

बाटः प्र.प्र.का.यू.एन.महाशाखा, नक्साल कार्यालय।	कार्यालयः
लाईः प्र.प्र.का.म.म.नि.को सचिवालय, प्र.प्र.का.सवै विभाग, रा.प्र.प्र.प्र. महाराजगंज, नेपाल प्रहरी अस्पताल महाराजगंज, म.न.प्र.का. रानीपोखरी, प्रदेश प्रहरी कार्यालय ७ (सवै)।	प्राथमिकता O/J/AJ/TJ/MJ
बोधार्थः-	क्रम संख्या १८
	DTO:- ०८११:००

संयुक्त राष्ट्र संघको अनुरोधमा शान्ति स्थापनार्थ न्यूयोर्क स्थित DPO का लागि Global Vacancy द्वारा निम्न पदमा पदपूर्तीका लागि Vacancy Announcement भई आएकोले ताहाँ कार्यालय तथा मातहत समेतबाट निम्न क्राईटेरीया भित्र पर्ने ईच्छुक प्रहरी कर्मचारीहरुको Personal History Profile Form (P-11) with Supplementary Sheet and Employment and Academic Certification Form मिति २०७७।०२।१५ गते कार्यालय समयभित्र सम्बन्धित कार्यालयको सिफारिस (पत्र) सहित यस शाखाको ईमेल ठेगाना nppolice@gmail.com मा दस्तखत सहितको Scanned Copies (PDF) File मा पठाउनु हुन अनुरोध गरिएको छ।

निम्न :-

माग भई आएको पद र योग्यता

### 1. Senior Police Liaison Officer, P- 5

**Rank:** -Senior Superintendent of Police or Higher Rank

**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.

**Work Experience:** 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, UNIQ, 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.

**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.

**Required Forms:** - Personal History Form (P-11) with Supplementary Sheet and EASP form.

## **2. Chief Missions Management and Support Section, P- 5**

**Rank:** - Senior Superintendent of Police or Higher Rank

**Education:** Advanced university degree (Master's Degree or Equivalent) in the field of Police Science, Criminal Justice, Law Enforcement, Law, or a related area is required. Graduation from a certified police academy or similar law enforcement training institution is also 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.

**Work Experience:** Minimum of 10 years of progressively responsible experience in an active national police service. Experience in a peace operation, UNHQ, or similar international organization is desirable. UN policing experience in a peace operation dealing with administrative and operational issues related to the day-to-day functioning of the police component is desirable. Qualifying years of experience are calculated following the graduation from the police academy or similar law enforcement training institution.

**Language:** English and French are the working languages of the UN Secretariat. For this post, advertise fluency in English (Both oral and written) is required. Fluency of second official UN languages preferably French is desirable.

**Required Forms:** - Personal History Form (P-11) with Supplementary Sheet and EASP form.

## **3. Police Officer, P- 4 (2 Posts)**

**Rank:** -Superintendent of Police or Higher Rank

**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.

**Work Experience:** A minimum of seven years of progressively responsible experience in an active national police service 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 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.



**Language:** English and French are the working languages of the UN Secretariat. For this post, advertise fluency in English (Both oral and written) is required. Fluency of second official UN languages preferably French is desirable.

**Required Forms:** - Personal History Form (P-11) with Supplementary Sheet and EASP form.

#### **4. Corrections Policy Officer, P- 4**

**Rank:** -Superintendent of Police or Higher Rank

**Education:** Advanced university degree (Master's degree or equivalent) in law or social sciences. A first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree. Graduation from a certified prison academy or other similar law enforcement training institution is desirable.

**Work Experience:** A minimum of seven years of progressively responsible professional experience in a corrections or prison setting is required. International experience is required. Experience writing policy or technical documents is required. One year of professional experience providing technical assistance for strengthening corrections and or prison systems in a transitional, development, conflict or post-conflict setting outside the applicant's country of origin is desirable. Experience in one or more of following the prison sectors is desirable: strategic planning; policy development; training design and delivery; and prison security management. Qualifying years of experience are calculated following the receipt of the first level university degree recognized by the United Nations.

**Language:** English and French are the working languages of the UN Secretariat. For this post, advertise fluency in English (Both oral and written) is required. Fluency of second official UN languages preferably French is desirable.

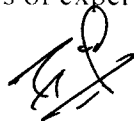
**Required Forms:** - Personal History Form (P-11) with Supplementary Sheet and EASP form.

#### **5. Policy Coordination Officer, P- 4 (2 Posts)**

**Rank:** -Superintendent of Police or Higher Rank

**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.

**Work Experience:** A minimum of seven years of progressively responsible experience in active police service 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.

**Language:** English and French are the working languages of the UN Secretariat. For this post, advertise fluency in English (Both oral and written) is required. Fluency of second official UN languages preferably French is desirable.

**Required Forms:** - Personal History Form (P-11) with Supplementary Sheet and EASP form.

#### **6. Transnational and Organized Crime Expert, P-4**

**Rank:** -Superintendent of Police or Higher Rank

**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.

**Work Experience:** A minimum of seven years of progressively responsible experience in policing or other law enforcement functions 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.

**Language:** English and French are the working languages of the UN Secretariat. For this post, advertised, fluency in English (Oral and Written) is required; knowledge of a second official UN language preferably French is desirable.

**Required Forms:** - Personal History Form (P-11) with Supplementary Sheet and EASP form.

#### **7. Police Officer, P-3**

**Rank:** -Deputy Superintendent of Police or Higher Rank

**Education:** Advanced university degree (Master's Degree or equivalent) in the field of Criminal Justice, Law or Political Science or another relevant field. A first level university degree with a combination of relevant academic qualifications and sufficient 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 institution is also required.

**Work Experience:** A minimum of five years of progressively responsible experience in an active national police service is required. Experience in a peace operation, UNHQ, or similar international organization is desirable.



**Language:** English and French are the working languages of the UN Secretariat. For this post, advertised, fluency in English (Oral and Written) is required; knowledge of a second official UN language preferably French is desirable.

**Required Forms:** - Personal History Form (P-11) with Supplementary Sheet and EASP form.

### 8. Selection and Recruitment Officer, P-3 (2 Posts)

**Rank:** -Deputy Superintendent of Police or Higher Rank

**Education:** Advanced university degree (Master's degree or equivalent) in law, criminal justice, police sciences, police administration and management or another 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.

**Work Experience:** A minimum of five years of progressively responsible experience in active national police service, including three years of practical experience in police administration and Recruitment is required. Experience in a peace operation, UNHQ, or similar international organization is desirable.

**Language:** English and French are the working languages of the UN Secretariat. For this post, advertised, fluency in English (Oral and Written) is required; knowledge of a second official UN language preferably French is desirable.

**Required Forms:** - Personal History Form (P-11) with Supplementary Sheet and EASP form.

#### आवश्यक अन्य क्राइटेरियाहरु :-

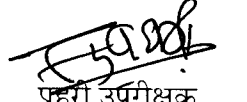
- १ कम्तिमा १ पटक यू.एन.मिसनमा सहभागी भएको अनुभव प्राप्त हुनु पर्ने ।
- २ आवेदन प्राप्त गर्ने अन्तिम मिति भन्दा अगाडि एक वर्ष भित्र कुनै पनि किसिमको विभागीय कारबाही नभएको हुनुपर्ने ।
- ३ Vacancy मा तोकिएको बमोजिमको दर्जा र योग्यता भएको हुनुपर्ने ।
- ४ उल्लेखित Vacancy को लागि आवश्यक पर्ने फर्महरु जानकारीका लागि नेपाल प्रहरीको Website तथा nepol.cd माफत प्रकाशित Vacancy Details को साथमा राखिएको हुँदा सोही अनुसार फर्महरु तयार गरी सम्बन्धित कार्यालयको सिफारिस (पत्र) साथ पेश गर्नु पर्ने छ ।
- ५ नयाँ P-11, Employment with Supplementary Sheet र Academic Certification Form (EAC) नेपाल प्रहरीको Website मा राखिएको छ ।
- ६ तोकिएको ढाँचा भन्दा फरक तथा तोकिएको मिति पश्चात् प्राप्त हुन आएको फर्महरुलाई समावेश गरिने छैन ।
- ७ आवेदन दिने प्रहरी कर्मचारीको जागीर अवधि आवेदनको बखत कम्तीमा २ (दुई) वर्ष बाँकी रहेको हुनु पर्नेछ ।
- ८ Current Rank to be displayed in Employment and Academic Certificate (EAC) Form. P-11 form should contains names of the position /posts titles occupied – not ranks (e.g. not a



“Superintendent” but “District Commander”, “Unit Commander”, “Head of Department” ,  
“Staff Officer” etc.)

- पुनश्च:-१. प्राप्त Vacancy Announcement and necessary forms नेपाल प्रहरीको Website:-  
www.nepalpolice.gov.np को UN सम्बन्धी सूचनामा हेर्ने तथा Download गर्न सकिने छ ।
२. PDF File बनाउदा क्रमश P-11 form, Supplementary Sheet र Academic Certification  
Form (EAC) Scan गरी एउटा मात्र PDF File बनाई पठाउनु पर्ने ।
३. उल्लेखित क्राईटेरियामा नपर्ने र ईच्छुक प्र.क.हरु कोही नभएमा नभएको भनि कुनै पनि कार्यालयले  
जानकारी गराउनु नपर्ने ।

मिति २०७७।०१।०५ गते ।

  
प्रहरी उपरीक्षक  
(चक्र बहादर सिंह)

**Job Title:** Senior Police Liaison Officer, P-5  
**Department/Office:** Integrated Operational Teams  
**Location:** NEW YORK  
**Posting Period:** 01/04/2020 - 01/07/2020  
**Job Opening number:** DPO/SEC2001P/P-5/02

**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 Regional Offices. Both Regional Offices and OROLSI are in the Department of Peace Operations (DPO). Additional information available in <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.
- S/he provides advice on mission-specific and operation 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, peace operations and Permanent Missions of the PCC's within the guidelines of the PD; supports the Integrated Operational Team (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.
- He/she represents the Integrated Operational Team (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.

**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 desirable. Qualifying years of experience are calculated following the graduation from the police academy or similar law enforcement training institution.

**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 peace operations.

Police Officers in active duty currently on secondment and assuming a professional post or higher are not eligible to apply for other job openings. In order to increase female representation in the Police Division, Member States are highly encouraged to nominate



qualified female candidates. If both male and female candidates were found equally qualified, preference will be given to female candidates.

**Job Title:** Chief Mission Management and Support Section, P-5  
**Department/Office:** Mission Management and Support Section  
**Location:** NEW YORK  
**Posting Period:** 01/04/2020 - 01/07/2020  
**Job Opening number:** DPO/SEC2001P/P-5/01

**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 Peace Operations. The incumbent reports directly to the Police Adviser through the Principle Officer, as appropriate. 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 available in: <https://police.un.org/en>

**Responsibilities:**

Within delegated authority, the Chief of Mission Management and Support Section will be responsible for the following duties:

- Providing oversight, guidance and support to the staff of the Section and to the senior leadership of police operations on a wide range of strategic policing activities, including those related to mandate implementation, local police institutional development and capacity enhancement, and operational and administrative issues related to police operations.
- Act as the communication link between the Office of the Police Adviser and the Section and provides advice to the Police Adviser and Deputy Police Adviser on important issues.
- Actively participates in and provides direct oversight in preparing plans to establish and support new and existing operations, and assists in developing profiles based on the identified needs of police components.
- Supervise the timely production of police specific documents and conducts visits to the police components operations of peace operations for fact-finding and technical assessment missions.
- Supervise the activities of the mission management and support officers in regard to the maintenance of continuous liaison with field missions and Permanent Missions of police contributing countries, including those issues related to daily operations.
- Ensure that incoming and outgoing senior police field staff receive appropriate in and out briefings and are provided with follow-up support, as required.
- Ensure 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 operational-related requirements of the police components in the field.
- Provide advice to the senior staff of the Police Division (including Standing Police Capacity), Regional Offices, Integrated Operational Teams, Office of the Military Adviser, OROLSI, DPO, and Department of Operational Support (DOS) on the police aspects of peace operations.
- Conduct representational activities at workshops and seminars and develops partnerships within the UN system, research institutes, Member States, and Regional Organizations.

- Responsible for supervising and managing staff of the Section and therefore evaluates staff performance through use of the UN performance appraisals system in accordance with established criteria.

#### **Competencies:**

**Professionalism:** Knowledge and mastery of theories, concepts, and approaches relevant to police institutional development and administration, law enforcement, community safety and capacity-building. Conscientious and efficient in meeting commitments, observing deadlines and achieving results. Motivated by professional rather than personal concerns.

**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 and uses time efficiently.

**Accountability:** Takes ownership of all responsibilities and honors commitments; delivers outputs within prescribed time, cost and quality standards; operates in compliance with organizational regulations and rules; supports subordinates, provides oversight and takes responsibility of delegated assignments; takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable.

**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 improvements; does not accept the status quo; shows the courage to take unpopular stands. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.

**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 and conveys enthusiasm about future possibilities.

#### **Qualifications:**

**Education:** Advanced university degree (Master's Degree or Equivalent) in the field of Police Science, Criminal Justice, Law Enforcement, Law, or a related area is required. Graduation from a certified police academy or similar law enforcement training institution is also 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:** Minimum of 10 years of progressively responsible experience in an active national police service with a current rank of at least Chief Superintendent, Deputy Commissioner or equivalent military rank of Colonel or above at senior administrative and strategic operational levels. Experience in a peace operation, UNHQ, or similar international organization is desirable. UN policing experience in a peace operation dealing with administrative and operational issues related to the day-to-day functioning of the police component is desirable. Qualifying years of experience are calculated following the graduation from the police academy or similar law enforcement training 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 an additional official UN language, preferably French, is desirable.

#### **Assessment Method:**

Evaluation of qualified candidates may include an assessment exercise which may be followed by a competency-based interview.

**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 peace operations. Police Officers in active duty currently on secondment and assuming a professional post or higher are not eligible to apply for other job openings. In order to increase female representation in the Police Division, Member States are highly encouraged to nominate qualified female candidates. If both male and female candidates were found equally qualified, preference will be given to female candidates.

**Posts:** 2  
**Job Title:** Police Officer, P-4  
**Department/Office:** Mission Management and Support Section  
**Location:** NEW YORK  
**Posting Period:** 01/04/2020 - 01/07/2020  
**Job Opening number:** DPO/SEC2001P/P-4/06

**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 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 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 on police issues related to peace operations.
- S/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.
- 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 Regional Offices (especially Integrated Operational Teams), Office of Military Affairs, Policy Evaluation and Training Division, Department of Operational 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 peace operations 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 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.

**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, 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 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 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 peace operations. Currently serving active-duty seconded officers will not be considered eligible to be nominated for new vacant posts.

Police Officers in active duty currently on secondment and assuming a professional post or higher are not eligible to apply for other job openings. In order to increase female representation in the Police Division, Member States are highly encouraged to nominate qualified female candidates. If both male and female candidates were found equally qualified, preference will be given to female candidates.

**Job Title:** Corrections Policy Officer, P-4  
**Department/Office:** Policy and Training Team  
**Location:** NEW YORK  
**Posting Period:** 01/04/2020 - 01/07/2020  
**Job Opening number:** DPO/SEC2001P/P-4/05

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

**Organizational Setting and Reporting:**

This post is located in the Department of Peace Operations (DPO), Office of Rule of Law and Security Institutions, Justice and Corrections Service. The Corrections Officer reports to the Chief of the Justice and Corrections Service or his/her designate.

**Responsibilities:**

Within delegated authority, the Corrections / Prison Advisory Officer will be responsible for the following duties:

- Providing advice and support to the Office of Rule of Law and Security Institutions and to DPO on corrections/prisons issues in peace operations.
- Formulating strategies and policies for corrections / prison activities in field missions as part of a comprehensive rule of law approach.
- Planning corrections / prisons aspects of peace operations and provides technical and operational guidance to field personnel.
- Monitoring and analyzing corrections / prisons issues in peace operations, identifying problems and propose solutions.
- Overseeing that preparation and dissemination of policies, lessons learned studies and other guidance materials, including for pre-deployment and personnel induction purposes.
- Participating in the design and delivery of corrections / prison related training for a wide range of corrections / prison stakeholders.
- Assisting Member States in developing a capacity to contribute corrections officers to peace operations.
- Performing other tasks, as required.

**Competencies:**

**Professionalism:** Ability to plan, support and provide advice on corrections/prisons reform activities. Knowledge of applicable international standards in the corrections/prisons area. Excellent conceptual, analytical and evaluative skills. Ability to conduct independent research and analysis, identify issues, develop lessons learned, identify best practices, formulate options and make recommendations. Excellent communication skills (written and verbal) including the ability to prepare succinct reports and guidelines and to articulate ideas in a clear and concise manner. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**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.

**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.

**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 joining responsibility for team shortcomings.

**Qualifications:**

**Education:** Advanced university degree (Master's degree or equivalent) in law or social sciences. A first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree. Graduation from a certified prison academy or other similar law enforcement training institution is desirable.

**Experience:** A minimum of seven years of progressively responsible professional experience in a corrections or prison setting is required. Performing functions at the rank of superintendent, service equivalent, or middle manager or above is desirable. International experience is required. Experience writing policy or technical documents is required. One year of professional experience providing technical assistance for strengthening corrections and or prison systems in a transitional, development, conflict or post-conflict setting outside the applicant's country of origin is desirable. Experience in one or more of following the prison sectors is desirable: strategic planning; policy development; training design and delivery; and prison security management. Qualifying years of experience are calculated following the receipt of the first level university degree recognized by the United Nations.

**Language:** English and French are the working languages of the United Nations Secretariat. For the post advertised, fluency in oral and written English is required. Knowledge of French is desirable. Knowledge of any other official United Nations 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.

**Special Notice:**

Circulation of this Job Opening is limited to Member States. Only persons who have met the identified experience and who have received authorization and who are nominated by their National Authorities to apply for this Job Opening will be considered. Appointments are limited to service on posts financed by the support account of peacekeeping operations reserved for active-duty officers who serve on secondment. In order to promote gender balance female candidates are highly encouraged to apply.





<b>Posts:</b>	2
<b>Job Title:</b>	Policy Coordination Officer, P-4
<b>Department/Office:</b>	Strategic Policy and Development Section
<b>Location:</b>	NEW YORK
<b>Posting Period:</b>	01/04/2020 - 01/07/2020
<b>Job Opening number:</b>	DPO/SEC2001P/P-4/04

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

**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:**

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. Appointment is limited to service on posts financed by the support account for peace operations requiring active police service.

Police Officers in active duty currently on secondment and assuming a professional post or higher are not eligible to apply for other job openings. In order to increase female representation in the Police Division, Member States are highly encouraged to nominate qualified female candidates. If both male and female candidates were found equally

qualified, preference will be given to female candidates.



**Job Title:** Transnational and Organized Crime Expert, P-4  
**Department/Office:** Strategic Policy and Development Section  
**Location:** NEW YORK  
**Posting Period:** 01/04/2020 - 01/07/2020  
**Job Opening number:** DPO/SEC2001P/P-4/03

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

**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:

- Provides 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 incumbent will 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.

- S/he will be required to 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.

**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.

**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.

**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 peace operations.

Police Officers in active duty currently on secondment and assuming a professional post or higher are not eligible to apply for other job openings. In order to increase female representation in the Police Division, Member States are highly encouraged to nominate qualified female candidates. If both male and female candidates were found equally qualified, preference will be given to female candidates.



<b>Job Title:</b>	Police Officer, P-3
<b>Department/Office:</b>	Mission Management and Support Section
<b>Location:</b>	NEW YORK
<b>Posting Period:</b>	01/04/2020 - 01/07/2020
<b>Job Opening number:</b>	DPO/SEC2001P/P-3/07

**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 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 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 on issues related to the police components in peace operations.
- S/he 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.
- The incumbent 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 peace operations; advises on police concepts of operations; participates in the preparation of planning contingencies for ongoing, downsizing and prospective future police components of peace operations; and, prepares background materials, briefing notes and talking points on police issues related to peace operations.
- S/he works in close coordination with counterparts in the Office of Military Affairs, representatives from Member States, Regional Offices (especially Integrated Operational Teams), Department of Operational 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.

**Qualifications:**

**Education:** Advanced university degree (Master's Degree or equivalent) in the field of Criminal Justice, Law or Political Science or another relevant field. A first level university degree with a combination of relevant academic qualifications and sufficient 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 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 a specialization in police planning, is required. Experience in a peace 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.

**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 peace operations.

Police Officers in active duty currently on secondment and assuming a professional post or higher are not eligible to apply for other job openings. In order to increase female representation in the Police Division, Member States are highly encouraged to nominate qualified female candidates. If both male and female candidates were found equally qualified, preference will be given to female candidates.



<b>Posts:</b>	2
<b>Job Title:</b>	Selection and Recruitment Officer, P-3
<b>Department/Office:</b>	Selection and Recruitment Section
<b>Location:</b>	NEW YORK
<b>Posting Period:</b>	01/04/2020 - 01/07/2020
<b>Job Opening number:</b>	DPO/SEC2001P/P-3/08

**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 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 available in <https://police.un.org/en>

**Responsibilities:**

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

- The incumbent 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;
- He/she conducts substantive vetting of candidates to assess their suitability by analyzing curricula vitae, screening of candidates and conducting interviews by phone or video-teleconference;
- He/she 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.
- He/she 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.
- The incumbent is 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.

**Qualifications:**

**Education:** Advanced university degree (Master's degree or equivalent) in law, criminal justice, police sciences, police administration and management or another 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 recruitment is required. Experience in a peace 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.

**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 peace operations.

Police Officers in active duty currently on secondment and assuming a professional post or higher are not eligible to apply for other job openings. In order to increase female representation in the Police Division, Member States are highly encouraged to nominate qualified female candidates. If both male and female candidates were found equally qualified, preference will be given to female candidates.