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. 1752 /UN-EXEC-III, dated 13-11-2026

Subject **MINUSCA: VACANCY ANNOUNCEMENT FOR THE POST OF POLICE REFORM COORDINATOR, P-5**

Memo.

Enclosed find a copy of letter bearing F.No. 1/11/2026-UN, dated 12.11.2026 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 and French languages (both oral and written)** may be furnished to this office against the following post by **18.11.2026 (Wednesday), positively**. Details are as under:

Sr.	Job Title	Job Opening Number	Min. Rank
i.	Police Reform Coordinator, P-5	2026-MINUSCA-89650-DPO	SSP (BS-19)

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** may also be emailed at executivebranch3@yahoo.com.

4. **Furthermore, certificate of French language course may also be enclosed and forwarding office will ensure the compliance.**

5. 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.

13/11/26

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

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

*****

F.No.1/11/2026-UN

Islamabad, the 12th November 2026

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 Commandant, National Police Academy, **Islamabad.**
The Managing Director, National Police Foundation, **Islamabad.**
The Director General, Federal Investigation Agency, FIA HQs, **Islamabad.**
The Director General, Intelligence Bureau, **Islamabad.**
The Commandant Frontier Constabulary, FC HQs, **Peshawar Cantt.**
The Inspector General Police, NH&MP, **Islamabad.**
The Inspector General Police, AJ&K, **Muzaffarabad.**
The Inspector General Police, Gilgit-Baltistan, **Gilgit.**
The Inspector General Police, ICT, **Islamabad.**
The Inspector General Police, Pakistan Railways Police, **Lahore.**

Subject: **MINUSCA: Vacancy announcement for the post of Police Reform Coordinator, P-5**

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

2. The Secretariat of United Nations is seeking the nominations of Police Officers in active service for appointment on secondment to following position in the **United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA):**

S#	Post title and level	Job opening number	Min. Rank
1	Police Reform Coordinator, P-5	2026-MINUSCA-89650-DPO	SSP (BS-19)

3. It is requested that **only one most suitable nomination** may kindly be furnished by **25 November, 2026** alongwith compulsory UN documents. **Prior NOC to apply from Establishment Division is mandatory**. All compulsory UN documents may be attached with nomination letter. Scanned copies of signed UN forms may also be sent in PDF format on email **so.police123@gmail.com.** Fluency in oral and written **French** is required and knowledge of **English** is highly desirable. **Certificate of French language course may also be attached with documents.**

4. This issues with the approval of Director NPB.

Encl: As above.

(Muhammad Shahid)
Deputy Director (UN)
Tel: 051-9219966

CC: PA to DG NPB
PA to Director NPB

CamScanner

(1)

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	**Police Reform Coordinator, P-5**
Organizational Unit	**United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA)**
Duty Station	**Bangui**
Reporting to	**Police Commissioner**
Duration	**12 Months (extendible)**
Deadline for applications	**31 January 2027**
Job Opening number	**2026-MINUSCA-89650-DPO**

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

RESPONSIBILITIES:

MINUSCA's mandate addresses the immediate challenges facing the country while laying the groundwork for sustainable peace and security. In compliance with the UN mandate and under the guidance and supervision of the Police Commissioner, the Reform Coordinator (P-5) will be responsible for the development of Police and Gendarmerie in the Central African Republic in conformity with the modern democratic principles and operational efficiency and effectiveness. Within the limits of delegated authority, the Reform Coordinator will be performing the following duties:

- Review the existing local Police and Gendarmerie structure and systems including in-depth analysis of personnel and skills requirement, evaluation of the criminal justice system and local Police and Gendarmerie operational capabilities, as basis for making comprehensive analysis and recommendations for the overall reform, restructuring and institutional development of the National Police and Gendarmerie;
- Develop the plans, programs and projects proposals for the sustainable reform, restructuring and institutional development of the National Police and Gendarmerie; propose fund-rising initatives on international funding and support in this regard;
- Advise and assist local counterparts on issues related to the National Police and Gendarmerie reform initiatives to bring them to internationally accepted standards of democratic policing;
- Conduct Periodic evaluation and assessment of all reform, restructuring and institutional development activities and provide guidance and support to other National Police and Gendarmerie initiatives;
- Assist and advise the local counterpart in the development and implementation of recruitment, vetting and selection policies and procedures;
- Coordinate bilateral and multilateral support initiatives relating to security sector reform and capacity enhancement of local security services.
- Ensure the production and timely submission of reports relating to the overall reform and restructuring and institutional development of the National Police and Gendarmerie;

CamScanner

- Liaise with senior National Police and Gendarmerie officials and other relevant government officials on matters related to the restructuring of the existing or setting up of a new National Police and Gendarmerie infrastructures.
- Lead the formation, supervision and coordination of UNPOL training of the National Police and Gendarmerie and other law enforcement agencies;
- Coordinate with national authorities and provide regular advice to ensure the effective implementation of developed training plans, programmes and policies; coordinate involvement of UN Police experts in training management and delivery;
- Produce and timely submit reports relating to the implementation of training programmes and overall skills enhancement of the National Police and Gendarmerie ;
- Engage international and regional partners in the development and expansion of areas of training support for the sustainability of the capacity development of the law enforcement agencies;
- Develop a system for and implement procedures and practices for the collecting and maintenance of a training data base;
- Make periodic assessments of MINUSCA Police and Gendarmerie officers' performance;
- Liaise and chair periodic meetings with relevant UNPOL Chiefs concerning training and administrative functioning;
- Supervises and assesses the performance of, and provide direction and oversight to, assigned administrative staff and UNPOL personnel under his/her command making sure the subordinate staff conforms to the highest standards of professional conduct, personal behavior and dedication in the implementation of mandated tasks;
- Ensures that mission police assets and personnel under his/her supervision are utilized efficiently, effectively and economically;
- Perform any other duties as assigned by the Police Commissioner or his/her Deputy 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 ensuring the equal participation of women and men in all areas of work. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in the management and administration; ability to review and edit the work of others.

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.

Client Orientation: Considers all those to whom services are provided to be "clients" and seeks to see things from clients' point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients' needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients' environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client

Leadership: Serves as a role model that other people want to follow; empowers others to translate vision into

CamScanner

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 improvements; does not accept the status quo; shows the courage to take unpopular stands.

QUALIFICATIONS:

Education: Advanced university degree (Masters or equivalent) in law, police management, law enforcement, security studies,criminal justice, business or public administration, program management, change management, or related area. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, in the areas of management, planning and administration may be accepted in lieu of the advanced university degree. Specialized training in the area of incumbent's responsibility (reform, strategic planning, administration, training) is highly desirable. Graduation from a certified Police Academy or other national or international Law Enforcement Training Institution is required.

Work Experience: Candidate must be in active police service possessing a minimum of 10 years (12 years in absence of advanced degree) of progressive relevant and active policing experience in a national or international law enforcement agency both at the field and/or national police headquarters level. Seven (7) years of active police experience at senior policy making level, including strategic planning and management experience in one or few of the following areas: police operations, crime management, police administration, police training and development, change management (particularly in law enforcement) - required; practical direct experience in commanding a regional or a state level police units, or heading a unit at national police HQ level - desired. Practical experience in institutional building, reforming and restructuring in the area of law enforcement or related field is highly desirable. Previous UN or international experience is an advantage.

Rank: Chief Superintendent of Police, Colonel, other equivalent or higher rank.

Languages: For the post advertised, fluency in oral and written French is required. Knowledge of English is highly desirable.

Nominations from women candidate are highly encouraged.

Date of Issuance: 27 October 2026

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 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.

https://police.un.org/en/vacancies

CamScanner