

United Nations Police Division – Vacancies

Applications must be received by 15 December 2016

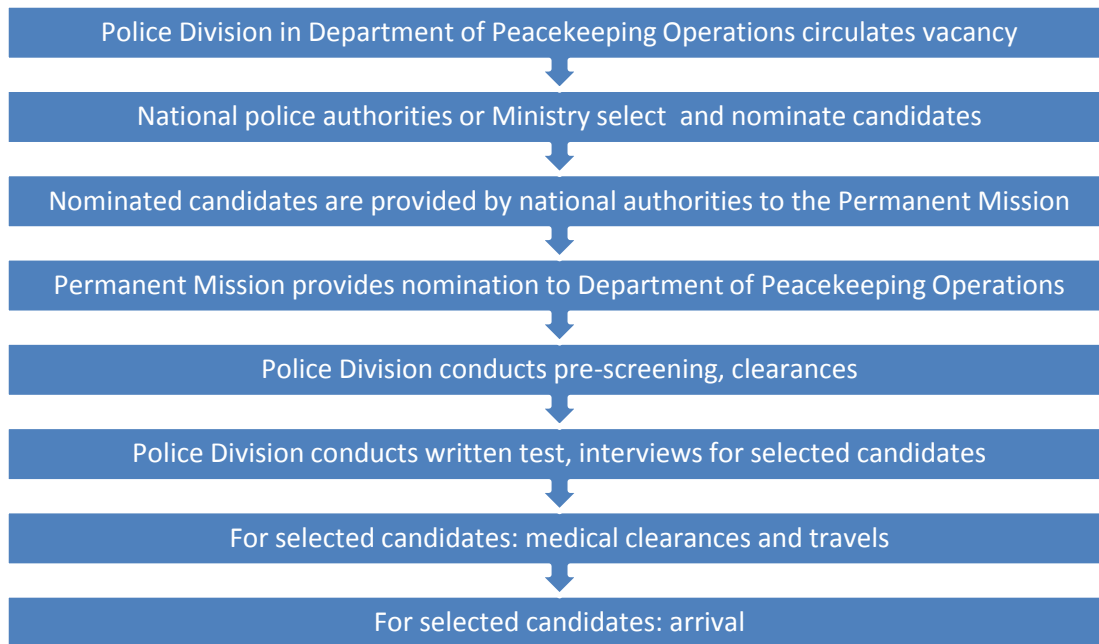
Please note:

- 1) The publication of these vacancies is for information only. **Only serving police officers who are nominated by their national authorities can apply.** Appointments are limited to service on posts reserved for active police officers who serve on secondment.
- 2) Interested candidates must contact the relevant national authority and follow the nomination procedures applicable in their country. **The national police authority, Ministry of Interior or equivalent may select and nominate candidates for the announced vacancies.** Only candidates that are nominated are provided by the national authorities to the Permanent Mission to the United Nations.
- 3) **Circulation of these vacancies is limited to Member States.** Member States receive vacancies through the Permanent Mission to the United Nations, advertising the post, including job descriptions and the required forms. The vacancies are then provided by the Permanent Missions to the national police authority, Ministry of Interior or equivalent at capital level.
- 4) The Permanent Mission, upon nomination of candidates to the Executive Office of the Department of Peacekeeping Operations, **must provide a P-11 Form, the supplementary sheet to the P-11 form and the employment and academic certification form (EAC form) with the mandatory Disciplinary and Human Rights certifications.**
- 5) Only complete applications, received as described, are forwarded to the Police Division in the Department of Peacekeeping Operations for consideration. Selected candidates are invited for written tests and/ or interviews. For selected candidates, a medical clearance is required before an offer of employment can be made.
- 6) **Nominations of female candidates are strongly encouraged.** United Nations Police is committed to recruit 20 percent female officers to increase operational effectiveness because police services benefit greatly when the experiences and perspectives of women and men are incorporated in the design, implementation, monitoring and evaluation of police legislation, policies and programmes. Currently, about 10 percent of 13,000 police officers serving the United Nations are women.
- 7) **The United Nations does not charge a fee at any stage of the recruitment process** (application, interview meeting, processing, training or any other fees). The United Nations does not concern itself with information on bank accounts.
- 8) Every candidate is expected a basic knowledge of the Strategic Guidance Framework for International Police Peacekeeping:
<http://www.un.org/en/peacekeeping/sites/police/initiatives/framework.shtml>
- 9) Currently, about 90 countries provide police officers to United Nations Police. You can find an updated list of all police contributing countries here:
<http://www.un.org/en/peacekeeping/resources/statistics/contributors.shtml>
- 10) A practical application guide for candidates is available (in French) on the website of the International Organisation of La Francophonie:
<http://www.francophonie.org/Guide-pratique-de-recrutement-pour.html>
- 11) The Guidelines for United Nations Police Officers on assignment with peacekeeping operations are available at:
http://www.un.org/en/peacekeeping/sites/police/documents/pkop_unpol_guidelines_0620_10.pdf
- 12) If you are interested in professional vacancies for UN staff, visit: <https://careers.un.org>
- 13) More information is available on the UN Police website (www.un.org/police) and social media channels: www.facebook.com/unitednationspolice and www.twitter.com/unpol.

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Applications must be received by 15 December 2016

Overview of application process for United Nations Police*



*The average recruitment time for Police Professional Posts is 349 days.

Post title, Level, Organizational Unit, Duty Station, page number

Senior Police Liaison Officer, P-5, OROLSI/Police Division, New York	p.3
Police Liaison Officer, P-4, OROLSI/Police Division, New York	p.5
Police Selection and Recruitment Officer, P-4, OROLSI/Police Division, New York	p.7
Police Officer , P-4, OROLSI/Police Division, New York	p.9
Training Adviser , P-4, OROLSI/Police Division, Brindisi	p.11
Police Selection Recruitment Officer, P-3, OROLSI/Police Division, New York	p.13
Police Officer (2 posts), P-3, OROLSI/Police Division, New York	p.15

Job Title: Senior Police Liaison Officer, P-5
Department/Office: OROLSI/Police Division//Integrated Operating Team
Location: NEW YORK
Posting Period: 02/02/2016 - 27/01/2017
Job Opening number: DPKO/SEC1601/P-5/09

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

Organizational Setting and Reporting:

While this position is administratively located in the Police Division (PD) of the Office of Rule of Law and Security Institutions (OROLSI), the incumbent reports to the Head of the Integrated Operational Team in the Office of Operations (OO). Both OO and OROLSI are in the Department of Peacekeeping Operations (DPKO).

Responsibilities:

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

- Provides support to police mandate implementation and law enforcement in peace operations.
- S/he 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 the General Assembly and other related issuances on the police components of peace operations; and, advises, facilitates and coordinates police issues requiring the involvement of Police Contributing Countries (PCCs).
- The incumbent also liaises with other offices within the Secretariat, peacekeeping missions and Permanent Missions of the PCC's 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 DPKO and missions to inform the planning, budget, and implementation processes.
- He/she 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.

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.

Qualification:

Education: Advanced university degree (Master's Degree or equivalent) in Criminal Justice, Law or Political Science or other related field. A first level university degree with a combination of relevant academic qualifications and experience in police and peacekeeping 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. Police training experience is desirable. Experience in UN peacekeeping, UNHQ, or similar international organization is desirable. Qualifying years of experience are calculated following the graduation from the national military/defense college or academy.

Language: 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.

Assesment 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 Member States. Only serving police officers who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointments are limited to service on posts reserved for active police officers who serve on secondment financed by the support account of peacekeeping operations.

Job Title: Police Liaison Officer, P-4
Department/Office: OROLSI/Police Division//Integrated Operating Team
Location: NEW YORK
Posting Period: 02/02/2016 - 27/01/2017
Job Opening number: DPKO/SEC1601/P-4/13

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

Organizational Setting and Reporting:

While this position is administratively located in the Police Division (PD) of the Office of Rule of Law and Security Institutions (OROLSI), the incumbent reports to the Head of the Integrated Operational Team (IOT) in the Office of Operations (OO). Both OO and OROLSI are in the Department of Peacekeeping Operations (DPKO).

Responsibilities:

Within delegated authority, the 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 the General Assembly and other related issuances on the police components of peace operations; 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 PCC's 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 DPKO 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; prepares daily highlight reports on mission-specific issues for submission to the Head of the IOT and the Police Adviser.
- 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.
- Assists, in consultation with the Conduct and Discipline Unit of the Department of Peacekeeping Operations, in the provision to Member States of prompt and accurate information on any disciplinary matters related to their seconded law enforcement officers in United Nations 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 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 as assigned by the Head of 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; conceptual and analytical abilities; knowledge of theories, concepts and approaches relevant to law enforcement, community safety and capacity-building; good research, analytical and problem-solving skills; ability to identify and participate in the resolution of complex issues and problems; and good negotiation 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.

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.

Qualification:

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

Experience: A minimum of seven years of progressively responsible experience in national law enforcement, including command experience, with the rank of Superintendent, Lt. Colonel, or a rank equivalent to the level of Lt. Colonel. Experience in police policy-making, and in strategic and operational police management is also required. Experience in UN peacekeeping or in UNHQ is desirable. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Police training experience is desirable.

Language: 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 Member States. Only serving police officers who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointments are limited to service on posts reserved for active police officers who serve on secondment financed by the support account of peacekeeping operations.

Job Title:	Police Selection and Recruitment Officer, P-4
Department/Office:	OROLSI/Police Division/Selection and Recruitment Section
Location:	NEW YORK
Posting Period:	02/02/2016 - 27/01/2017
Job Opening number:	DPKO/SEC1601/P-4/12

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

Organizational Setting and Reporting:

This position is located in the Selection and Recruitment Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peacekeeping 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 <http://www.un.org/en/peacekeeping/sites/police/division.shtml>

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. 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 Field Support, 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 United Nations police selection and recruitment.
- Conducts substantive vetting of candidates to assess their suitability by analysing curricula 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 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 by Police Contributing Countries.
- Develops extension and rotation strategies to meet the demand for police personnel and formed units 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 UN HR rules, regulations, policies and guidelines in work situations and prepare reports or rational with 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.

Qualification:

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.

Language: 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.

Assesment 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:

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Posts:	2
Job Title:	Police Officer , P-4
Department/Office:	OROLSI/Police Division/Mission Management Section
Location:	NEW YORK
Posting Period:	02/02/2016 - 27/01/2017
Job Opening number:	DPKO/SEC1601/P-4/11

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

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

Responsibilities:

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

- Provides advice and substantive support to the Police Division on police issues related to peacekeeping.
- S/he assists in the development of policies and strategies for all police dimensions in peacekeeping 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.
- S/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. S/he works in close collaboration with counterparts from the Office of Operations (especially Integrated Operational Teams), Office of Military Affairs, Policy Evaluation and Training Division, Department of Field Support and other offices in the Secretariat UN agencies.
- S/he conducts presentations and provides information and recommendations to senior UN officials and other national government officials regarding substantive police peacekeeping issues.

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 what?) 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; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

Qualification:

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 peacekeeping 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, with a 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 peacekeeping 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.

Assesment 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:

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Job Title: Training Adviser , P-4
Department/Office: OROLSI/PD/Standing Police Capacity
Location: NEW YORK
Posting Period: 02/02/2016 - 27/01/2017
Job Opening number: DPKO/SEC1601/P-4/10

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

Organizational Setting and Reporting:

This position is located in the Police Division, Standing Police Capacity (SPC) in the Office of Rule of Law and Security Institutions, Department of Peacekeeping Operations. The incumbent will report to the Chief of SPC who will serve as the first reporting officer, with Police Adviser serving as the second reporting officer.

The Standing Police Capacity is comprised of deployable staff within the UN Police Division that contribute to the start-up of police components in new UN peace operations and assists existing missions through provisions of advice and expertise. The focus of the training adviser position centres on the strategic-level mission mandated tasks related to the building or rebuilding of host country institutional law enforcement capacity in post-conflict environments.

Responsibilities:

Within delegated authority, the Training Adviser will be responsible for the following duties:

- Provide advice and assistance on law enforcement training initiatives within the context of the field assignments of the SPC.
- Focuses on supporting the development of police academies and other law enforcement training facilities by researching and designing focused and time-limited training initiatives through the use of appropriate Training Needs Analyses (TNAs) and modern adult education models, as required.
- Devise specialized training actions of targeted middle and senior management law enforcement officials in order to maximize their learning and improve their job performance.
- Develop and implement strategic training plans for both the UN police components and the national police when appropriate.
- Review law enforcement training curricula and programmes and designs training courses and other initiatives that the SPC is expected to support once deployed to a UN peace operation.
- Undertake comparative assessments of contemporary training needs in UN peace operations in the rule of law field as well as identifying and codifying best training practices relevant to the size and capacity of the SPC and the respective terms of reference for the assignments that it is given.
- Isolate the educational and technical updates required by indigenous law enforcement leaders and managers and designs and supports implementation of relevant corrective and supplementary training initiatives in co-operation with national and international partners, including measures to improve overall law enforcement recruitment and vetting procedures.
- Facilitate donor engagement in pursuit of increasing financial support to law enforcement training matters.
- Work in close collaboration with counterparts from the Office of Operations (especially Integrated Operational Teams), Office of Military Affairs, Policy Evaluation and Training Division, Department of Field Support and other offices in the Secretariat UN agencies.
- The incumbent must be prepared to travel to the field at short notice. Deployment to field missions for longer or shorter periods may occur.

Competencies:

Professionalism: In-depth knowledge of theories, concepts and approaches relevant to training and curriculum design; good research, analytical and problem-solving skills: ability to identify and participate in the resolution of complex issues and problems: very good negotiation skills: ability to incorporate gender perspectives into substantive work. 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; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. Good interpersonal skills and ability to establish and maintain effective partnerships and working relations in a multi-cultural environment with sensitivity and respect for diversity.

Qualification:

Education: Advanced university degree (Master's degree or equivalent) in the applied sciences, social sciences or relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement/organization training may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is desirable.

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, or higher. At least three years of specialization in police/law enforcement training including design and implementation of training courses/programmes/curricula is required. Experience in the use of modern internet-based research methodologies and sources are required. Peacekeeping or other international experience in the UN or other organizations is desirable. 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 Member States. Only serving police officers who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointments are limited to service on posts reserved for active police officers who serve on secondment financed by the support account of peacekeeping operations.

Job Title:	Police Selection Recruitment Officer, P-3
Department/Office:	OROLSI/Police Division/Selection and Recruitment Section
Location:	NEW YORK
Posting Period:	02/02/2016 - 27/01/2017
Job Opening number:	DPKO/SEC1601/P-3/15

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

Organizational Setting and Reporting:

This position is located in the Selection and Recruitment Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peacekeeping 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 <http://www.un.org/en/peacekeeping/sites/police/division.shtml>

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. The incumbent is 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 Field Support, Member States and Police-Contributing Countries (PCC's) on all matters related to deployment, extension and rotation of police personnel;
- Conducts substantive vetting of candidates to assess their suitability by analysing curricula vitae, screening of candidates and conducting interviews by phone or video-teleconference;
- Develops extension and rotation strategies to meet the demand for police personnel and formed units 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.
- Manages and participates in Selection Assistance and Assessment Teams (SAAT) and the Special Police Unit Assistance Teams (SPAT); 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 UN HR rules, regulations, policies and guidelines in work situations and prepare reports or rational with 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.

Qualification:

Education: Advanced university degree (Master's degree or equivalent) in law, criminal justice, police sciences, police administration and management or other related field. 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 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 formulating policies of thematic relevance. Experience in a peacekeeping operation, UNHQ, or similar international organization is desirable.

Language: 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.

Assesment 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 Member States. Only serving police officers who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointments are limited to service on posts reserved for active police officers who serve on secondment financed by the support account of peacekeeping operations.

Posts:	2
Job Title:	Police Officer (2 posts), P-3
Department/Office:	OROLSI/Police Division/Mission Management Section
Location:	NEW YORK
Posting Period:	02/02/2016 - 27/01/2017
Job Opening number:	DPKO/SEC1601/P-3/14

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

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

Responsibilities:

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

- Provides advice and substantive support to the Police Division on issues related to the police components in peacekeeping operations.
- Ensures the adherence of police components to their mandated tasks; advises and guides police components in their activities; evaluates and reviews components' progress; and, undertakes all other tasks to ensure the proper administration and documentation of personnel-related requirements of the police components in the field.
- Advises and guides field missions on budgetary issues; acts as the principal focal point between Headquarters and field police components on administrative and coordination issues; conducts the initial assessment related to the preparation of operational plans for police components of peacekeeping operations; advises on police concepts of operations;
- Participates in the preparation of planning contingencies for ongoing, downsizing and prospective future police components of peacekeeping operations; and, prepares background materials, briefing notes and talking points on police issues related to peacekeeping.
- Works in close coordination with counterparts in the Office of Military Affairs, representatives from Member States, Office of Operations (especially Integrated Operational Teams), Department of Field Support, and other offices in the Secretariat and UN Agencies.

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.

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.

Qualification:

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

Experience: A minimum of five years of progressively responsible experience in an active national police service with a current rank equivalent to at least Chief Inspector or Major, and specialization in planning and implementing police operations and projects 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 national police academy or similar law enforcement institution.

Language: 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.

Assesment 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.

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