

बाटः प्र.प्र.का.यू.एन.महाशाखा, नक्साल ।	कार्यालयः
लाईः प्र.प्र.का.प्र.म.नि.को सचिवालय, प्र.प्र.का.सवै विभाग, रा.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 ४९३८ DTO:- १८१४००

संयुक्त राष्ट्र संघको अनुरोधमा शान्ति स्थापनार्थ Central African Republic स्थित MINUSCA मिसनको लागि Global Vacancy द्वारा निम्न पदमा पदपूर्तीका लागि Vacancy Announcement भई आएकोले तहाँ कार्यालय तथा मातहत समेतबाट निम्न क्राइटेरीया भित्र पर्ने ईच्छुक प्रहरी कर्मचारीहरूको Personal History Profile Form (P-11) with Supplementary Sheet र Employment and Academic Certification Form भरी मिति २०७६।०८।०५ गते कार्यालय समयभित्र सम्बन्धित कार्यालयको सिफारिस (पत्र) सहित यस महाशाखाको ईमेल ठेगाना nppolice@gmail.com मा दस्तखत सहितको Scanned Copies (PDF File) पठाउन हुन नि. अनुरोध (०)

**निम्न :-**

माग भई आएको पद र योग्यता

**Police Reform Coordinator, P-5**

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

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

**Work Experience:** Candidate must be in active police service possessing a minimum of 10 years (12 years in absence of advanced degree) of progressive relevant and active policing experience in a national or international law enforcement agency both at the field and/or national police headquarters level. Seven (7) years of active police experience at senior policy making level, including strategic planning and management experience in one or few of the following areas: police operations, crime management, police administration, police training and development,

change management (particularly in law enforcement) - required; practical direct experience in commanding a regional or a state level police units, or heading a unit at national police HQ level - desired. Practical experience in institutional building, reforming and restructuring in the area of law enforcement or related field is highly desirable. Previous UN or international

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

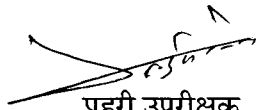
**Required Forms:** - Personal History Form (P-11), Employment Record-Supplementary Sheet and Employment and Academic Certification Form.

**आवश्यक अन्य क्राईटेरियाहरु:-**

- 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 साथ पेश गर्नु पर्ने छ ।
- ५ नयाँ P-11, Employment with Supplementary Sheet र Academic Certification Form (EAC) नेपाल प्रहरीको Website तथा nepol.cd 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 १ (एक) बर्ष बाँकी रहेको हुनु पर्नेछ ।

- पुनश्च:-**
१. प्राप्त Vacancy Announcement and necessary forms नेपाल प्रहरीको WebSite:- [www.nepalpolice.gov.np](http://www.nepalpolice.gov.np) को UN सम्बन्धी सूचनामा हेर्न 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 ।
  २. उल्लेखित क्राईटेरियामा नपर्ने र ईच्छुक प्र.क.हरु कोही नभएमा नभएको भनि कुनै पनि कार्यालयले जानकारी गराउनु नपर्ने ।

मिति २०७६।०७।१८ गते ।

  
प्रहरी उपरीक्षक  
(रन्जु सिग्देल)

# United Nations

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

<b>Post title and level</b>	<b>Police Reform Coordinator, P-5</b>
<b>Organizational Unit</b>	<b>United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA)</b>
<b>Duty Station</b>	<b>Bangui</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months (extendible)</b>
<b>Deadline for applications</b>	<b>13 December 2019</b>
<b>Job Opening number</b>	<b>2019-MINUSCA-89650-DPO</b>

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

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## **RESPONSIBILITIES:**

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

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

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

### **COMPETENCIES:**

**Professionalism:** Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in the management and administration: ability to review and edit the work of others.

**Planning and organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

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

**Leadership:** Serves as a role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands.

### **QUALIFICATIONS:**

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

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

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

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**Preference will be given to equally qualified women candidates.**

**Date of Issuance: 31 October 2019**

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

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