



**GOVERNMENT OF THE PUNJAB
POLICE DEPARTMENT**

From The Inspector General of Police/PPO,
Punjab.

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

No. 948 /UN-EXEC-III,

dated 24-12-2025

Subject **UN DPO/ POLICE DIVISION/ STANDING POLICE CAPACITY (SPC)
RECRUITMENT CAMPAIGN 2025 AT BRINDSI, ITALY**

Memo.

Enclosed find a copy of letter bearing F.No.2/12/2025-UN, dated 22.12.2025 received from the National Police Bureau, Ministry of Interior, Government of Pakistan, Islamabad, on the subject matter. The enclosures of the aforementioned letter may be downloaded from the website of Punjab Police i.e. www.punjabpolice.gov.pk.

2. Nomination of eligible and volunteer Police Officers **having fluency in English language (both oral and written)** may be furnished to this office against the following post by **02.01.2026, positively**. Details are as under:

Sr.	Job Title	Job Opening Number	Min. Rank	No. of Posts
i.	Team Leader, P-5	2025-SPC-78755-DPO 2025-SPC-75904-DPO	SSP	2
ii.	Police Reform Adviser, P-4	2025-SPC-75908-DPO 2025-SPC-75917-DPO	SP	2
iii.	Transnational Crime Officer, P-3	2025-SPC-75927-DPO	DSP	1
iv.	Community Policing (Reform) Officer, P-3	2025-SPC-75924-DPO	DSP	1
v.	Gender Affairs Officer, P-3	2025-SPC-78775-DPKO	DSP	1
Total Posts:				07

3. It may be ensured that the prescribed forms completed in all aspects **(in original and in triplicate for each post)**, **duly signed by the concerned local authority alongwith applications to seek NOC to apply for the purpose from Establishment Division (for PSP officers) may be furnished to this office before the cut-off date.** **Scanned copies of signed documents (for each post)** may also be emailed at executivebranch3@yahoo.com.

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.

(DR. MUHAMMAD ABID KHAN) PSP
DIG/Headquarters,
for Inspector General of Police,
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 (10 pages) on the website of Punjab Police immediately, please.

Government of Pakistan
Ministry of Interior and Narcotics Control
National Police Bureau

No.2/12/2025-UN
To

Islamabad, the 22 December 2025

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 Federal Constabulary, FC HQs, **Peshawar Cantt.**
The Inspector General Police, NH&MP, **Islamabad.**
The Managing Director, National Police Foundation, **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 DPO/ Police Division/ Standing Police Capacity (SPC) Recruitment Campaign 2025 at Brindisi, Italy**

I am directed to enclose herewith copies of job opening regarding the subject cited above.

2. The nominations of Police Officer in active service on secondment have been invited for the following posts to the Standing Police Capacity (SPC) at **Brindisi, Italy.**

3. The detail of 05-Job Openings (07-posts) is tabulated below:

S#	Job Title	Job Opening Number	Min. Rank	No of Posts
1	Team Leader, P-5	2025-SPC-78755-DPO 2025-SPC-75904-DPO	SSP (BS-19)	02
2	Police Reform Adviser, P-4	2025-SPC-75908-DPO 2025-SPC-75917-DPO	SP (BS-18)	02
3	Transnational Crime Officer, P-3	2025-SPC-75927-DPO	DSP (BS-17)	01
4	Community Policing (Reform) Officer, P-3	2025-SPC-75924-DPO	DSP (BS-17)	01
5	Gender Affairs Officer, P-3	2025-SPC-78775-DPKO	DSP (BS-17)	01

4. It is requested that **only one most suitable nomination against each vacancy** may kindly be furnished by **10 January, 2026** 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 be email 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

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
Recruitment, closure and awarding of selected candidates subject to budgetary availability

VACANCY ANNOUNCEMENT NUMBER

DEADLINE FOR APPLICATIONS

POST TITLE AND LEVEL

DUTY STATION

ORGANIZATIONAL UNIT

2025-SPC-78755-DPO and 2025-SPC-75904-DPO

9 March 2026

Team Leader, P-5

BRINDISI

DEPARTMENT OF PEACE OPERATIONS

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 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 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, DPO 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 DPO 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 makes 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 policy making level with extensive strategic planning and management experience in one or few of the following areas: police operations, human and financial resources 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. **Rank:** 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.

Date of Issuance: 9 December 2025

Preference will be given to equally qualified women candidates

Special Notice

Circulation of this Job Opening is limited to the Member States of the United Nations. Only police personnel who are currently employed in their national police service and who have received authorization from their respective national authority to apply for this Job Opening, will be considered.

Please note that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other position within the Department of Peace Operations (DPO) or other parts of the UN Secretariat. Active-duty seconded personnel may serve under a UN Secretariat staff contract for a period of up to three years (cumulative), which, in exceptional cases, can be extended for a fourth and final year subject to operational needs and satisfactory performance. This service limit includes periods of any prior services with the United Nations as an active-duty seconded officer under a UN staff contract.

Candidates who have previously served as active-duty seconded personnel may reapply after a break in service of at least one year from their last secondment under a UN staff contract, subject to the contract limitation as indicated above.

Nominations of currently serving active-duty seconded police personnel on a UN staff contract will not be considered.

Candidates must meet all the requirements of the Job Opening at the time of nomination in order to be considered for the position.

Nominations of women candidates are strongly encouraged.

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
Recruitment closure and onboarding of selected candidates is subject to budgetary availability*

VACANCY ANNOUNCEMENT NUMBER(s)

DEADLINE FOR APPLICATIONS

POST TITLE AND LEVEL

DUTY STATION

ORGANIZATIONAL UNIT

2025-SPC-75908-DPO and 2025-SPC-75917-DPO

9 March 2026

Police Reform Adviser, P-4

BRINDISI

DEPARTMENT OF PEACE OPERATIONS

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 including for host states with missions in transition 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 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 support 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, 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 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 (9 years in absence of advance degree) 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. Experience in peacekeeping or other international experience in the UN or other similar 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 Secretariat. For the post advertised, fluency in oral and written English is required. Knowledge of French is highly desirable.

Date of Issuance: 9 December 2025

Preference will be given to equally qualified women candidates

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Nominations of women candidates are strongly encouraged.

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.
Recruitment closing date and onboarding of selected candidate is subject to budgetary availability.*

VACANCY ANNOUNCEMENT NUMBER
DEADLINE FOR APPLICATIONS
POST TITLE AND LEVEL
DUTY STATION
ORGANIZATIONAL UNIT

2025-SPC-75927-DPO
9 March 2026
Transnational Crime Officer, P-3
BRINDISI, ITALY
DEPARTMENT OF PEACE OPERATIONS

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

United Nations Values: Inclusion, Integrity, Humility and Humanity

RESPONSIBILITIES:

Under the direct supervision of the SPC Team Leader, Standing Police Capacity (SPC), Police Division, Office of Rule of Law and Security Institutions, DPO, the Transnational Crime Officer provides 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 national police and other law enforcement capacities in post conflict environments, the incumbent works closely to assist the various international and national actors at headquarters and in the field to help design strategies, as well as assists in the development and implementation of projects and programme activities. When at SPC's duty-station of Brindisi, the incumbent contributes to strategic and operational planning tasks, including the evaluation of 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 the use of SPC and designs and supports in the implementation of programmes and projects to be launched. Further, the incumbent provides advice on investigation procedures and techniques in support of SPC planning and assignments, with a focus on serious and transnational crime. This includes capacity building on evidence handling and crime scene management. When supporting clients, the incumbent works closely with UN Police; assists in advising national police and other law enforcement officials in planning, developing, and implementing police and other law enforcement strategies, programmes and activities to deal with transnational crime; noting the relevance of related measures of cooperation among judicial and law enforcement authorities and inter-agency cooperation; and, assists in the preparation of proposals on how the SPC together with UN Police can provide specialized institutional capacity-building assistance in these areas.

COMPETENCIES:

Professionalism: Knowledge of theories, concepts and approaches relevant to democratic policing, law enforcement and community safety, including assessing threat to human security, as well as analyzing gaps, identifying standards, and developing plans for capacity-building of law enforcement agencies; ability to plan, develop, implement and monitor programmes, projects and activities in the field of combating transnational crime; knowledge of the current trends, relevant international/regional protocols and comprehensive understanding of the development practices in the field of combatting transnational and organized crime; good research, analytical and problem-solving skills; and, ability to identify and participate in the resolution of complex issues and problems. 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's accomplishments and accepts joint responsibility for team's 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 along with extensive experience in law enforcement reform matters, including strategic planning, as well as 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 five years (seven years in absence of advanced university degree) of active policing experience in a national police or other law enforcement agency at the strategic, operational and administrative levels, including at least three years of experience in anti-transnational crime and anti-organized crime policy-making and implementation is required. **Rank:** Must be on active police service possessing the minimum rank of Senior/Chief Inspector or rank equivalent to Major or above. Experience in UN peacekeeping missions, other similar international organizations or regional forums is required. Experience in the use of modern Internet-based research methodologies and sources is required. **Language:** English and French are the working languages of the UN Secretariat. For the post advertised, fluency in oral and written English is required. Knowledge of French is highly desirable.

Date of Issuance: 9 December 2025

Preference will be given to equally qualified women candidates

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Special Notice

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Nominations of women candidates are strongly encouraged.

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
Recruitment closure and onboarding of selected candidate is subject to budgetary availability*

VACANCY ANNOUNCEMENT NUMBER

2025-SPC-75924-DPKO

DEADLINE FOR APPLICATIONS

9 March 2026

POST TITLE AND LEVEL

Community Policing (Reform) Officer, P-3

DUTY STATION

BRINDISI

ORGANIZATIONAL UNIT

DEPARTMENT OF PEACE OPERATIONS

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

RESPONSIBILITIES: The incumbent reports directly to the Community Policing Officer in the Standing Police Capacity (SPC), while being 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 strategies and programmes within the terms of reference of respective SPC assignments. When required, a particular focus of the incumbent is made 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 prism of developing various community policing strategies and programmes that the SPC can support once deployed on the ground, embracing an SPC Community Policing Framework. When in the field, the incumbent works closely with UN Police and other international and local rule of law 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 developmental 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. Is conscientious and efficient in meeting commitments, observing deadlines and achieving results. 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 relevant field. A first level university degree with a relevant combination of academic qualifications and extensive experience in community policing 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 (seven years in absence of advanced university degree) of progressive responsible experience in law enforcement matters including community policing with a current rank of Chief Inspector or Major, other service equivalent or higher rank, is required. 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 or other international experience in the UN or other similar organizations is desirable. **Languages:** English and French are the working languages of the UN Secretariat. For the post advertised, fluency in oral and written English is required. Knowledge of French is highly desirable.

Date of Issuance: 9 December 2025

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Nominations of women candidates are strongly encouraged.



Vacancy Announcement for Positions in the Department of Peace Operations
 requiring official secondment from national governments of Member States of the United Nations Organization.
 Recruitment closure and onboarding of selected candidate is subject to budgetary availability.

VACANCY ANNOUNCEMENT NUMBER

2025-SPC-78775-DPKO

DEADLINE FOR APPLICATIONS

9 March 2026

POST TITLE AND LEVEL

Gender Affairs Officer, P-3

DUTY STATION

BRINDISI

ORGANIZATIONAL UNIT

DEPARTMENT OF PEACE OPERATIONS

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

United Nations Security Council, New York, 10 March 2025

RESPONSIBILITIES: The Gender Affairs Officer reports directly to the Team Leader in the Standing Police Capacity (SPC). 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 support to the client. 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, inter alia, in all SPC activities, and designated UN field missions, on all UN police policies, programs and activities, taking into account gender consideration as crosscutting issues. Support UN police activities on all aspects relating to the situation of women, girls, men and boys, especially in relation to the need to protect them from gender-based violence. S/he will support UN -agencies, funds and programs including through the Global Focal Point as well as Police Contributing Countries when her/his field of expertise is requested. 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 national law enforcement agencies that the UN police are tasked to assist and not specifically in the domain of gender only.

When deployed in the field s/he works closely with UN Police and national law enforcement officials in developing a strategic approach for the protection of vulnerable persons and investigations of sexual violence. The gender affairs officer develops and supports the implementation of local programs and other activities aimed at strengthening the procedure and rules of governing national law enforcement investigations of SGBV crimes and gender representation. From the perspective of building institutional law enforcement capacity in post-conflict environments, the incumbent seeks to support organizational and structural changes in national law enforcement agencies, such as the creation of structures for investigating SGBV.

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 level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement and police general investigations 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 (seven years in absence of advance university degree) of progressive 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, including investigation of gender-related crimes, 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.

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Preference will be given to equally qualified women candidates