

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, PPIC-3, PSCA, Lahore.
  6. The Director, Overseas Pakistanis Commission, Lahore.
  7. All Staff Officers in CPO, Punjab.

No. 589 /UN-EXEC-III,

dated: 15-02-2018.

Subject **INVITATION 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 LOGISTICS BASE (UNLB) IN BRINDISI, ITALY.**

Memo.

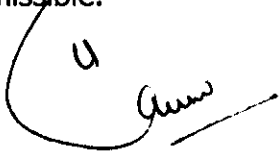
Enclosed please find a copy of letter bearing No.1/02/2019-UN), dated 13.02.2019 received from the National Police Bureau, Ministry of Interior, Government of Pakistan, Islamabad, on the subject matter. The enclosures (07-pages) of the aforementioned letter may be downloaded from the website of Punjab Police i.e. [www.punjabpolice.gov.pk](http://www.punjabpolice.gov.pk).

2. The applications of the eligible and volunteer Police Officers having fluency in oral as well as written **English** language may be furnished to this office against the following posts **by 19.02.2019 (Tuesday)**.

Sr. #	Job Title	Job Opening Number	Education/Experience	Rank
1	Police Reform Adviser, P-4	2019-SPC-75911-DPO	Master Degree and minimum of 07 years of progressive experience in rule of law developmental matters – knowledge of police reforms, including Law Enforcement Development and capacity building is required. Peace keeping or other international experience in the UN or other organizations is desirable.	SP or above
2	Policy Planning Officer, P-3	2019-SPC-75926-DPO	Master Degree and minimum of 05 years of progressively Law Enforcement experience in active National Police is required. Peace keeping or other international experience in the UN or other organizations is desirable.	DSP or above
3	Gender Affairs Officer, P-3	2019-SPC-78775-DPO	Master Degree and minimum of 05 years of progressively Law Enforcement experience in active National Police is required. Peace keeping or other international experience in the UN or other organizations is desirable.	DSP 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 (07-pages) on the website of Punjab Police immediately, please.

The Director General, Federal Investigation Agency, FIA HQs, Islamabad  
 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 National Coordinator, NACTA, 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.

Subject: **INVITATION 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 LOGISTICS BASE (UNLB) IN BRINDISI, ITALY**

I am directed to enclose herewith a copy of Military Adviser's Office Pakistan Mission to United Nations, New York letter No.Mily-1/4/2019 dated 18 January 2019 alongwith its enclosures on the subject cited above.

2. The nominations of individual police officers 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**. English and French are the working languages of the UN. **Fluency in oral and written English is required.**

S#	Job Title	Vacancy Number	EDUCATION / EXPERIENCE	RANK
1	Police Reform Adviser, P-4	2019-SPC-75911-DPO	Master Degree and minimum of 07- years of progressive experience in rule of law developmental matters- knowledge of police reforms, including Law Enforcement Development and capacity building is required. Peace keeping or other international experience in the UN or other organizations is desirable.	SP & above
2	Policy Planning Officer, P-3	2019-SPC-75926-DPO	Master Degree and minimum of 05- years of progressively Law Enforcement experience in active National Police is required. Peace keeping or other international experience in the UN or other organizations is desirable.	DSP & above
3	Gender Affairs Officer, P-3	2019-SPC-78775-DPO	Master Degree and minimum of 05- years of progressively Law Enforcement experience in active National Police is required. Peace keeping or other international experience in the UN or other organizations is desirable.	DSP & above

3. It is requested that **one suitable nomination** for each vacancy may kindly be furnished to this office latest by **22 February, 2019**.

-02-

4. Scanned copies of signed nomination documents may be emailed to [rohailmoid@gmail.com](mailto:rohailmoid@gmail.com). Kindly ensure that all forms are complete in all respects. Incomplete forms and nomination documents received after due date will not be processed.

5. This issues with the approval of competent authority.

Encl: As above.



(Muhammad Shahid)  
Assistant Director  
Tel: 051-9219966

CC:

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

①

R-4:

1/8/19

Police Section  
By No. 240/189  
Dated 4/2

**Military Adviser's Office**  
Pakistan Mission to the  
United Nations, NY  
No: Mily-1/4/2019  
Ph: (212) 879-8600 Ext. 142  
Fax: (212) 744-7348  
E-Mail: pakmushir@gmail.com  
18 January 2019

7/2  
AD/INPSZ

Total pages: 17

NY-72  
18/1

**IMMEDIATE**

To : Mr. Muhammad Siddique Sheikh  
Additional Secretary (I)  
Ministry of Interior  
Fax: (01192) 9206403

Rgn PIS Pass

Subject: Invitation 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 Logistics Base (UNLB) in Brindisi, Italy

CO/LE  
6/7/19  
MIN-90

1. Please find attached a copy of UN Note Verbale No. DPKO/OROLSI/2019/10 dated 15 January 2019 inviting the Government of Pakistan to nominate individual police officers in active service for appointment on secondment 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: -

- a. Police Reform Advisor, P-4
- b. Policy Planning Officer, P-3
- c. Gender Affairs Officer, P-3

2. English and French are the working languages of the UN. For the advertised post, fluency in oral and written English is required. Knowledge of a second official UN language, preferably French, is an advantage. The required competencies, qualification and experience is mentioned in the Vacancy Announcements (attached).

3. Forwarded for information and necessary action, please.

D.S(FIA) s.c.	
S.O(FIA)	
COMMO	
S.O(Police)	
S.O(FIA)	

28/1  
1/9/19  
30/1/19  
Addl. Secretary-II

29 JAN 2019  
SY-JSC(FIA/PE)

Colonel  
Military Adviser  
(Umar Sharif)

JS (POL/FIAY) Pkg. put-up  
on or before

01<sup>st</sup> March 2019

DG (WPB)

13/07/19

34336/2019

30/1

Additional Secretary-II  
By No. 1542/19

29-1-19

Ministry of Interior  
R&I Branch

23-1-2019

bol (Police)  
31/1/19

By No. ....  
Dated: .....

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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

2010-SPC-75911-DPO

DEADLINE FOR APPLICATIONS

13 March 2019

POST TITLE AND LEVEL

Police Reform Adviser, P-4

DUTY STATION

BRINDISI, ITALY

ORGANIZATIONAL UNIT

DEPARTMENT OF PEACE OPERATIONS

INDICATIVE MINIMUM GROSS ANNUAL

U.S. Dollars 87,000

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.

**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 as they pertain to support provided by and activities of the Standing Police Capacity (SPC). The Police Reform Adviser reports directly to the designated Team Leader of the SPC. The SPC is a section 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 providing support and assistance to existing operations on a continual basis. 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. She 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 for a period of time of up to six months, the incumbent works in close co-operation 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:** 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. **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 fully reflect own position; shares credit for team 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 – knowledge of police reform, including law enforcement development and capacity-building is required. Experience in the use of modern Internet-based research methodologies and sources are required. Peacekeeping or other international experience in the UN or other organizations is desirable.

#### Language

English and French are the working languages of the UN. For the advertised post, fluency in oral and written English is required. Knowledge of a second official UN language, preferably French, is an advantage.

#### Other Skills

Efficiency in the use of computers and relevant applications (Lotus Notes, Word, Excel, PowerPoint) is required.

Preference will be given to equally qualified women candidates.

Date of issuance: 15 January 2019

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

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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

2010-SPC-75926-DPO

DEADLINE FOR APPLICATIONS

15 March 2010

POST TITLE AND LEVEL

Policy Planning Officer, P-3

DUTY STATION

BRINDISI

ORGANIZATIONAL UNIT

DEPARTMENT OF PEACEKEEPING OPERATIONS

INDICATIVE MINIMUM GROSS ANNUAL

U.S. Dollars 79,954

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.

**RESPONSIBILITIES:** Under the direct supervision of the SPC Team Leader, the incumbent assists in the development, refinement and implementation of various law enforcement policy and planning tools associated with establishing and maintaining effective and efficient UN Police operations. The SPC is a UN Police mechanism for starting up police components in new UN peace operations as well as assisting existing peace operations on a continual basis. It is envisaged that the incumbent will deploy to missions and be away from his/her duty station for an initial period from three to six months. More generally, the incumbent works with other SPC staff to ensure the timely preparation and dissemination of relevant reports, concept papers and action plans on international police issues relevant to ensuring the SPC's field activities (addressing both broader policy and technical administrative issues inherent in UN Police mandates). More specifically, the incumbent focuses on developing, implementing and/or updating Concepts of Operations (ConOps), Integrated Mandate Implementation Plans (IMIPs), mission assessments, mission planning and other policy and planning tools for UN Police from the perspective of the specific field assignments given to the SPC. The incumbent assists in developing, refining and updating SPC policies and directives that are in line with the strategic vision of the Police Division and the SPC. The incumbent also assists other SPC members as directed in other law enforcement thematic areas outside his/her own area of focus. When at headquarters in Brindisi, the incumbent works closely with other SPC members to integrate and balance their activities into respective ConOps and IMIPs in support of the SPC's own terms of reference for its assignments. S/he develops annual SPC workplans in line with Results Based Budgeting (RBB) and assists members with developing individual workplans. S/he also prepares brief country reports and security analyses of the mission areas to which the SPC is being sent. When deployed in the field, the incumbent reviews UN Police operations and analyses the state of development of national law enforcement agencies with a view to facilitating required improvements and changes in ConOps and IMIPs, bearing in mind the strategic mission of the UN Police, which is to build institutional law enforcement capacity in conflict and post-conflict environments.

**COMPETENCIES:**

**Professionalism:** 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. 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 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 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 progressively law enforcement experience in active national police, with a current rank of at least Chief Inspector or Major, equivalent or higher rank is required. Experience in law enforcement planning and formulation/implementation of policy is required. Peacekeeping or other international experience in the UN or other organizations is an advantage. **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 highly desirable.



**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**

2019-SPC-78775-DPO

**DEADLINE FOR APPLICATIONS**

15 March 2019

**POST TITLE AND LEVEL**

Gender Affairs Officer, F-3

**DUTY STATION**

BRINDISI

**ORGANIZATIONAL UNIT**

DEPARTMENT OF PEACE OPERATIONS

**INDICATIVE MINIMUM GROSS ANNUAL**

U.S. Dollars 79,854

**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.

**RESPONSIBILITIES:** The Gender Affairs Officer reports directly to the Team Leader in the Standing Police Capacity (SPC), which is a UN Police Mechanism for starting up police components in new UN peace operations as well as assisting existing operations on a continual basis. The incumbent provides expert advice on matters relating to Gender Mainstreaming and Sexual and Gender-Based Violence (SGBV) in the context of the SPC, planning at headquarters and specific assignments in the field. It is envisaged that the incumbent will deploy to missions and be away from his/her duty station for an initial period from three to six months. The incumbent will advise on mainstreaming gender perspective in all SPC activities, and designated UN missions, on all the UN police policies, programs and activities, taking into account gender consideration as crosscutting issues throughout the mission mandate. Support UN police activities on all aspects relating to the situation of women and girls, especially in relation to the Police Contributing Countries which her/his field of expertise is requested. In start-up mission, s/he will advise, guide and help in enhancing the capacity of the UNPOL Gender Focal Points through training and helping in drafting documents such as SOP for gender unit, Gender Policy and Sexual Harassment policy when needed, for the Host Country Police. At the duty station in Brindisi, the incumbent undertakes relevant studies of matters pertaining to gender representation and protection of vulnerable persons as they pertain to the mandate of respective UN police components in UN peace operations. This work includes determining the specific role to be played by SPC in providing UN police in the field with assistance in these areas and/or supporting the development of this capacity in indigenous law enforcement agencies that the UN police are tasked to assist. When deployed in the field s/he works closely with UN police and National Law enforcement authorities in developing a strategic approach for the protection of vulnerable persons and investigations of Sexual violence. The gender issue officer develops and supports the implementation of local programs and other activities aimed at strengthening the procedure and rules of governing indigenous law enforcement investigations of SGBV crimes and gender representation. From the perspective of building institutional law enforcement capacity in post-conflict environments, which is the strategic mission of UN police, the incumbent seeks to support organizational and structural change in indigenous law enforcement agencies, such as the creation of structures for investigating sexual and gender based violence.

**COMPETENCIES:**

**Professionalism:** Knowledge of theories, concepts and approaches relevant to democratic policing, law enforcement, community safety and capacity-building; relevant knowledge of gender issues, UN Gender Policies and the conduct and performance of investigating complex cases of sexual violence in a national law enforcement agency. **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 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 (or second) university degree with a combination of relevant academic qualifications and extensive experience in law enforcement and police general investigation 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 progressively law enforcement experience in active national police, with a current rank of at least Chief Inspector or Major, equivalent or higher rank is required. Experience in a wide range of operational and administrative issues, including three years of experience in management and policy-making with regard to general and complex crime investigations is required. Training experience or background is desirable. Peacekeeping or other international experience in the UN or other international 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. Knowledge of French is highly desirable.



institution is required. Work Experience: A minimum of 10 years with a current rank of at least Chief Inspector or Major, equivalent or higher rank is required. Experience in law enforcement planning and formulation/implementation of policy is required. Peacekeeping or other international experience in the UN or other organizations is an advantage. 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 highly desirable.