

Government of Pakistan
Ministry of Interior
National Police Bureau

Advance copy
DIG/HA

F.No.5/8/2018-UN

Islamabad, the 10th August 2018

To

- 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.

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PS-2276
16-8-18

Subject:

Nomination of Individual Police Officers in Active Service for appointment on secondment to the Standing Police Capacity of the Police Division, with its Duty Station in the United Nations Global Service Centre (UNGSC) for the post of Team Leader, P-5 (Two Positions)

I am directed to enclose herewith a copy of Military Adviser's Office Pakistan Mission to United Nations, New York letter No.Mily-1/4/2018 dated 03 August 2018 alongwith 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 by **27th August, 2018** positively. UN criteria for the subject post are given as under:

- a) **Experience:** A minimum of 10 years (12 years in absence of advanced degree) of progressive relevant and active policing service/ experience in the National or International Law Enforcement Agency at the field and/ or National Police Hqs level is required. Peacekeeping or other international experience in the UN or other organizations is desired.
- b) **Rank:** Required Rank for the subject post (P-5) is DIG (BS-20), other service equivalent or higher rank is desirable.

3. Duly filled relevant forms may be forwarded to this office before the deadline. Scanned copies of signed documents may also be emailed to rvhailmoid@gmail.com. **Fluency in English and French languages** (both oral and written) is required. Kindly ensure that all forms are complete in all respects. Incomplete forms and nominations received after the due date will not be entertained/ processed.

4. This issues with the approval of competent authority.

Encl: As above.


(Muhammad Shahid)
Assistant Director
Tel: 051-9219966

CC:

PS to DG NPB
Section Officer (Police), MoI, Islamabad

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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 Standing Police Capacity of the Police Division, with its duty station in the United Nations Global Service Centre (UNGSC) formerly known as UNLB with its duty station in Brindisi, Italy, for an initial period of one year, with possibility of extension.

Details regarding the posts for which the Secretariat is seeking qualified applicants are provided in the attached Job Openings 2018-SPC-75905-DPKO and 2018-SPC-75904-DPKO. Also attached is the "Application Procedure for Position in the Standing Police Capacity of the United Nations Police Division Requiring Official Secondment from National Governments of United Nations Member States".

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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/OROISI/DPKO, DCI-0784, 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.

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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, if applicable. 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.

Member States are strongly encouraged to nominate qualified female police officers. Preference will be given to equally qualified women candidates. It should be noted that during the period of their secondment, officers may not transfer to alternative positions within the United Nations and they may only serve with the United Nations for a maximum period of four years. As a result, the nomination of military and police officers who are currently on secondment will not be considered.

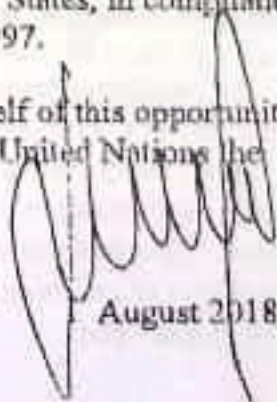
The Secretariat wishes to inform that the Permanent Mission of Member State that in an effort to streamline and expedite the procedures of recruiting seconded officers, candidates placed on a roster following the selection process may be considered for posts with similar functions within a period of one year and if recommended for deployment, further arrangements will be coordinated with the Permanent Mission in due course.

The Secretariat wishes to outline that it is the responsibility of the Government to ensure that each candidate it nominates has not been convicted of, or is not currently under investigation or being prosecuted for, any criminal or disciplinary offence, or any violations of international human rights law or international humanitarian law. 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 the responsibilities of those personnel who are appointed to serve the United Nations are exclusively international in character. They perform their functions under the authority of, and in full compliance with, the instructions of the Secretary-General of the United Nations and persons acting on his behalf and are duty-bound not to seek or accept instructions in regard to the performance of their duties from any government or from other authorities external to the United Nations. Seconded personnel should carry out their functions in accordance with all applicable regulations, rules and procedures of the Organization.

This request is being transmitted to all Member States, in compliance with General Assembly resolution 51/243 of 15 September 1997.

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.



August 2018

United



Nations Secretariat

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

VACANCY ANNOUNCEMENT NUMBER

2018-SPC-75905-DPKO (1 Position)

DEADLINE FOR APPLICATIONS

2018-SPC-75904-DPKO (1 Position)

POST TITLE AND LEVEL

14 September 2018 (45 days)

DUTY STATION

Team Leader, P-5

ORGANIZATIONAL UNIT

Brindisi, Italy

INDICATIVE MINIMUM GROSS ANNUAL

DEPARTMENT OF PEACEKEEPING OPERATIONS

REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

U.S. Dollars 115,134.00

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

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. s/he supervises SPC personnel, including other advisors and specialists, on matters concerning police reform, community policing, transitional 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 installed 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 of 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 holding national law enforcement institutions and capacity, including, among others, police patrols, investigations, searches and seizures, community policing, crowd control management, and emergency response. 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 to the field.

COMPETENCIES:

Professionalism: competency and mastery of policing activities, including theories and techniques in law enforcement, community safety and capacity-building; meticulous and efficient in meeting commitments; observes disciplines and focuses on resolving matters pertinent when faced with difficult problems and dilemmas; excellent conceptual, analytical and evaluative skills and able to conduct research and analysis, understanding of the functioning and needs of operational 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. Commitment to implementing the goal of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of peace operations.

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 sets plans and actions as necessary; uses time efficiently. **Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with a group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for 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 support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; has 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 using milestones and deadlines; regularly discusses performance and provides feedback and coaching to staff; encourages risk-taking and supports staff when making mistakes; actively supports the development and career aspirations of staff; appraises performance fairly.

REQUIREMENTS:

Education: Advanced university degree (Master's degree or equivalent) in the applied sciences, social sciences or other relevant field. A first level university degree or combination of relevant academic qualifications and extensive senior experience in law enforcement and community safety issues may be accepted in lieu of a first level university degree. Graduation from a certified police academy or similar law enforcement training institution is required.

Experience: A minimum of 10 years of experience in an active national law enforcement institution is required. Experience in managing multi-disciplinary teams is required. Must be a professional police officer on active duty with the rank of Deputy Commissioner, Chief Superintendent or rank equivalent to a full Colonel. Peacekeeping or international experience in the UN or other international organizations is also required.

French is highly desirable. Knowledge of a second official UN language is an advantage.

Preference will be given to equally qualified women candidates.

Date of issuance: 31 July 2018

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