

## प्रहरी संचार

	कार्यालय:
बाट: प्र.प्र.का.यू.एन.महाशाखा, नक्साल ।	प्राथमिकता O/J/AJ/TJ/MJ
लाई: 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) ।	क्रम संख्या ४९६६
बोधार्थ:-	DTO:- ०४१०३१

संयुक्त राष्ट्र संघको अनुरोधमा शान्ति स्थापनार्थ कंगो स्थित MONUSCO मिसनको लागि Global Vacancy द्वारा निम्न पदहरूमा पदपूर्तीका लागि Vacancy Announcement भई आएकोले SAAT/ AMS उत्तीर्ण भएका र फ्रेन्च (French) भाषामा दक्ष तहाँ कार्यालय तथा मातहत समेतबाट निम्न क्राईटेरीया भित्र पर्ने ईच्छुक प्रहरी कर्मचारीहरूको Electronic Application for Seconded Police (EASP) form भरी मिति २०७६।०७।२७ गते कार्यालय समयभित्र सम्बन्धित कार्यालयको सिफारिस (पत्र) सहित यस महाशाखाको ईमेल ठेगाना nppolice@gmail.com मा दस्तखत सहितको Scanned Copies (PDF File) पठाउन हुन अनुरोध (०)

### निम्न :-

माग भई आएको पद र योग्यता

१. Chief of POC Cell, (Individual Police Officer, seconded, non- contracted)

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

**Education:** A graduation from police academy or other national law enforcement agency is required. Master's degree or equivalent in the field of law enforcement, criminal justice, public administration, social sciences or other relevant areas. University Diploma with a combination of academic qualifications in lieu of a master's degree is acceptable.

**Work Experience:** A minimum of 7 years (9 years in absence of advanced degree) of continuous experience in political science, human rights, humanitarian affairs, international relations, public administration, police or related fields at the national or international level in conflict or post-conflict settings is required.

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

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### **2. Police Chief of Staff ( Individual Police Officer, Seconded, non-contracted)**

**Rank:** - 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, human resources management, change management, or related area. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Specialized training in the area of incumbent's responsibility (operations, reform, administration, training) is highly desirable. Graduation from a certified Police Academy or other national or international Law Enforcement Training Institution is required.

**Work Experience:** A minimum of 7 years (9 years in absence of advanced degree) of progressively relevant and active policing service/experience in a national or international law enforcement agency, both at the field and national police headquarters level - required; 5 years of active police experience at policy making level with strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management, police administration, police training and development, change management (particularly in law enforcement), reform and restructuring or related field - required; practical direct experience in commanding a regional or a state level police units - highly desirable. Previous UN or international experience is an advantage.

**Language:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written French and English is required.

### **3. Coordinator of UNPOL activities in eastern DRC (Individual Police Officer, seconded, non-contracted)**

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

**Education:** A graduation from Police Academy or is required. Master's degree or equivalent in the field of law enforcement, criminal justice, public administration, social sciences or other relevant areas. University Diploma with a combination of academic qualifications in lieu of a master's degree is acceptable.

**Work Experience:** A minimum of 7 years (9 years in absence of advanced degree) of continuous experience with leadership positions in political science, human rights, humanitarian affairs, international relations, public administration, police or related fields at the national or international level in conflict or post-conflict settings is required.

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


**Required Forms:** - Electronic Application for Seconded Police (EASP) form.

**आवश्यक अन्य क्राइटेरियाहरु:-**

- १ SAAT/AMS उत्तीर्ण भएको र फ्रेन्च (French) भाषामा दखखल भएको हुनु पर्ने ।
- २ आवेदन प्राप्त गर्ने अन्तिम मिति भन्दा अगाडि एक वर्ष भित्र कुनै पनि किसिमको विभागीय कारबाही नभएको हुनुपर्ने ।
- ३ Vacancy मा तोकिएको वमोजिमको दर्जा र योग्यता भएको हुनुपर्ने ।
- ४ उल्लेखित Vacancy को लागि आवश्यक पर्ने फर्म जानकारीका लागि नेपाल प्रहरीको WebSite तथा nepol.cd मार्फत प्रकाशित Vacancy Details को साथमा राखिएको हुँदा सोही अनुसार फर्महरु तयार गरी सम्बन्धित कार्यालयको सिफारिस साथ पेश गर्नु पर्ने छ ।
- ५ तोकिएको ढाँचा भन्दा फरक तथा तोकिएको मिति पश्चात् प्राप्त हुन आएको फर्महरुलाई समावेश गरिने छैन ।
- ६ आवेदन दिने प्रहरी कर्मचारीको जागीर अवधि आवेदनको बखत कम्तीमा १ (एक) वर्ष 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. उल्लेखित क्राइटेरियामा नपर्ने र ईच्छुक प्र.क.हरु कोही नभएमा नभएको भनि कुनै पनि कार्यालयले जानकारी गराउनु नपर्ने ।

मिति २०७६।०७।०४ गते ।

  
प्रहरी बरिष्ठ उपरीक्षक  
(बिभूति राज पाण्डे)

# 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>Chief of POC Cell, (Individual Police Officer, seconded, non-contracted)</b>
<b>Organizational Unit</b>	<b>MONUSCO</b>
<b>Duty Station</b>	<b>GOMA</b>
<b>Reporting to</b>	<b>Chief of Operations</b>
<b>Duration</b>	<b>12 Month (extendible)</b>
<b>Deadline for applications</b>	<b>17 December 2019</b>
<b>Job Opening number</b>	<b>2019-MONUSCO-40000-DPO</b>

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

## **RESPONSIBILITIES:**

Under the direct supervision of the Chief of Operations, the mission of the Chief of POC Unit is to collect, synthesize and analyze security information and report to the hierarchy. To this end, he shall have the following duties and responsibilities:

- Ensures that the Head of Police Component (HoPC) through the Coordinator of UNPOL Activities in Eastern DRC and Chief of Operations is regularly updated on current and emerging threats against civilians;
- Ensures that a comprehensive approach is adopted on all matters pertaining to Protection of Civilians (POC) in order to effectively leverage resources within the Police Component for POC objectives as defined in the Mandate;
- Provides advice to the Police hierarchy on ways in which the Mission can assist and build the capacity of the Congolese National Police to fulfill their POC responsibilities;
- Provides support to relevant Sections to ensure that POC concerns are adequately reflected in the Component's operations;
- Conducts analyses on armed groups in the East and West of the DRC;
- Regularly monitors major political and social events;
- Immediately reports all security information to the Chief of Operations;
- Coordinates the establishment/monitoring of early warning tools and processes, including liaising with other Components of the Mission and alert systems;
- Cooperates with other Components of the Mission to conduct and support After Action Reviews and lessons learned studies on the Police Component's or Mission's POC efforts;
- Compiles and transmits through the established chain of command, the weekly operational plans of Sectors.
- Oversees the development and implementation of the POC Strategy in accordance with the Mandate's guidelines and operational plans and works with other relevant actors in POC assessments;
- Provides POC inputs to the Police hierarchy in planning and performance systems and support to Mission POC coordination structures;
- Coordinates and facilitates information sharing with security actors and other stakeholders in the Mission area;

- Assists in the development of an effective POC communication strategy, in close coordination with the Public Information Office;
- Ensures permanent liaison with patrol teams and IPOs on missions to remote locations (Missions Task Force, JPT, JAM, etc.);
- Actively seeks to identify immediate and remote threats and accurately reports any incidents that may impede the execution of the mandate;
- Secures storage of data and reports produced by the POC;
- Provides strategic guidance in the elaboration of Sector's Operational Orders in the event of demonstrations or other events likely to cause disturbances to Public Order.

### **COMPETENCIES:**

**Professionalism:** Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular (Communication, law enforcement, criminal justice, public demonstration, Respect of Human Rights, social sciences or other relevant areas); strong organizational and communication skills; experience in the leadership positions; ability to review and edit the work of others; Shows pride in his work and achievements. Professional motivation. Bring to the execution of one's tasks the necessary awareness and efficiency to be able to honor the commitments made, to keep deadlines and to obtain expected results.

**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; monitors and adjusts plans and actions as necessary; uses time efficiently.

**Teamwork:** Ability to work in harmony with colleagues in achieving objectives. Respect and understanding of different points of view which is reflected in work and decision-making.

**Leadership:** Ability to lead, coordinate, supervise and manage. Ability to adapt, plan, analyze, duplicate organizational qualities and has good verbal and written communication.

### **QUALIFICATIONS:**

**Education:** A graduation from police academy or other national law enforcement agency is required. Master's degree or equivalent in the field of law enforcement, criminal justice, public administration, social sciences or other relevant areas. University Diploma with a combination of academic qualifications in lieu of a master's degree is acceptable.

**Work Experience:** A minimum of 7 years (9 years in absence of advanced degree) of continuous experience in political science, human rights, humanitarian affairs, international relations, public administration, police or related fields at the national or international level in conflict or post-conflict settings is required.

**Rank:** Rank required for this post is Superintendent of Police, Major, other equivalent or higher rank.

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

Preference will be given to equally qualified women candidates.

In accordance with the new 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

Date of Issuance: 17 October 2019

# 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  
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<b>Post title and level</b>	<b>Police Chief of Staff, (Individual Police Officer, seconded, non-contracted)</b>
<b>Organizational Unit</b>	<b>MONUSCO</b>
<b>Duty Station</b>	<b>Kinshasa</b>
<b>Reporting to</b>	<b>Deputy Police Commissioner</b>
<b>Duration</b>	<b>12 Month (extendible)</b>
<b>Deadline for applications</b>	<b>17 December 2019</b>
<b>Job Opening number</b>	<b>2019-MONUSCO-40001 -DPO</b>

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

## **RESPONSIBILITIES:**

In compliance with the UN mandate and under the supervision and Guidance of the Deputy Police Commissioner, the Police Chief of Staff is responsible for ensuring the integrated and coherent functioning of the Police Component across all Sections, Sub-sections and locations: coordination and supervision of the administrative work of the UNPOL activities; oversee the core mechanisms and processes that enable the integrated delivery of the mission's mandate, in particular strategic and operational planning, policy coordination, senior-level decision-making and information management. Within delegated authority from the Police Commissioner (PC) or his Deputy, the Chief of Staff is responsible for the following duties:

- Managing respective UN Police Component Units under his/her command;
- Developing and updating administrative policy directives, plans and orders of the Police Commissioner, deployment plans, Standard Operating Procedures (SOP); preparing and publishing informational bulletins on new directives and instructions requiring the attention of all UN Police officers.
- Supervising human resource management process: assisting in the determination of the appropriate assignments and providing recommendations to the Police Commissioner on the timely appointment of suitable personnel to key non-professional positions prior to the time when they become vacant;
- Overseeing and monitoring the deployment of individual police officers and allocation of related resources to meet operational requirements;
- Ensuring the planning of staff rotations, tour of duty extensions, leave and CTO; coordinating and overseeing the movement of personnel (MOP) within the Mission and outside the Mission;
- Maintaining the personnel record filing system;
- Providing general oversight of all assets belonging to the UNPOL component and their proper use by the staff;
- Maintaining permanent liaison with all sections of the Mission Support component and international staff section regarding police requirements in terms of deployment, accommodation, offices, CITS, logistics, supply, constructions, etc.
- Organizing legal advisory support to the UN Police leadership and other UNPOL staff when necessary;
- Ensuring compliance with the United Nations rules, regulations, and Mission Mandate, conformity to the highest standards of professional conduct and personal behavior by the UNPOL, proper utilization of

police resources at all times including implementing regular inspection regimes and initiating corrective measures to improve efficiency and effectiveness within UN police component and harmony with other mission components in the spirit of an integrated mission and attainment of common goals;

- Overseeing coherent mission induction programs for all the new UNPOL arrivals and exploring and facilitating additional, in-house training to the UNPOL members in collaboration with the mission Integrated Training Service (ITS);
- In coordination with and under the guidance of the DPO/Police Division, organizing the certification of Selection Assistance and Assessment Team (SAAT) members; nominating in close collaboration with the Police Commissioner Cabinet the above trainers for participation in SAAT sessions in PCCs at the request of the DPO/Police Division;
- Conducting visits to team sites to verify that morale is high, and work is being done in a fair and equitable manner and in accordance with sound and progressive management principles;
- If necessary, support the UNPOL Investigation Unit carrying out internal investigations on allegations of misconduct by individual police officers and recommending relevant disciplinary action in coordination with the Mission Disciplinary Unit; representing the UN Police on Boards of Inquiry;
- Maintaining permanent administrative information exchange between the UN Police component and the DPO/Police Division; ensuring regular dissemination of UNPOL strength reports among the UNPOL staff, Mission leadership, the DPO/Police Division;
- Providing support to the preparation of budget proposals for Police Commissioner;
- Performing any other duties as assigned by the Police Commissioner in fulfillment of the mandate.

### **COMPETENCIES:**

**Professionalism:** Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular (human resources, budget, logistics management planning); strong organizational and communication skills; experience in the management and administration: ability to review and edit the work of others. 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.

**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 other's ideas and expertise; is willing to learn from others; 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.

**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, human resources management, change management, or related area. A first-level university degree in combination with qualifying experience may be

accepted in lieu of the advanced university degree. Specialized training in the area of incumbent's responsibility (operations, reform, administration, training) is highly desirable. Graduation from a certified Police Academy or other national or international Law Enforcement Training Institution is required.

**Work Experience:** A minimum of 7 years (9 years in absence of advanced degree) of progressively relevant and active policing service/experience in a national or international law enforcement agency, both at the field and national police headquarters level - required; 5 years of active police experience at policy making level with strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management, police administration, police training and development, change management (particularly in law enforcement), reform and restructuring or related field - required; practical direct experience in commanding a regional or a state level police units -- highly desirable. Previous UN or international experience is an advantage.

**Rank:** Rank required for this post is Superintendent of Police, Lieutenant Colonel, other equivalent or higher rank.

**Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written French and English is required.

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Date of Issuance: 17 October 2019



# United Nations

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<b>Post title and level</b>	<b>Coordinator of UNPOL activities in eastern DRC, (Individual Police Officer, seconded, non-contracted)</b>
<b>Organizational Unit</b>	<b>MONUSCO</b>
<b>Duty Station</b>	<b>GOMA</b>
<b>Reporting to</b>	<b>Deputy Police Commissioner</b>
<b>Duration</b>	<b>12 Month (extendible)</b>
<b>Deadline for applications</b>	<b>17 December 2019</b>
<b>Job Opening number</b>	<b>2019-MONUSCO-40002 -DPO</b>

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

## **RESPONSIBILITIES:**

In compliance with the UN mandate and under the supervision and Guidance of the Police Commissioner, the Coordinator of UNPOL Activities in Eastern DRC is responsible for coordination of the integrated and coherent functioning of the Police Component across all eastern locations; coordination and supervision intelligence gathering and analysis reporting on security events; oversee the core mechanisms and processes that enable the integrated delivery of the mission's mandate; Within delegated authority from the Police Commissioner (PC) or his Deputy (DPC), Coordinator of UNPOL Activities in Eastern DRC is responsible for the following duties:

- Ensures that the Head of Police Component (HoPC) through the DPC is regularly updated on the Security Situation and conflicts dynamics in Eastern DRC;
- Advises and provides strategic guidance and direction to the HoPC on identifying risks and opportunities related to the execution of the Mission's mandate, suggests mitigation measures as relevant and regular reports through the DPC on key issues and work program implementation;
- Provides mentoring support to the Host-State Police leadership in integrating organizational change and strategic reform initiatives across all the key areas, including crime reduction, operations, administration, professional standards, legal, planning and development, training, infrastructure and technical logistical requirements;
- coordination of all Police Component activities in Eastern DRC and identifying immediate and remote threats and accurately report, through the DPC, any incidents that may impede the execution of the mandate;
- Ensuring secure storage of data and reports produced by the various Sections of the Police Component in Eastern DRC;
- Assists the HoPC in managing, controlling and directing the UN Police Component in Eastern DRC as well as assigning specific duties to the UN Police officers deployed to the mission;
- Makes regular visits to the team sites to ensure the professional functioning of the UN Police personnel and observes/monitors the overall progress, welfare and concerns of the UN Police personnel on the ground in Eastern DRC;

- Contributes to the development and monitoring of MONUSCO's Mission Implementation Plan including UN Police CONOPs, SOPs, Guidelines and Policies towards the achievement of the overall goals of MONUSCO's mission;
- Plans and facilitates dialogues with other Mission Components and partners to improve execution of development assistance policies and practices;
- Directs the different sections of HQ GOMA such as SOCSU, SEA TASK FORCE, POC and UNPOL IMTC in the reporting to Kinshasa UNPOL MHQ.
- Ensures effective functioning of coherent communications structures and systems within the MONUSCO Component's Sections in Eastern DRC;
- Organizes and coordinates UNPOL evaluation retreats for Eastern DRC;
- Organizes and coordinates all official visits for Eastern DRC;
- Develops specific proposals to reduce violence against local populations

### **COMPETENCIES:**

**Professionalism:** Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular (Communication, law enforcement, criminal justice, public demonstration, social sciences or other relevant areas); experience in the leadership positions; ability to review and edit the work of others; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations.

**Planning and Organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; monitors and adjusts plans and actions as necessary; uses time efficiently.

**Teamwork:** Ability to work in harmony with colleagues in achieving objectives. Respect and understanding of different points of view which is reflected in work and decision-making; solicits inputs by genuinely valuing other's ideas and expertise; is willing to learn from others.

**Leadership:** Ability to lead, coordinate, supervise and manage. Ability to adapt, plan, analyze, duplicate organizational qualities and has good verbal and written communication.

### **QUALIFICATIONS:**

**Education:** A graduation from Police Academy or is required. Master's degree or equivalent in the field of law enforcement, criminal justice, public administration, social sciences or other relevant areas. University Diploma with a combination of academic qualifications in lieu of a master's degree is acceptable.

**Work Experience:** A minimum of 7 years (9 years in absence of advanced degree) of continuous experience with leadership positions in political science, human rights, humanitarian affairs, international relations, public administration, police or related fields at the national or international level in conflict or post-conflict settings is required.

**Rank:** Rank required for this post is Superintendent of Police, Lieutenant Colonel, other equivalent or higher rank.

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

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