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. 875 /UN-EXEC-III, dated 12-12-2025

Subject **2025 POLICE SECONDMENT CAMPAIGN TO UNHQ AT NEW YORK**

Memo.

Enclosed find a copy of letter bearing F.No.1/12/2025-UN, dated 11.12.2025 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 **23.12.2025 before 5PM, positively**. Details are as under:

Sr.	Job Title	Job Opening Number	Min. Rank
i.	Senior Police Liaison Officer, P-5	DPO/SEC25P/P-5/01	SSP
ii.	Crime Analysis Officer, P-4	DPO/SEC25P/P-4/07	SP
iii.	Policy Cordination Officer, P-4	DPO/SEC25P/P-4/06	SP
iv.	UN Police Officer, P-4	DPO/SEC25P/P-4/05	SP
v.	Police Selection and Recruitment officer, P-4	DPO/SEC25P/P-4/04	SP
vi.	Transnational and Organized Crime Expert, P-4	DPO/SEC25P/P-4/03	SP
vii.	Police Training Officer, P-4	DPO/SEC25P/P-4/02	SP
viii.	Police Selection and Recruitment Officer, P-3	DPO/SEC25P/P-3/09	DSP
ix.	Police Planning Officer, P-3	DPO/SEC25P/P-3/08	DSP

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.

12/12/25

(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 (29 pages) on the website of Punjab Police immediately, please.

D:\OneDrive\Misc\UN Mission\Letters UN.docx

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

*****

No.1/12/2025-UN

Islamabad, the 11 December 2025

To

The Provincial Police Officer, Punjab, **Lahore.**
The Inspector General Police, Sindh, **Karachi.**
The Provincial Police Officer, Khyber Pakhtunkhwa, **Peshawar.**
The Inspector General Police, Balochistan, **Quetta.**
The 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 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: **2025 POLICE SECONDMENT CAMPAIGN TO UNHQ AT NEW YORK**

I am directed to enclose herewith a copy of Pakistan Military Adviser's Office New York email UN Circular Note Verbale on the subject cited above.

2. The Police Division is seeking the nomination of candidates for appointment on secondment to specific positions in the **Secretariat of the United Nations** at **New York**

3. The detail of 09-Job Openings (16-posts) is tabulated below:

S#	Job Title	Job Opening Number	Minimum Rank	Posts
1	Senior Police Liaison Officer, P-5	DPO/SEC25P/P-5/01	SSP	2
2	Crime Analysis Officer, P-4	DPO/SEC25P/P-4/07	SP	1
3	Policy Coordination Officer, P-4	DPO/SEC25P/P-4/06	SP	2
4	UN Police Officer, P-4	DPO/SEC25P/P-4/05	SP	2
5	Police Selection and Recruitment Officer, P-4	DPO/SEC25P/P-4/04	SP	2
6	Transnational and Organized Crime Expert, P-4	DPO/SEC25P/P-4/03	SP	1
7	Police Training Officer, P-4	DPO/SEC25P/P-4/02	SP	1
8	Police Selection and Recruitment Officer, P-3	DPO/SEC25P/P-3/09	DSP	3
9	Police Planning Officer, P-3	DPO/SEC25P/P-3/08	DSP	2
			Total Posts:	**16**

4. It is requested that **only one most suitable nomination against each vacancy** may kindly be furnished by **02 January, 2026** alongwith compulsory UN documents. **In case of multiple nominations, the officer on top (nominated earlier) shall be considered. 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 also be emailed** to **so.police123@gmail.com**. Kindly ensure that nomination forms are complete in all respect. **Incomplete nomination documents or received after due date 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
Section Officer (Police), MoI, Islamabad wrt letter No.12/34/2025-UN dated 08th December 2025

United Nations Nations Unies

Posts :	2
Job Title :	Senior Police Liaison Officer, P-5
Department / Office :	Integrated Operational Teams
Duty station :	NEW YORK
Posting period :	04/12/2025 - 04/03/2026
Job Opening Number :	DPO/SEC25P/P-5/01

United Nations Core Values: Inclusion, Integrity, Humility and Humanity

Organizational Setting and Reporting :

This position is administratively located in the Police Division of the Rule of Law and Security Institutions Office. The incumbent reports to the Director of the Integrated Operations Team (IOT) within the Regional Division. The Police Division's general mandate is to effectively lead police components in peace operations and Special Political Missions, to strengthen the strategic direction, planning, and management of police components in peace operations, and to promote a shared understanding among all stakeholders regarding the future direction of police activities conducted within the framework of peace operations. Additional information is available at https://police.un.org/en

Responsibilities :

Within delegated authority, the Senior Police Liaison Officer will be responsible for the following duties:

- Provides support to police mandate implementation and law enforcement in peace operations.
- Provides advice on peacekeeping mission-specific and operations support issues requiring policy decisions; assists in developing and reviewing Mission Plans and Concepts of Operations for police components of peace operations; reviews the draft report of the Secretary-General to the Security Council; and advises, facilitates and coordinates police issues requiring the involvement of Police Contributing Countries (PCCs).
- Liaises with other offices within the Secretariat, peacekeeping missions and Permanent Missions of the PCCs within the guidelines of the PD; supports the IOT and the PD in planning and integrating police elements into the development of Concepts of Operations and Operational Plans.
- Supports the PD in evaluating police plans and preparing expert police advice on mission operational matters; advises and facilitates the flow of critical information between DPO and missions to inform the planning, budget, and implementation processes.
- Represents the IOT and PD in selected working groups, task forces and outside meetings; facilitates collaboration between the PD and other field mission components at the operational level; and coordinates and integrates activities of police components in the field missions.
- Assists in liaising with Member States and regional organizations on mission-specific related issues; participates in police contributing countries meetings; drafts mission-specific code cables and related correspondences to peace operations.
- Participates in field visits and prepares assessment reports; prepares talking points for senior representatives of the United Nations Secretariat on mission-specific issues; assists in the preparation and review of budgetary documentation, including results-based budgeting reports, of the police components of peace operations.

- Researches on and provides technical and police advice on operational matters, as may be required; acts as an intermediary of the principal liaison group between field missions and headquarters staff on police matters; liaises with the Police Division for response actions and provides the Division's position to the IOT, as required.
- Provides advice to missions, in coordination with the Police Division, on staffing and police selection to ensure they are commensurate with the planned operations and activities in order to fulfil mission mandates. Prepares and analyses periodic management reports and other relevant information in order to keep senior managers informed; prepares technical reports and briefings; conducts informal and formal briefing presentations; identifies issues requiring headquarters intervention and follows up on decisions taken; and executes other tasks assigned by the Head of the IOT.
- Prepare talking points, speeches, and take notes while accompanying senior officials of the Police Division and the IOT.

Competencies :

Professionalism: Demonstrated competence in police matters at the strategic and command levels; ability to identify issues, formulate opinions and provide recommendations through the use of sound judgment and applying expertise to solve a wide range of problems related to law enforcement; ability to work under pressure; good negotiation skills; knowledge of theories, concepts and approaches relevant to law enforcement, community safety and capacity-building; good research, analytical and problem-solving skills; 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.

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.

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 people to understand needs and gain support; Anticipates and resolves conflicts by pursuing mutually agreeable solutions; Drives for change and improvement; does not accept the status quo; Shows the courage to take unpopular stands; takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

Vision: Identifies strategic issues, opportunities and risks; clearly communicates links between the Organization's strategy and the work unit's goals; generates and communicates broad and compelling organizational direction, inspiring others to pursue that same direction; conveys enthusiasm about future possibilities.

Qualifications :

Education: Advanced university degree (Master's Degree or equivalent) in Criminal Justice, Law or Political Science or another related field. A first level university degree with a combination of relevant academic qualifications and experience in police and peace operations may be accepted in lieu of the advanced university degree. Graduation from a police academy or similar law enforcement training institution is required.

Experience :

Must be a senior professional police officer on active duty with the rank of Deputy Commissioner, Chief Superintendent or rank equivalent to full Colonel level. A minimum of 10 years of progressively responsible experience in police service, including experience at the command level, and experience in national law enforcement and police policy-making in the field and headquarters, experience in strategic and operational police management is required. Police training experience is desirable. Experience in UN peace operations, UNHQ, or similar international organization is required. Qualifying years of experience are calculated following the graduation from the national military/defense college or academy.

Languages :

English and French are the working languages of the United Nations Secretariat. For this post, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

Assessment Method :

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

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 Secretariat 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 Secretariat staff contract, subject to the contract limitation as indicated above.

Nominations of currently serving active-duty seconded police personnel on a UN Secretariat 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 from women candidates are strongly encouraged.

(4)

United Nations Nations Unies

Job Title :	Crime Analysis Officer, P-4
Department / Office :	Strategic Policy and Development Section
Duty station :	NEW YORK
Posting period :	04/12/2025 - 04/03/2026
Job Opening Number :	DPO/SEC25P/P-4/07

United Nations Core Values: Inclusion, Integrity, Humility and Humanity

Organizational Setting and Reporting :

This position is located in the Strategic Policy and Development Section (SPDS) of the Police Division (PD) in the Office of Rule of Law and Security Institutions (OROLSI), Department of Peace Operations (DPO). The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peace operations and Special Political Missions (SPM); to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction in police peace operations. Additional information available in https://police.un.org.en.

Responsibilities :

Within delegated authority, the Criminal Information Analysis Officer will be responsible for the following duties:

- Develops effective and efficient operational responses and optimizes resource allocations for the police missions based on analyzed criminal and crime-related information;
- Contributes to the DPO-wide information analysis; interacts with the field missions for operational and mandate implementation updates; ensures informed and consistent decision-making; streamlines and improves the reporting to the Security Council, the General Assembly, other inter-governmental bodies and police-contributing countries; assists in the development of guidelines and other technical guidance materials; and, conducts analytical assessments of criminal information analysis practices and procedures, as well as recommends on the immediate short- and long term needs of developing criminal information analysis capacities;
- Establishes close contacts and works in partnership with related entities and other national and regional organizations that are operationally and technically involved in criminal information analysis-related issues; assists in promoting regional approaches to combating crime; provides realistic strategic advice and support to the DPO Police Adviser and field missions to minimize the impact of the crime-related problems on the ground; prepares strategic guidance on approaches to address issues related to criminal information analysis; provides assistance in developing a training strategy for field missions with the objective to increase the pool of national experts in this thematic area; develops guidance materials necessary for maintaining consistency in criminal information analysis between the various levels of UN Police operations.
- Works in close collaboration with other OROLSI elements as well as with the Office of Operations, especially Integrated Operational Teams (IOT), Office of Police Adviser, Department of Operational Support (DOS) and other Secretariat Offices and UN Agencies; presents and provides information to senior UN officials, as well as national officials regarding substantive issues related to criminal information analysis, and recommends on actions to be undertaken.
- Works in close collaboration and coordination with other components of the Police Division such as Mission Management and Support Section (MMSS), Selection and

(5)

Recruitment Section (SRS) and Standing Police Capacity (SPC).

Competencies :

Professionalism: Ability to address a range of issues in the context of political developments, public attitudes and local conditions. Ability to conceptualize, design and implement major information campaigns. Ability to rapidly analyze and integrate diverse information from varied sources. Ability to diplomatically handle sensitive situations with target audiences and cultivate productive relationships. Ability to produce a variety of written communications products in a clear, concise style. Ability to deliver oral presentations to various audiences; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; ability to conduct independent research and analysis, identify issues, formulate options and make conclusions and recommendations. 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 criminal justice, law, security or other relevant field. First level university degree with a combination of relevant academic qualifications and experience in criminal information analysis, police management or peacekeeping may be accepted in lieu of the advanced university degree. Graduation from a police academy or relevant training institution is also required.

Experience :

A minimum of seven years of progressively responsible experience in active police, law enforcement, or other related policy/criminal justice work with the rank of Superintendent, Lt. Colonel, service equivalent or higher rank, including at least three years of experience in criminal analysis or policy-making is required. Peacekeeping, other international or Headquarters planning experience is desirable. Qualifying years of experience are calculated following the graduation from the police academy or similar law enforcement training institution.

Languages :

English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

Assessment Method :

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

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 Secretariat 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 Secretariat staff contract, subject to the contract limitation as indicated above. Nominations of currently serving active-duty seconded police personnel on a UN Secretariat 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 from women candidates are strongly encouraged.

(7)

United Nations Nations Unies

Posts :	2
Job Title :	Policy Coordination Officer, P-4
Department / Office :	Strategic Policy and Development Section
Duty station :	NEW YORK
Posting period :	04/12/2025 - 04/03/2026
Job Opening Number :	DPO/SEC25P/P-4/06

United Nations Core Values: Inclusion, Integrity, Humility and Humanity

Organizational Setting and Reporting :

This position is located in the Strategic Policy and Development Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division is to effectively direct police components in peace operations and special political missions; to strengthen the strategic direction, planning and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operations. Additional information is available in https://police.un.org/en

Responsibilities :

Within delegated authority, the Policy Coordination Officer will be responsible for the following duties:

- Develop the full range of policies, guidelines, directives and procedures related to the deployment of police to peace operations, including those policies designed to facilitate the rapid deployment of police during the start-up phase of a peace operation.
- Participate in drafting principles and guidelines for the development and capacity enhancement of host-state police institutions, and the coordination of UN police, with host-state police and UN military.
- Participate in the Division's lessons learned activities and will be responsible for preparing detailed lessons learned reports so that policy developments incorporate best practices.
- Be responsible for on-going long- and short-term projects, including liaison with the Standing Police Capacity and to support the development of the Strategic Guidance Framework for International Police Peacekeeping, as well as other projects related to police reform and restructuring.
- With regard to the police components of peace operations, be responsible for developing new policies, directives and revising existing ones so that they respond to the actual needs of the police components.
- Provide advice to police components on implementation of policies, procedures and on mandate implementation.
- Coordinate closely with the Selection and Recruitment Section to continuously assess and revise the administrative, personnel and management policies and procedures of police components.
- Maintain regular contact with mission-based police components and will be required to work closely with the other elements of the Office of Rule of Law and Security Institutions as well as with Regional Offices, the Office of Military Affairs and Policy, Evaluation and Training Division of DPO, the Department of Operational Support and Department of Political and Peacebuilding Affairs, and particularly the UN Development

Programme as part of the Global Focal Point for Police, Justice and Corrections areas in the rule of law in post-conflict and other crisis situations.
- Performs other related duties as required.

Competencies :

Professionalism: 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. Proven research, analytical and evaluative skills, ability to draft policies, directives and guidelines; and ability to conduct independent research and analysis, identify issues, formulate concepts and options and make conclusions and recommendations. An ability to produce high quality work with limited supervision often in unfamiliar environments. 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 inputs 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: Graduation from a national police academy or similar law enforcement institution is required. Advanced university degree (Master Degree or equivalent) in the field of police science, criminal justice, law, international security studies or another related field is required. First level university degree in combination with relevant academic qualifications and experience may be accepted in lieu of the advanced university degree.

Experience :

A minimum of seven years of progressively responsible experience in active police service with a rank of Superintendent or Lt. Colonel, with a significant specialization in policy development for police or other law enforcement agencies is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Experience in peace operations is desirable.

Languages :

English and French are the working languages of the United Nations Secretariat. For this post, fluency in written and spoken English is required. Working knowledge of another UN official languages is an asset.

Assessment Method :

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

Special Notice :

(9)

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 include. 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 Secretariat staff contract, subject to the contract limitation as indicated above.

Nominations of currently serving active-duty seconded police personnel on a UN Secretariat 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 from women candidates are strongly encouraged.

(10)

United Nations Nations Unies

Posts :	2
Job Title :	UN Police Officer, P-4
Department / Office :	Mission Management and Support Section
Duty station :	NEW YORK
Posting period :	04/12/2025 - 04/03/2026
Job Opening Number :	DPO/SEC25P/P-4/05

United Nations Core Values: Inclusion, Integrity, Humility and Humanity

Organizational Setting and Reporting :

This position is located in the Mission Management and Support Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peacekeeping operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peacekeeping operations; and, to work towards a shared understanding among all stakeholders on the future direction of police peacekeeping. Additional information available in https://police.un.org/en.

Responsibilities :

Within delegated authority, the Police Officer will be responsible for the following duties:

- Provides advice and substantive support to the Police Division (PD) on police issues related to peace operations.
-She/he assists in the development of policies and strategies for all police dimensions in peace operations; participates in the police aspects of negotiations; develops police Concepts of Operations in support of integrated mission planning; conducts assessments of post-conflict police institutions and recommends on their immediate short-term needs and the role of UN police therein.
-The incumbent reviews and assesses more broadly the long-term institutional needs of post-conflict police institutions with a view to developing strategies and partnerships to ensure their long-term sustainable development; and, liaises with UN Agencies and Programmes, international and regional organizations, and Member State governments to ensure an effective and coordinated approach to the long-term institutional development of post conflict police institutions.
-She/he ensures the adherence of police components to their mandated tasks; advises and guides the components in their activities; evaluates and reviews components' progress; and, performs all other required administrative functions pertaining to the
operations of the components and the serving police officers, ensuring the appropriate administration of police personnel, police mission budgets, and disciplinary cases related to police officers.
-The incumbent must be prepared to travel to the field at short notice.
-She/he works in close collaboration with counterparts from the Regional Offices, especially Integrated Operational Teams (IOT), Office of Military Affairs (OMA), Policy
-Evaluation and Training Division, Department of Operational Support (DOS) and other offices in the Secretariat UN agencies.
-She/he conducts presentations and provides information and recommendations to senior UN officials and other national government officials regarding substantive police peace operations issues.

(11)

Competencies :

Professionalism: In-depth knowledge of issues related to the operations and support of police components in UN field missions; sound understanding of police planning, management, and administration;; ability to provide seasoned advice on police administration and operational planning to senior UN and national government officials; versatile in planning a wide range of international police activities; excellent conceptual, analytical and evaluative skills; ability to conduct independent research and analysis, identify issues, formulate opinions and make conclusions and recommendations. 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; snares credit for team accomplishments and accepts joint responsibility for team shortcomings.

Qualifications :

Education:

Advanced university degree (Master's Degree or equivalent) in the field of Criminal Justice, Law, Political Science or related field. First level university degree with a combination of relevant academic qualifications and qualifying experience in police and peace operations may be accepted in lieu of the advanced university degree. Graduation from a police academy or a similar law enforcement institution is also required.

Experience :

A minimum of seven years of progressively responsible experience in an active national police service with a current rank of at least Superintendent or Lt. Colonel. Specialization in planning and implementing police operations and projects, monitoring and evaluation of complex police tasks and projects is required. At least one year of experience in a peace operation, UNHQ, or similar international institution is desirable. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution.

Languages :

English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

Assessment Method :

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

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 Secretariat 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 Secretariat staff contract, subject to the contract limitation as indicated above.

Nominations of currently serving active-duty seconded police personnel on a UN Secretariat 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 from women candidates are strongly encouraged.

(13)

United Nations Nations Unies

Posts :	2
Job Title :	Police Selection and Recruitment Officer, P-4
Department / Office :	Selection and Recruitment Section
Duty station :	NEW YORK
Posting period :	04/12/2025 - 04/03/2026
Job Opening Number :	DPO/SEC25P/P-4/04

United Nations Core Values: Inclusion, Integrity, Humility and Humanity

Organizational Setting and Reporting :

This position is located in the Selection and Recruitment Section (SRS) of the Police Division (PD) in the Office of Rule of Law and Security Institutions (OROLSI), Department of Peace Operations (DPO). The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peace operations and Special Political Missions (SPM); to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operation. Additional information available in https://police.un.org/en.

Responsibilities :

Within delegated authority, the Police Selection and Recruitment Officer will be responsible for the following duties:

- Conducts effective and timely selection, recruitment and rotation of police personnel for field missions, including Formed Police Units (FPU). The incumbent will be directly involved in expanding the pool of qualified candidates for police personnel positions, developing a skill-based roster for senior police personnel, collaborating and coordinating with the Department of Operational Support (DOS), Member States and Police-Contributing Countries (PCCs) on all matters related to deployment, extension and rotation of police personnel.
- Participates in pre-deployment visits to inspect contingent owned equipment; assesses the readiness of Formed Police Unit personnel; coordinates negotiations of memoranda of understanding with Member States; joins reconnaissance visits to field missions; and, assists the Chief of Selection and Recruitment in daily communication with Member States and field missions related to mission-specific police selection and recruitment.
- Conducts substantive vetting of candidates to assess their suitability by analyzing curriculum vitae, screening of candidates and conducting interviews by phone or video-teleconference.
- Standardizes recruitment and selection procedures through the development of competency-based profiles; develops and participates in recruitment strategies to meet identified shortfalls, including recruitment and outreach exercises and Selection Assistance and Assessment Team (SAAT) visits to generate a pool of competent candidates, especially thematic experts, i.e. experts in forensics, organized crime, electoral-related activities, criminal investigation, crime prevention, crowd control management, etc.;
- Intensifies engagement with francophone organizations and countries; ensures compliance with UN recruitment policies and guidelines, including gender balance initiatives; projects and monitors rotation plans of police personnel; maintains and interprets statistical data on police personnel serving in field missions and contributions

(14)

by Police Contributing Countries (PCCs).

- Develops extension and rotation strategies to meet the demand for police personnel and Formed Police Units (FPU) in the field; establishes staggered police rotation plans in coordination with field missions and Member States to ensure continuity and stable strength in order to mitigate the potential adverse impact on mission mandate implementation and security and ensures strict adherence to established performance appraisal policies for any extension requests.
- Coordinates and ensures the issuance of medical clearances by the UN Medical Services Division for police officers prior to their deployment to field missions; and, monitors and updates the medical tracking mechanism for police personnel.
- Responsible for managing and participating in Selection Assistance and Assessment Teams (SAAT) and the Formed Police Unit Assistance Teams (FPAT); arranging and participating in pre-deployment visits to Member States.

Competencies :

Professionalism: Ability to identify issues, formulate opinions, present conclusions and offer recommendations. Ability to apply United Nations human resources rules, regulations, policies and guidelines in work situations and prepare reports with rational in respect to key administrative decisions. Motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations; is conscientious and efficient in meeting commitments, observing deadlines and achieving results. 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 law, criminal justice, human resources management, police administration, business or public administration, social sciences, education or related area. Graduation from a certified police academy or similar law enforcement training institution is required. A first level university degree in combination with relevant academic qualifications and qualifying experience may be accepted in lieu of the advanced university degree.

Experience :

A minimum of seven years of progressively responsible experience in active national police service with a rank of Superintendent or Lt. Colonel, other service equivalent or higher rank, including three years of practical experience in police personnel administration and recruitment is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Experience in a peacekeeping operation, UNHQ, or similar international organization is desirable.

Languages :

English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

Assessment Method :

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

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 Secretariat 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 Secretariat staff contract, subject to the contract limitation as indicated above.

Nominations of currently serving active-duty seconded police personnel on a UN Secretariat 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 from women candidates are strongly encouraged.

(16)

United Nations Nations Unies

Job Title : Transnational And Organized Crime Expert, P-4

Department / Office : Strategic Policy and Development Section

Duty station : NEW YORK

Posting period : 04/12/2025 - 04/03/2026

Job Opening Number : DPO/SEC25P/P-4/03

United Nations Core Values: Inclusion, Integrity, Humility and Humanity

Organizational Setting and Reporting :

This position is located in the Strategic Policy and Development Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peace operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operations. Additional information is available at https://police.un.org/en

Responsibilities :

Within delegated authority, the Transnational and Organized Crime Expert will be responsible for the following duties:

- Provide advice and substantive support to the Police Adviser on the specialist thematic issue of organized crime (including drug trafficking) related to police and law enforcement activities in peace operations.
- Assist in the development of guidelines, strategies, and police concepts of operations, and may be required to participate in the police aspects of negotiations.
- Conduct assessments of conflict and post-conflict police institutions and structures and make recommendations on the immediate short-term needs and the role of police in support of said needs.
- Focus on providing comprehensive transnational and organized crime analyses, establish close contacts and work in partnership with related entities, such as INTERPOL, EUROPOL, ASEANPOL, UNODC and other national and regional organizations that are operationally and technically involved in transnational and organized crime-related issues, and assist in promoting regional approaches to combating organized crime. The Provide realistic strategic advice and support to the Police Adviser and field missions to minimize the impact of the problems on the ground.
- Prepare strategic guidance on short- and long-term approaches to address the problems of transnational and organized crimes in specific countries; work closely with existing thematic experts; and, assist in developing partnerships for sustainable support to build local capacity in order to address the problem.
- Provide assistance in developing a training strategy for field missions with the objective to increase the pool of national experts in this thematic area.
- Perform all other required administrative functions pertaining to the operations of the components and the serving police officers.
- Work in close collaboration with other Office of Rule of Law and Security Institutions elements, as well as with the Regional Offices /DPO (including Integrated Operational Teams), Office of Military Affairs/DPO, Mission Management and Support Section, Department of Operational Support and all other Secretariat Departments and UN family agencies. Support and all other Secretariat Departments and UN family agencies.

agencies. Support and all other Secretariat Departments and UN family agencies.
- Make presentations and provide information to senior UN officials, as well as national officials, regarding substantive issues related to combating transnational organized crime and drug trafficking issues and make recommendations on actions to be undertaken.

Competencies :

Professionalism: In-depth knowledge of the issues related to transnational and organized crime. Ability to provide expert advice to the Police Adviser, as well as to managers across the Department/Division, on police issues. Conscientious and efficient in meeting commitments, observing deadlines and achieving results; and, motivated by professional rather than personal concerns. 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 criminal justice, law, security or another relevant field. First level university degree in combination with qualifying experience in establishment of initiatives related to transnational and organized crime, police management or peace operations may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other similar law enforcement training institution is also required.

Experience :

Work Experience: A minimum of seven years of progressively responsible experience in policing or other law enforcement functions at the rank of Superintendent, Lt. Col., equivalent or higher rank, including at least three years of addressing transnational and organized crime issues is required. Experience in peace operations, UN Headquarters or with other international organization is desirable.

Languages :

English and French are the working languages of the United Nations Secretariat. For the post advertised, fluency in English (both oral and written) is required. Knowledge of French language is desirable.

Assessment Method :

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

(18)

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 Secretariat 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 Secretariat staff contract, subject to the contract limitation as indicated above.

Nominations of currently serving active-duty seconded police personnel on a UN Secretariat 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 from women candidates are strongly encouraged.

(19)

United Nations Nations Unies

Job Title : Police Training Officer, P-4

Department / Office : Field Training Support Team

Duty station : NEW YORK

Posting period : 04/12/2025 - 04/03/2026

Job Opening Number : DPO/SEC25P/P-4/02

United Nations Core Values: Inclusion, Integrity, Humility and Humanity

Organizational Setting and Reporting :

This post is located in the Department of Peace Operations (DPO), Policy, Evaluation and Training Division, Integrated Training Service (ITS). The Training Officer reports to the Chief of Integrated Training Service (ITS).

Responsibilities :

Under the overall supervision of the Chief of (ITS), the incumbent is responsible for:

COORDINATES CAPACITY BUILDING IN MEMBER STATES BY:

a. Manages all training activities of the service for Member States, including planning and conducting the Roll Out of PK Training Materials through Training of Trainers course targeted at enhancing capacity of PK trainers from MS.

b. Conduct training recognition, upon request from UN MS, to assess, evaluate, and recognize the conformity of specific pre-deployment training courses with relevant UN PK pre-deployment training standards.

c. Deliver briefings on PK training, policies, and guidelines, and promote UN policies on PK training.

d. Identifying MS who contribute a capacity to PK and who will benefit from the capacity building efforts.

e. Undertaking negotiations with potential host nations for the project; and engaging with necessary offices in the Secretariat on the Exchange of Letters and other agreement processes with the host MS.

f. Monitoring the progress of the project to identify lessons, potential facilitators to be placed on ITS instructor's pool and other best practices to support future projects.

g. Coordinate the planning, implementation, evaluation, and reporting of PK training activities, including workshops, courses, and seminars conducted for UN PK operations and MS, both at mission headquarters and in MS.

COORDINATES ON BUDGET FOR TRAINING BY:

a. Contributing to the preparation of the annual training unit budget, ensuring coordinated and accurate input from all teams.

b. Compile analyse and clarify information for budget requests and inquiries, ensuring compliance with financial guidelines.

c. Undertaking, in conjunction with appropriate teams within the ITS, negotiate with potential donors and funders to ensure availability of funds for the project.

d. In conjunction with a potential donor/funder or as necessary within ITS, securing funds availability for the capacity building project.

SUPERVISES UN AND INTERNATIONAL STAFF BY:

a. Engaging with Permanent Missions of identified MS to nominate participants for the capacity building project based on pre-determined criteria.

LEAD THE DEVELOPMENT OF PK TRAINING MATERIALS BY:

a. Assembling a project working group comprising subject matter experts from MS and PCC, as well as experts from the Police Division and other UN entities.

b. Planning and organising working group workshops to undertake the development/revision of the training materials.

c. Planning and conducting in-person Pilot/Validation workshop to ensure training materials are deliverable and acceptable to MS and PCC, as well as ensuring high-quality and accurate content before requesting approval by the USG DPO.

d. Undertaking necessary staff liaison and coordination efforts to obtain approval of the training materials.

e. Collect, maintain, and analyse data on peacekeeping training activities, updating a database of worldwide training programs and MS contacts.

f. Collaborate with stakeholders, including expert contributors, to ensure training materials are comprehensive and up to date; fulfill the needs of field missions; and in compliance with extant UN policies and guidelines.

CONDUCTS ADMINISTRATION BY:

a. Supervising the administrative aspects of the project including ensuring timely issuance of visa support letters, joining instructions and programme to course participants.

CONTRIBUTE TO OTHER ASPECTS OF PK TRAINING BY:

a. Provide training-related advice to MS and PK Training Centers through meetings, briefings, and written communications.

b. Coordinate and support multinational PK exercises, including scoping UN participation and developing logistical plans.

c. Manage aspects of UN participation in PK exercises, including travel, financial support, and training activities, and collect after-action feedback.

d. Collect, maintain, and analyse data on peacekeeping training activities, updating a database of worldwide training programs and MS contacts.

e. Deploy to UN field missions and to UN MS for UN PK training and evaluation activities.

f. Undertake these or similar duties within UN HQ, field missions including deployment to the missions for up to 90 days.

Competencies :

Professionalism: Proven research, analytical and evaluative skills. Ability to conduct independent research and analysis, identify issues, formulate concepts and options and make conclusions and recommendations. Ability to produce high quality work with limited supervision and in unfamiliar environments. Ability to provide sound peacekeeping training advice. Ability to manage and lead training teams in the field. Knowledge and understanding of police institutional development and police capacity enhancement is required as is knowledge of UN peacekeeping procedures. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

Communication: Speaks and writes clearly and effectively. Listens to others, correctly interpret 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 the audience. Demonstrates openness in sharing information and keeping people informed.

Planning & 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.

Qualifications :

Education:

Advance university (master's degree or equivalent) preferably in police science, internation/development affairs, education, or related field such as training or social science is required. Graduation from a Police Academy or similar law enforcement training institution is required. Alternatively, a first-level university degree (bachelor's degree or equivalent) in combination with additional two years of qualifying experience may be accepted in lieu of the advanced university degree.

Experience :

A minimum of seven (7) years of progressively responsible experience in police profession is required as an active national police service with the rank of Superintendent or Lieutenant Colonel equivalent in other services. A minimum of four years of experience in design, development, and practical delivery of formal training sessions and programmes is required, preferably in a national or regional peacekeeping training centre. At least two years of service in a national police training institution is required. At least one year of experience in a UN peacekeeping mission is required, preferably as a trainer. Operational experience as a member of a peacekeeping/peace enforcement/peace support mission is required. Experience in command at the company level or equivalent unit is desirable. Qualifying years of experience are counted following graduation from the police academy or similar law enforcement institutions.

Languages :

English and French are the working languages of the United Nations Secretariat. For this post, fluency in written and spoken English is required. Fluency of a second official UN language, preferably French, is desirable.

Assessment Method :

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

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

(22)

United Nations Nations Unies

Posts :	3
Job Title :	Police Selection and Recruitment Officer, P-3
Department / Office :	Selection and Recruitment Section
Duty station :	NEW YORK
Posting period :	04/12/2025 - 04/03/2026
Job Opening Number :	DPO/SEC25P/P-3/09

United Nations Core Values: Inclusion, Integrity, Humility and Humanity

Organizational Setting and Reporting :

This position is located in the Selection and Recruitment Section (SRS) of the Police Division in the Office of Rule of Law and Security Institutions (OROLSI), Department of Peace Operations (DPO). The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division (PD) are to effectively direct police components in peace operations and Special Political Missions(SPM); to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operations. Additional information available in https://police.un.org/en.

Responsibilities :

Within delegated authority, the Police Selection and Recruitment Officer will be responsible for the following duties:

- Conducts effective and timely selection, recruitment and rotation of police personnel for field missions, including Formed Police Units (FPU);
- Directly involved in expanding the pool of qualified candidates for police personnel positions, developing a skill-based roster for senior police personnel, collaborating and coordinating with the Department of Operational Support (DOS), UN Field Missions, Member States and Police-Contributing Countries (PCCs) on all matters related to deployment, extension and rotation of police personnel;
- Standardizes recruitment and selection procedures through the development of competency-based profiles; develops and participates in recruitment strategies to meet identified shortfalls, including recruitment and outreach exercises and selection assistance visits to generate a pool of competent candidates, especially thematic experts, i.e. experts in forensics, organized crime, electoral-related activities, criminal investigation, crime prevention, crowd control management, etc.;
- Conducts substantive vetting of candidates to assess their suitability by analyzing curricula vitae, screening of candidates and conducting suitable written assessments or interviews by phone or video-teleconference;
- Develops extension and rotation strategies to meet the demand for police personnel and Formed Police Units (FPU) in the field; establishes staggered police rotation plans in coordination with field missions and Member States to ensure continuity and stable strength in order to mitigate the potential adverse impact on mission mandate implementation and security and ensures strict adherence to established performance appraisal policies for any extension requests.
- Participates in pre-deployment visits to inspect contingent owned equipment; assesses the readiness of formed police unit personnel; coordinates negotiations of memoranda of understanding with Member States; joins reconnaissance visits to field missions; and, assists the Chief of Selection and Recruitment Section in daily communication with

Member States and field missions related to mission-specific United Nations police selection and recruitment.

- Coordinates and ensures the issuance of medical clearances by the UN Medical Services Division for police officers prior to their deployment to field missions; and, monitors and updates the medical tracking mechanism for police personnel. Responsible for managing and participating in Selection Assistance and Assessment Teams (SAAT) visits and the Formed Police Assistance Teams (FPAT) visits; arranging and participating in pre-deployment visits to Member States.
- Works in close collaboration and coordination with other components of the Police Division such as Mission Management and Support Section (MMSS) and Strategic Policy and Development Section (SPDS) and with Standing Police Capacity (SPC).
- Engages in data management by utilizing available technology tools such as HERMES.

Competencies :

Professionalism: Ability to identify issues, formulate opinions, present conclusions and offer recommendations. Ability to apply United Nations human resources rules, regulations, policies and guidelines in work situations and prepare reports with rational in respect to key administrative decisions. Motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations; is conscientious and efficient in meeting commitments, observing deadlines and achieving results. 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 law, criminal justice, human resources management, police administration, business or public administration, social sciences, education or related area. Graduation from a certified police academy or similar law enforcement training institution is required. A first level university degree in combination with relevant academic qualifications and qualifying experience in police may be accepted in lieu of the advanced university degree.

Experience :

A minimum of five years of progressively responsible experience in active national police service with a rank of Major or Chief Inspector, other service equivalent or higher rank, including three years of practical experience in police administration and recruitment is required. Experience in a peacekeeping operation, UNHQ, or similar international organization is desirable. Qualifying years of experience are calculated following the graduation from the police academy or similar law enforcement training institution.

Languages :

English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

Assessment Method :

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

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 Secretariat 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 Secretariat staff contract, subject to the contract limitation as indicated above.

Nominations of currently serving active-duty seconded police personnel on a UN Secretariat 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 from women candidates are strongly encouraged.

(25)

United Nations Nations Unies

Posts :	2
Job Title :	Police Planning Officer, P-3
Department / Office :	Strategic Policy and Development Section
Duty station :	NEW YORK
Posting period :	04/12/2025 - 04/03/2026
Job Opening Number :	DPO/SEC25P/P-3/08

United Nations Core Values: Inclusion, Integrity, Humility and Humanity

Organizational Setting and Reporting :

This position is located in the Strategic Policy and Development Section (SPDS) of the Police Division in the Office of Rule of Law and Security Institutions (OROLSI), Department of Peace Operations (DPO). The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division (PD) are to effectively direct police components in peace operations and special political missions (SPM); to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operation. Additional information available in https://police.un.org/en.

Responsibilities :

Within delegated authority, the Police Planning Officer will be responsible for the following duties:

- Will be involved in establishing thematic doctrinal guidance and templates for use by field missions to ensure uniformity of mission plans when applying a holistic approach which incorporates all relevant cross cutting elements such as justice, corrections and other aspects of policing,
- Will collaborate with others in providing a coherent strategic planning framework clearly articulating the scope of resource requirements, coordination and modalities.
- Will be responsible for assisting in all UN police planning activities, including provision of expert police advice during integrated assessments and technical survey missions to develop and prepare strategic plans, concepts of operation and other planning options.
- Will be primarily responsible for one of the four main regional groupings of field missions in Africa, Asia and Middle East, Europe and Latin America, or other changed composition.
- She/he will be responsible for carrying out all planning priorities of field missions through close interaction with internal and external stakeholders; providing complementary support to the appropriate Integrated Operational Teams (IOT) in all aspects of planning, including accurate and coherent police planning advice; developing and updating of strategic concepts; ensuring that all planning parameters are fully established during the development and review of the concept of police operations of prospective and current field missions; and, establishing collaborative relations with key national counterparts, officials of the criminal justice chain, and other internal and external stakeholders.
- Will be responsible for providing planning support to police components in ongoing and future special political missions; developing police planning, monitoring and evaluation tools and assessment templates; ensuring efficient dissemination of the same to field missions; and, providing appropriate orientation, training, and application support.
- Will need to collaborate in an efficient and timely manner with counterparts in Mission

(26)

Management and Support Section (MMSS) by providing support and advice on all operational planning needs (e.g. election planning, crisis management, etc.)

- Will also be required to maintain close collaboration with the components/units of DPO and Departmen of Opearational Support (DOS), other UN Secretariat departments, and UN family agencies as and when required.
- Will also be required to undertake research and analysis to support these tasks; prepare new documents to assist in the formulation of UNPOL doctrine needed to support such plans; and, to support the changing role of police in peace operations, particularly in the area of host state police development and capacity enhancement.

Competencies :

Professionalism: Demonstrated professional competence and mastery of police administration and police operational planning; knowledge of administrative, budgetary, financial or human resources policies and procedures; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; ability to conduct independent research and analysis, identify issues, formulate options and make conclusions and recommendations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Ability to operate databases, project management software and develop spreadsheets and complex text documents is required.

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 field of police science, criminal justice, law, or other relevant field is required. A first level university degree in combination with qualifying experience in policing or other law enforcement reform matters, including strategic planning and development, may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other similar law enforcement training institution is also required.

Experience :

A minimum of five years of progressively responsible experience in active police, law enforcement, or other related policy/criminal justice work with the rank of Major or Chief Inspector, other service equivalent or higher rank, including at least three years of experience in police planning, management or policy-making is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Peacekeeping, other international or Headquarters planning experience is desirable.

Languages :

English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

Assessment Method :

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

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 Secretariat 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 Secretariat staff contract, subject to the contract limitation as indicated above.

Nominations of currently serving active-duty seconded police personnel on a UN Secretariat 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 from women candidates are strongly encouraged.