific directions in the relevant Note Verbale.
6. Upon receipt of the applications, the Selections and Recruitment Section will acknowledge to the individual making the delivery.
7. Communication regarding this process will be through the Permanent Mission only. The Secretariat will not entertain personal queries from individual applicants.

# 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**

2021-SPC-78755-DPO

**DEADLINE FOR APPLICATIONS**

15 September 2021

**POST TITLE AND LEVEL**

Team Leader, P-5

**DUTY STATION**

BRINDISI

**ORGANIZATIONAL UNIT**

DEPARTMENT OF PEACE OPERATIONS

**INDICATIVE MINIMUM GROSS ANNUAL**

U.S. Dollars 115,134.00

**REMUNERATION (NOT INCLUDING POST ADJUSTMENT)**

**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 Others*

**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 assisting operations on a continual basis. The Team Leader manages and contributes to a wide portfolio of law enforcement operational issues. S/he 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. S/he 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 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 conflict prevention, conflict resolution and peace-building; knowledge of capacity-building from the perspective of law enforcement, development and other rule of law matters. 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; acknowledges 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 development and career aspirations of staff; appraises performance fairly.

