

United Nations



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

Post title and level	Planning Officer, P-4
Organizational Unit	African Union/UN Hybrid Operation in Darfur (UNAMID)
Duty Station	Zalingei
Reporting to	Deputy Police Commissioner
Duration	12 Month (extendible)
Deadline for applications	18 November 2018
Job Opening number	2018- UNAMID-68273-DPKO (Subject to Budget)

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

RESPONSIBILITIES:

The Chief of the Planning and Budget Department takes charge of four sub-units, namely Policy Development, Budget, Reporting Unit and Database Officer. Within the framework of UNAMID Concept of Operations and under the chain of command and the general supervision and substantive guidance of the DPC Policy and Planning, the officer will be responsible for:

- Working in close coordination with the Police Senior Management team and other mission planning partners;
- Assisting and advising the DPC PP in the areas of plans and programs that are beyond the immediate operational and tactical range; organizational and force development; special studies, research and project management which includes inter-agency and international affairs and other requirements that are needed for the effective and efficient administration and operation of the GoS/Movement Police;
- Formulating and supervising the execution and monitoring of plans and programs that are beyond the immediate operational and tactical scope of the police operations to include the GoS/Movement Police Strategic Plan, Capability Development and Modernization Plan;
- Undertaking special studies and research projects and conduct monitoring of the implementation of special projects approved by the PC and higher authorities;
- Formulating and supervising the execution and monitoring of plans and programs that are beyond the immediate operational and tactical scope of the police operations to include the GoS/Movement Police Strategic Plan, Capability Development and Modernization Plan;
- Undertaking special studies and research projects and conduct monitoring of the implementation of special projects approved by the PC and higher authorities;
- Assisting Police Commissioner with budget proposals;
- Coordinating with government and non-government agencies and participating in joint planning activities;
- Reviewing and developing the Concept of Operations periodically to ensure these are relevant and/or recommending adjustments reflecting the changing situation;
- Giving direction on the implementation phase of mission planning, developing organizational structures, providing advice in relation to efficient and economic use of human and logistical resources including addressing gender related aspects;
- Producing a development plan for patrolling and monitoring the Demilitarized Zones;

- Giving direction on the implementation phase of mission planning, developing organizational structures, providing advice in relation to efficient and economic use of human and logistical resources including addressing gender related aspects;
- Contributing to the development of security plans for each IDP camp including addressing gender related security concerns, in particular protection and prevention from sexual and gender-based violence;
- Directing strategic planning at all levels including specialist functional and operational departments;
- Contributing to the development of the UNAMID Police component in order to ensure that it evolves to meet operational demands;
- Monitoring and evaluating the performance of UN Planning Advisors in the Regions/Sectors; and
- Performing additional duties as may be directed by the UNAMID Police Commissioner in fulfillment of the mandate.

COMPETENCIES:

Professionalism: Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensures the equal participation of women and men in all areas of work. Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational 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.

Communication: Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Ability to communicate effectively with a wide range of international and national agencies and partners, as well as with the people of different national and cultural backgrounds.

QUALIFICATIONS:

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

Work Experience: A minimum of 7 years (9 years in absence of advanced degree) of relevant progressive responsible experience in law enforcement in a national or international law enforcement agency at the strategic, operational, and managerial level. Extensive practical experience in police administration, organizational and resource management, strategic planning and policy development is required.

Rank: Rank required for a P-4 is Lieutenant-Colonel/Superintendent or other service equivalent or higher.

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 (Arabic) is an advantage.

Attention: The availability of this position is subject to the budget of UNAMID which is pending for

approval.

Preference will be given to equally qualified women candidates.

Date of Issuance: 17 September 2018

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

In accordance with the new Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations are requested to make "self-attestation" that s/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The exact wording of the self-attestation is outlined in para. 5.2 of the above mentioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.

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

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

1. The above mentioned posts are reserved only for candidates recommended by Member States through their Permanent Missions to the United Nations. Candidates applying independently will not be considered. It is requested that applications be submitted as soon as possible but not later than deadline specified in each Job Opening announcement. Applications received after the deadline will not be considered.
2. All applications must be submitted in a duly completed typed (not hand-written) and signed United Nations Personal History Form (P.11) along with Academic and Employment Certification Form (attachment to P-11 form). Applications using other formats will not be accepted, but additional information may be attached to the P. 11. For the convenience of the Permanent Mission, a P-11 form and attachment are enclosed as samples to be photocopied as needed.
3. Selection for service with the United Nations is made on a competitive basis. It is therefore essential that all the Personal History Forms be completed with a view to presenting the candidates qualifications and experiences as they relate to the requirements as set out in the relevant Job Opening. In the event a Permanent Mission wishes to recommend a candidate for several posts, a separate Personal History Form should be submitted for each post.
4. In accordance with the Policy on Human Rights Screening of UN Personnel, Permanent Mission is requested to provide human rights certification for all nominees. The following language must be included in a nomination note verbal: ***"The Government of is hereby confirming that none of the nominated candidates has 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. The Government of also certifies that it is not aware of any allegations against the 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."***
5. In accordance with the Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations, are requested to make "self-attestation" that s/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The self-attestation must be attached to the P-11 form and contain the following wording: **I attest that I have not committed, been convicted of, nor prosecuted for, any criminal or disciplinary offence. I attest that I have not been involved, by act or omission, in any violation of human rights law or international humanitarian law.** The applications without signed individual self-attestations will not be accepted.
6. The Government is also requested to certify that there was no corruption or fraud in the nomination procedures of police officers on secondment to the United Nations.
7. Permanent Mission are requested to present their candidates in one single submission, in accordance with the deadline date specified in the Job Opening, under cover of a note

verbale listing the names of the candidates, post title(s) they are nominated for and the corresponding vacancy announcements.

8. Applications must be hand-delivered by Permanent Mission to the Police Division Selection and Recruitment Section, Office of Rule and Law and Security Institutions, Department of Peacekeeping Operations at **1 UN Plaza, 7th floor, room DC1 -0782**, in accordance with the specific directions in the relevant Note Verbale.
9. Upon delivery of the applications, the Selections and Recruitment Section will acknowledge the receipt to the individual making the delivery.
10. Communication regarding this process will be through the Permanent Mission only. The Secretariat will not entertain personal queries from individual applicants.

September 2018