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# मुख्यालय पुलिस महानिदेशक, उत्तर प्रदेश।

पत्र संख्याः डीजी-दो/अ-27-(  $\circ$ 6)-2017 सेवा में.

दिनांकःलखनऊःफरवरी, 10, 2017

समस्त पुलिस महानिदेशक, उ०प्र०। समस्त अपर पुलिस महानिदेशक, उ०प्र०। समस्त जोनल पुलिस महानिरीक्षक, उ०प्र०। पुलिस महानिरीक्षक, एस०टी०एफ०/ए०टी०एस०/एस०आई०टी०, उ०प्र०।

विषय:-Job Opening : Appointment of Individual Police Officer (On active Service) on Scecondment to the Standing Police Capacity of the Police Division, with its Duty Station to the United of the Police Nations Logistics Base (UNLB) In Brindisi Italy.

कृपया उपर्युक्त विषयक Sri Raman Kumar, Under Secretary to the Government of India, Ministry of Home Affairs, [Police Division-II], PMA Cell, Room No. 14, North Block, New Delhi, 110001, Telephone No: 23094009, Fax No: 23094009, uspma@nic.in के पत्र संख्याः 21023/06/2017-PMA {UN} Dated the 7<sup>th</sup> February, 2017 कुल-26-वर्क, जो पुलिस की वेबसाईट पर लोड कराया जा रहा है, का अवलोकन करने का कष्ट करें।

2- निदेशानुसार अनुरोध है कि कृपया (b) Transnational Organized Crime Officer (P-3) {Vacancy No. 2017-SPC-75927-DPKO} एवं (e) Police Personnel Management Officer (P-3) {Vacancy No. 2017-SPC-78776-DPKO} पद पर प्रतिनियुक्ति हेतु इच्छुक एवं पात्र पुलिस उपाधीक्षकों के नामांकन निर्धारित प्रारूप में वायोडाटा संस्तुति/टिप्पणी सहित दिनांकः 28 -2-2017 तक इस मुख्यालय को उपलब्ध कराने की कृपा करें, तािक अग्रेतर कार्यवाही की जा सके। शून्य सूचना भेजने की

आवश्यकता नहीं है।

( प्रकाश डी० )

पुलिस महानिरीक्षक, प्रशासन, उत्तर प्रदेश।

P DAID SIN17 SIGNITI -

1- पुलिस महानिरीक्षक एवं पुलिस महानिदेशक के सहायक, मुख्यालय पुलिस महानिदेशक, उ०प्र०, लखनऊ को इस अनुरोध के साथ प्रेषित है कि कृपया इस मुख्यालय में नियुक्त इच्छुक एवं पात्र पुलिस उपाधीक्षकों को उपरोक्त के संबंध में अपने स्तर से अवगत कराने का कष्ट करें।

2- उप निदेशक, उत्तर प्रदेश पुलिस कम्प्यूटर केन्द्र, लखनऊ को इस आशय से प्रेषित कि कृपया इस पत्र के साथ संलग्न किए जा रहे उपरोक्त प्रकरण से संबंधित कुल-26-वर्क को पुलिस की वेबसाईट पर अपलोड कराना सुनिश्चित करें।

संलग्न-कुल-26-वर्क।



No.21023/06/2017-PMA{UN}

GOVERNMENT OF INDIA Ministry of Home Affairs [Police Division-II] PMA Cell

> Room No. 14, North Block, New Delhi, 110001

- Dated the February, 2017 The Chief Secretaries and DsG (P)s of all States / UTs
- Directors IB/CBI/SVP PA/SPG/NEPA/NICFS/CFSL/ DCPW/NCRB.
- 3. DsG - BSF/CRPF/ITBP/CISF/NSG/RPF/BPR&D/SSB /NCB/NIA/Assam Rifles (Through LOAR) 4.
- Commissioner of Police Delhi.

Subject :- Job Opening : Appointment of Individual Police Officer (On active Service) on Scecondment to the Standing Police Capacity of the Police Division, with its Duty Station to the United of the Police Nations Logistics Base (UNLB) in Brindisi, Italy

PMI to UN has sought the nomination of Individual Police Officers for the following position on Secondment to the Standing Police Capacity of the Police Division, with its Duty Station to the United of the Police Nations Logistics Base (UNLB) in

- (a) Public Order Adviser (P-4)
- (b) Transnational Organized Crime Officer (P-3)
- (c) Investigation Adviser (P-4)
- (d) Logistics Adviser (P-4)
- (e) Police Personnel Management Officer (P-3)
- (f) Police Reform Adviser (P-4)

# (a) Public Order Adviser (P-4) {Vacancy No. 2017-SPC-75916-DPKO}

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

19(A) See-i

**गपर** एलिस महानिदेशक (क्रार्मिक) उत्तर प्रदेश

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I.G./Admin LKW 09.2.

Work experience: A minimum of 7 years of active law enforcement experience in a national law enforcement agency at the strategic operational and administrative levels, including at least three years of experience in crowd management and riot control and other public order matters, both with regards to policy-making and implementation, is required. Must be in active national police service with the rank of superintendent or Lt. colonel, other service equivalent or higher rank is required. Peacekeeping or other international experience in the UN or other organizations is desirable.

Languages: English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required knowledge of a second official UN language, preferably. French and/or Arabic is desirable.

# (b)Transnational Organized Crime Officer (P-3) {Vacancy No. 2017-SPC-75927-DPKO}

### **Qualifications:**

Education: Advanced university degree (Master's degree or equivalent) in Law, Social Sciences, or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in combating serious and organized crime may be acceptable in lieu of the advanced university degree. Graduation from a certified police academy or other similar law enforcement training institution is required.

Work Experience: A minimum of five years of active policing experience in a national police or other law enforcement agency at the strategic, operational, and administrative levels, including at least two years of experience in anti-transnational crime and anti-organized crime policemaking and implementation is required. In active national police service, with a current rank of at least Chief Inspector or Major, equivalent or higher rank is required, Experience in UN peacekeeping mission or other similar International organizations is desirable Experience in the use of modern Internet based research methodologies and sources are required.

Language: English and French are the most used working languages of th UN. For the post advertised fluency in oral and written English is required, knowledge of French is highly desirable.

Other desirable skills: proficiency in the use of computer and relevant applications (Lotus note, word Excel and PowerPoint) is an advantage.

## (c) Investigation Adviser (P-4) {Vacancy No. 2017-SPC-75909-DPKO}

### Qualifications:

Education: Advanced university degree (Master's degree of equivalent) in the applied sciences, social sciences, Laws or other relevant field. A first level university degree with a relevant

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combination of academic qualification and extensive experience in police operational matters, including serious crime investigations may be accepted lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training facility is required.

Work Experience: A minimum of 7 years of active law enforcement experience on a wide range of operational and administrative issues, including three years of experience in management and policy-making with regard to serious crime investigations including of transnational organized crime and crime scene management/forensics is required. In active national police service with a rank of superintendent or Lt. colonel, other service equivalent or higher rank is required. Experience in the use of modern Internet-based research methodologies and sources are required. Peacekeeping or other international experience in the UN or other organizations is desirable.

Language: English and French are the working languages of the UN, for the advertised post fluency in oral and written English is required. Knowledge of French is highly desirable.

# (d) Logisitcs Adviser (P-4) {Vacancy No. 2017-SPC-75910-DPKO}

Education: Advanced university degree (Master's degree of equivalent) in the applied sciences, social sciences, Laws or other relevant field. A first level university degree with a relevant combination of academic qualification and extensive experience in police operational matters, including logistical support for procurement may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training facility is required.

Work Experience: A minimum of 7 years of active law enforcement experience on a wide range of operational and management issues, including five years of experience or strategic level in capital projects (new projects and maintenance) and logistical management (budget, procurement, managements, replacements, losses, decommission, etc.) for law enforcement agencies. In active national police service with a rank of superintendent or Lt. colonel, other service equivalent or higher rank is required. Experience in the use of modern internet-based research methodologies and sources are required Peacekeeping or other International experience in the UN or other organization is desirable.

Languages: English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required knowledge of a second official UN language, preferably. French and/or Arabic is desirable

Other desirable skills: proficiency in the use of computer and relevant applications (Lotus note, word Excel and PowerPoint) is required.



# (e) Police Personnel Management Officer (P-3) {Vacancy No. 2017-SPC-78776-Qualification:

Education: Advance university degree (master's degree or equivalent) in the applied sciences, social sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement and extensive experience in law enforcement and police general investigations may be accepted in lieu of the advanced university degree. Graduation form a certified police academy or similar law enforcement training Institute is required.

Work 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 is required. Experience within law enforcement organization on a wide range of operational, management and administrative issues especially in human resources management is required, knowledge of project management and experience in training delivery as well as of gender mainstreaming is an advantage. Peacekeeping or other international experience in the UN or other organizations is desirable.

Languages: English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language, preferably French is highly desirable

# (f) Police Reform Adviser (P-4) {Vacancy No. 2017-SPC-75911-DPKO}

Education: Advance degree (Master's degree or equivalent) in the applied sciences, social sciences or relevant field. A first level university degree with a relevant combination of academic qualifications and experience in rule of law and police reform may be accepted in lieu of the advance university degree. Graduation from a certified police academy or similar law enforcement training Institution is required.

Work Experience: A minimum of seven years of progressively responsible experience in rule of law developmental matters- knowledge of police reform, including law enforcement development and capacity-building is required. In active national police service with a rank of Superintendent or Lt. colonel other service equivalent or higher rank is required. Experience in the use of modern Internet-based research methodologies and sources are required. Peacekeeping or other International experience in the UN or other organizations is desirable.

Cr (23)

Languages: English and French are the working languages of the UN. For the advertised post, fluency in oral and written English is required. Knowledge of a second official UN language, preferably French, is desirable.

Other skills: proficiency in the use of computers and relevant applications (Lotus Notes, Word, Excel, PowerPoint) is required.

## Preference will be given to equally qualified women candidates

- 2. It is requested that nomination of eligible and willing officer of the rank of DySP/SP for (P-3) level post and SP/DIG for {P-4} level post may be submitted to this Ministry by 10<sup>th</sup> March, 2017 alongwith the following documents duly completed in all respect:-
  - United Nations Personal History Profile (PHP) form (P.11) duly completed and signed by the nominated candidate.
  - ii. United Nations Employment and Academic Certification [attachment to personal history profile (P-11)] Form duly completed and signed by the nominated candidate as well as the relevant local authority.
  - Note: On scrutiny of nominations received, it has been observed that the EAC is submitted without the signature of Designated Authority of concerned Force resulting rejection of nomination. Hence, the forwarding authority should ensure that the EAC is duly signed by the applicant as well the Designated Authority of Force.
  - iii. Personal details as per Annexure-I.
  - iv. Human Rights certificate must be included(proforma enclosed).Mandatory
- 3. The nominated officers may be advised to send the above **document** as per the format enclosed **through electronic mail at e-mail address** at <u>uspma@nic.in</u>. (Mandatory)
- 4. <u>No modified format other than the specimen enclosed duly typed will be entertained/accepted as it invites lot of observations from UN HQ (UNDPKO) while finalizing the nominations.</u> Hand written PHP/EAC will not be entertained/accepted. It may be ensured that the photographs of the officer applying for the post should be placed on the front side of P-11 form and signature in the last page at relevant place.

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5. It may please be ensured that the nominees are clear from Vigilance angle and Necessary Cadre Clearance (for all Officers) from MHA/State Government/CAPFs/any other lending organization must be forwarded with nomination. (without cadre clearance nominations will not be entertained).

6. No direct application will be entertained.

(Raman Kumar)

Under Secretary to the Government of India

營: 23094009 昌: 23094009

⁴:uspma@nic.in

### Copy to

Commissioner of Police 、
 Mumbai, Kolkatta, Chennai and Bangalore.

It is requested to forward the nominations of eligible and willing officers though State Government only.

2. SO (IT), MHA - With the request to upload the above communication on MHA website (Police Division-II(secondment vacany) and 'what's new'.

(Raman Kuman

Under Secretary to the Government of India

☎: 23094009 월:23094009 ช:uspma@nic.in



## BIO-DATA PROFORMA

Recent passport size photograph

- 1. Name of Post applied.
- 2. Job opening number
- 3. Name of the Officer
- 4. Designation/Rank/organization with present place of posting.
- 5. In the case of officers of deputation with other organization.
  - (a) Name of Parent organization.
  - (b) Name of organization presently employed.
  - (c) Date of deputation
  - (d) Expected date of repatriation to parent cadre/organization.
- 6. Date of Birth
- 7. Education/Qualification
- 8. Date of Joining Police Service
- 9. Service/Cadre/Batch;
  - 10. Previous UN experience

Telephone No.

- a. Office
- b. Residence
- c. Mobile No(mandatory)
- d. Fax No.
- e. E-mail id(mandatory)
- 11. Present Job Profile:-

I hereby certify that, I fulfill the eligibility requirement notified for the post applied for.

(Signature of the applicant)



## HR CERTIFICATE

It is certified that  nor currently under investigation or being prosecuted for any criminal offence including violation of International Human Rights Law and International Humanitarian Law. It is also to certify that Government/Org. of him/her as such and he/she has not committed or even involved, by act or Human Rights Law and International Human Rights Law and International Humanitarian Law.
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To be signed by an officer Not below the rank of DIG/Director



## UNITED NATIONS

## Employment and Academic Certification Attachment to Personal History Profile (P11)

### TO BE COMPLETED BY CANDIDATE;

Per	zonal Data:						
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	I further certify that the nominated candidate has never been convicted of, or is not currently under investigation or being prosecuted for, any criminal or disciplinary offence, or any violations of international human rights law, civil action or disciplinary offence.  The Government of
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## EMPLOYMENT RECORD - SUPPLEMENTARY SHEET

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EMPLOYMENT RECORD SUPPLEMENTARY SHEET

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### UNITED NATIONS



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POSTAL ADDRESS: "ADDRESSE POSTALE; UNITED NGIZONS, NEW YORK, N.Y. 18017 UNITED NATIONS HEADQUARTERS
SECURE COMMS OPERATIONS

REFERENCE:

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DPKO/OROLSI/PD/2017/220

The Secretariat of the United Nations presents its compliments to the Permanent Mission of Member State to the United Nations and has the honour to invite its Government to nominate individual police officers in active service for appointment on secondment to the Standing Police Capacity of the Police Division, with its duty station in the United Nations Logistics Base (UNLB) in Brindisi, Italy, for an initial period of one year, with possibility of extension.

Details regarding the posts for which the Secretariat is seeking qualified applicants are provided in the attached Job Openings 2017-SPC-75927-DPKO. 2017-SPC-75916-DPKO, 2017-SPC-75910-DPKO, 2017-SPC-78776-DPKO, 2017-SPC-75911-DPKO, and 2017-SPC-75909-DPKO. Also attached is the "Application Procedure for Position in the Standing Police Capacity of the United Nations Police Division Requiring Official Secondment from National Governments of United Nations Member States".

The Secretariat kindly requests the Permanent Mission to submit a separate application for each nominee for each Job Opening to the Selection and Recruitment Section/Police Division/OROLSI/DPKO, DC1-0784, in accordance with the above-referenced procedures, certifying that the nominee/s meet/s the requirements in the attached Job Opening/s. Applications submitted after the deadline specified in the Job Opening will not be considered.

The Permanent Mission is also requested to confirm that selected candidates will be released, in a timely manner, from the national police service obligations for service with the United Nations. It is also requested to ensure that the rank of each candidate submitted is indicated on the application, if applicable. In addition, it is strongly recommended that Member States carefully pre-screen their applicants and submit only those candidates meeting all requirements for the position as described in the Job Opening.

Member States are strongly encouraged to nominate qualified female police officers. Preference will be given to equally qualified women candidates.

The Secretariat wishes to inform that the Permanent Mission of Member State that in an effort to streamline and expedite the procedures of recruiting seconded officers, candidates placed on a roster following the selection process may be considered for posts with similar functions within a period of one year and if recommended for deployment, further arrangements will be coordinated with the The Secretariat wishes to reiterate that promoting and encouraging respect for human rights is a core purpose of the United Nations and central to the delivery of its mandates. Should the Secretariat become aware of grave human rights violations which give rise to concerns as to the record and performance of [country] police personnel, this may constitute grounds to revoke its acceptance of such personnel to serve in UN peace operations. In the case of nominees who have been investigated for; charged with or prosecuted for any criminal offence, with the exception of minor traffic violations (driving while intoxicated or dangerous or careless driving are not considered minor traffic violations for this purpose), but were not convicted, the Government is requested to provide information regarding the investigation(s) or prosecutions concerned. The Government is also requested to certify that it is not aware of any allegations against its nominated candidates that they have committed or been involved, by act or omission, in the commission of any acts that may amount to violations of international human rights law or international humanitarian law.

The Secretariat recalls that the responsibilities of those personnel who are appointed to serve in United Nations peacekeeping or special political missions are exclusively international in character. They perform their functions under the authority of, and in full compliance with, the instructions of the Secretary-General of the United Nations and persons acting on his behalf and are duty-bound not to seek or accept instructions in regard to the performance of their duties from any government or from other authorities external to the United Nations. Seconded personnel should carry out their functions in accordance with all applicable regulations, rules and procedures of the Organization.

This request is being transmitted to all Member States, in compliance with General Assembly resulution 51/243 of 15 September 1997.

The Secretariat of the United Nations avails itself of this opportunity to renew to the Permanent Mission of Member State to the United Nations the assurances of its highest consideration.

25 January 2017

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## United



# Vations Secretariat

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DEADLINE FOR APPLICATIONS
POST TITLE AND LEVEL
DUTY STATION
ORGANIZATIONAL UNIT

2017-SPG-75916-DPKO 24 March 2017 Public Order Adviser, P-4 BRINDISI, ITALY

ORGANIZATIONAL UNIT

INDICATIVE MINIMUM GROSS ANNUAL

REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACEKEEPING OPERATIONS.

RESPONSIBILITIES: Under the direct supervision of a Team Leader of the Standing Police Capacity (SPC), the incumbent advises and assists on the law enforcement maintenance of public order including crowd management and riot control. The SPC is a UN Police mechanism for starting up police components in new UN peace operations as well as assisting existing operations on a continual basis. The incumbent is requested to deploy to peace operations for a period from 3 up to 6 months away from his/her duty station. The incumbent provides advice on the deployment and use of international Formed Police Units (FPUs) in UN peace operations as well as the development of this capacity including through training of national law enforcement agencies that UN Police are mandated to assist. Activities are undertaken with regard to building instinutional law enforcement capacity in the public order field, in line with the strategic mission of UN Police. When at the duty station in Brindisi, the incumbent interacts closely with officials in the Police Division of the Department of Peacekeeping Operations and develops doctrine and concepts of operation on law enforcement and public order matters relevant to the respective assignments given to the SPC. S/he reviews current UN Police operations with a view to formulating proposals on public order assistance that the SPC is expected to undertake once deployed on the ground. When deployed in the field, the incumbent advises and assists UN Police in the deployment and use of FPUs as well as other public order practices and advises local law enforcement on the full breadth of law enforcement responses to ensure public order. Focus is placed on the organizational and structure changes required in national law enforcement as well as developing local capacity and tactics for law placed on the organizational and structure changes required in national law enforcement as went as developing foods expanity and factors for law enforcement units in crowd management and auti-riot operations, both during peaceful as well violent demonstrations and protests. The incumbent pays particular attention to the needs and requirements of national formed police capacities and makes expert rocommonations to support their overall development. S/he may also provide advice and assistance on crowd-related issues, close police protection of VIPs, policing diplomatic compounds and other representative areas, and providing police convoy and escort services. COMPETENCIES:

Professionalism: Knowledge of theories, concepts and approaches relevant to democratic policing, law enforcement, community safety and capacity building; gond research, analytical and problem-solving skitls; ability to identify and participate in the resolution of complex issues and problems. Commitment to implementing the goal of gonder equality by ensuring the equal participation and full involvement of women and men in all aspects of peace operations. 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; foresues 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 hefere 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 applied sciences, social sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in police operational matters, including public order maintenance may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law

Work Experience: A minimum of 7 years of active law enforcement experience in a national law enforcement agency at the strategic, operational and administrative levels, including at least three years of experience in crowd management and riot control and other public order matters, both with regards to policy-making and implementation, is required. Must be in active national police service with the rank of Superintendent or Lt. Colonel, other service equivalent or higher rank is required. Peacekeeping or other international experience in the UN or

Languages: English and French ate the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language, preferably French and/or Arabic is desirable.

Preserves will be given to equally qualified women candidutes. Date of Issuance: 24 January 2017

## UNITED NATIONS

DEPARTMENT OF PEACEKEEPING OPERATIONS



### NATIONS UNIES DEPARTEMENT DES OPERATIONS DE MAINTIEN DE LA PAIX

Vucancy Approuncement for Positions in the Department of Reaceheeping Operations requiring official Secondment from national governments of Member States of the United Nations O saffication

VACANCY ANNOUNCEMENT NUMBER DEADLINE FOR APPLICATIONS POST TITLE AND LEVEL DUTY STATION
ORGANIZATIONAL UNIT INDICATIVE MINIMUM GROSS ANNUAL REMUNERATION

2017-SPC-75927-DPKO 24 March 2017 TRANSNATIONAL ORGANIZED CRIME OFFICER, P-3 BRINDISI, YTALY DEPARTMENT OF PEACEKEEPING OPERATIONS (DPKO)

U. S. \$ 79,954.00

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACEKEEPING OPERATIONS.

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RESPONSIBILITIES:

Under the direct supervision of the Team Leader (Operations), of the Standing Police Capacity (SPC), Police Division, the Transmutional Organized Crime Officer provides support and assistance in the field of combuting transmational crime, organized crime, and other emerging serious crime issues, especially in post-conflict environments. The incumbent is expected to deploy to peace operations for a period from 3 up to 6 awards away from his/her duty station. Within the conflict management and the strategic mission of UN Police, which is to help build institutional national police and other law enforcement capacities in post conflict environments, the incumbent works closely to assist the various international and national police and other law enforcement capacities in post conflict assists in the development and implementation of projects and program activities and assessments. When at SPC's duty-station in Brindisi, the incumbent assists in the evaluation of the needs and requirements of UN Police, national police and other law enforcement agencies assists in the development and implementation of projects and program activities and assessments. When al SPC's duty-station in Brindisi, the incumbent assists in strategic and operational planning tasks, as well as in the evaluation of the needs and requirements of UN Police, national police and other law enforcement agencies that the UN Police are mandated to support and interacts closely with officials in the Police Division of the Department of Peacekeeping Operations in develop doctrine, concepts of operations and assessments relevant to the respective assignments given to the SPC. Within the framework of overall SPC activities related to combating proposals for the use of SPC and designs and supports in the implementation of programs and projects to be faunched. In the field, the incumbent formulates UN Police, assists in advising national police and other law enforcement officials in plunning, developing, and implementing police and other law enforcement officials in plunning, developing, and implementing police and other law enforcement provide specialized institutional capacity-building assistance in the mentioned areas.

Professionalism: Knowledge of theories, concepts and approaches relevant to democratic policing, law enforcement and community safety, including assessing threat to Professionalism: Knowledge of theories, concepts and approaches relevant to demonstic policing, law enforcement and community safety, including assessing threat to futuran security, as well as analyzing and developing plans for capacity-building of law enforcement agencies; ability to plan, develop and implement strategies, and organized crime; good research, onlytical and problem-solving skills; and, ability to identify and participate in the resolution of complex issues and problems. Commitment to implementing the goal of gender equality by ensoring the equal participation and field involvement of women and men in all aspects of peace operations. Planning and Organizing: Develops clear guals that are consistent with apeed satureties; 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 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, oven when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team aboutcomings. outers focas and experies, is writing to term nomers, process team agenum octure personal, supports and nets in accompance whit imat group at when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team abortcomings.

OUALIFICATIONS:
Education: Advanced university degree (Master's degree or equivalent) in Law, Criminology, Social Sciences, or other relevant tield. A first level university degree with a combination of relevant academic qualifications and entensive experience in combating serious and organized crime may be acceptable in lieu of the advanced University degree. Graduation from a certified police academy or other similar law enforcement training institution is required. Work Experience: A national police or other similar law enforcement agency in the strategic, operational, and administrative levels, including at least two years of experience in anti-transnational crime and anti-organized trime policy-making and implementation is required. In active national police service, with a current desirable Experience in the use of modern Internet-based research methodologies and sources are required. Language: English and French are the most used working Proficiency in the use of computer and relevant applications (trates Notes, Word, Excel, and PowerPoint) is an advantage.

Other desirable Shills:

Preference will be given to equally qualified women candidates. Date of Essuance: 14 January 2017

http://www.un.org/en/peacekeeping/sites/police



## United



# Nations Secretariat

Vacancy Announcement for Positions in the Department of Peacekeeping Operations requiring official secondinent prominational governments of Meigher States of the Chined Nations Organization

DEADLINE FOR APPLICATIONS POST TITLE AND LEVEL DUTY STATION DOMESTICATION OF THE PROPERTY OF THE PROPERTY

2017-SPC-76909-DPKO 24 March 2017 Investigations Advisor, P-4 BRINDISI DEPARTMENT OF PEACEKEEPING OPERATIONS U.S. Dollars 96,066

CIRCULATION LIMITED TO MEMBER STATES. APPOINT SUPPORT ACCOUNT OF PEACEKEEPING OPERATIONS. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE

RESPONSIBILITIES: The Investigations Adviser reports directly to a Team Leader of the Standing Police Capacity (SPC), which is a UN Police mechanism from considerations and the investigations will be assisted existing operations on a continual hasis. The incumbent is expected to be deployed to peace operations for periods from 3 up to 6 minutes away from his/her duty station. The incumbent pravides a wide spectrum of advisory and assistance in the field of combating transnational crime, organized crime and other energing crime issues, especially in post-conflict environments. Sine provides expert advice and assistance on law enforcement investigation procedures, practices and techniques in the context of the SPC's planning at headquarters and expert notice and assistance on new enjoycement investigation procedures, practices and techniques in the context of the or a patiently at newcquarters and specific assignments in the field. Focus is placed on advising and supporting various aspects of investigating serious crimes, including translational organized specific assignments in the ment, a deuts is praced on antivising and supporting various aspects of investigating serious crimes, including translational organized crime, crime scene and forensic evidence matters. The incumbent speaks on technical issues affecting the investigation of serious crimes, such as pre-trial erime, crime scene and forensic evidence matters. The incumment speaks on technical issues affecting the investigation of serious transactions, and as pro-trac discovery, collection, classification, rules of evidence, and the identification and protection of crime scenes. When at the duty station, the incumbent engages in discovery, collection, classification, rules of evidence, and the identification and protection of crime scenes. When at the duty station, the incumbent engages in Serious Crime Analysis and ondertakes relevant studies and suveys of serious crime factors as they pertain to the mandates of respective UN Police components in UN peace operations. This work includes determining the specific role to be played by the SPC in providing UN Police in the field with Investigations assistance and/or supporting the development of this espacity in national law enforcement agencies that the UN Police are tasked to assist. In the field, she works law enforcement investigation. The Investigations Advisor develops and supports to public security originating from serious crime incidents and lack of strengthening the procedures and rules governing national law enforcement investigations of serious crimes, including the spectrum of transmational crime. From law conficement investigation. The investigations Adviser develops and supports the implementation of local programs and other activities affect at strengthening the procedures and rules governing national law enforcement investigations of serious crimes, including the spectrum of improvational crime. From the perspective of building institutional law enforcement any entorcement investigations of scrious crimes, including the spectrum or immission on crime, from the perspective of building institutional law enforcement capacity in post-conflict environments, which is the strategic mission of UN Police, the incumbent seeks the pospective of ounding manufornal law enforcement expactly in post-connect civiloniterits, which is the strategic mashin in the longer, the meanment seeks to support organizational and structural change in national law enforcement agencies, such as the creation of professional law enforcement investigative units. to support organizational and structural change in national law entotectment agencies, aden as are creation of principles and activities to deal with transmational

Professionalism: Knowledge of theories, concepts and approaches relevant to democratic policing, law enforcement, community safety and capacity-building; referentiation knowledge in machines, concepts and approaches relevant to democrate princing, any emoceaning commonly safety and capacity-outcomes, relevant knowledge of the conduct and performance of investigations in a national law enforcement agency, including in the field of combating transmittional referent knowledge of the current trends and developments in the field of investigations, in general and also pertaining to translational and irregarded crime. Good research, analytical and problem-solving skills; ability to identify and participate in the resolution of complex issues and problems. Shows pride it work and in achievements; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than bersenal concerns shows period with difficult explanation of substances and in strength significant conditional rather than achievements; is conscientious and efficient in meeting commitments, observing deudlines and achieving results, is motivated by professional rather than personal concerns; shows persiatence when faced with difficult problems or challenges; remains culm in stressful situations; good negotiation skills. Takes 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 an activities and expertise; is willing to learn from others; places team agenda before personal agentla; amports and acts in accordance with final groun decision, even necessary; uses once enteriorny. Lemmwork: works consideratively who conseques to nemeric arganizational goals; sometia injurity genuinely various ideas and expertise; is willing to learn from others; places feam agenda before personal agenth; supports and acts in accordance with final group decision, even ideas and expense, is wroning to teach nom onicis, places team agond octors personal agentia; supports and accepts in accordance with man group accision 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 applied sciences, social sciences, laws or other relevant field. A liest level university degree with a relevant combination of academic qualifications and extensive experience in police operational matters, including serious crime university degree with a relevant comornation of academic quantifarings and extensive experience in ponce operational matters, including serious crime investigations, may be accepted in lice of the advanced university degree. Graduation from a certified police scademy or other law enforcement training fuellity

Work Experience: A minimum of seven years of active law enforcement experience on a wide range of operational and administrative issues, including three years of experience in management and policy-making with regard to serims crime investigations including of transmational organized crime and crime scene years of experience in management and poncy-making with regard to serious crime investigations mentioning of transmational organized estime and estime scene management/forensies is required. In active national police service with a tank of Superintendent or I.I. Colonel, other service equivalent or higher rank is management/orensies is required, in active national ponce service with a rank of superintendent of the various, other service equivalent or algaer rank to required. Experience in the use of modern Internet-based research methodologies and sources are required. Peacekeeping or other international experience in the

Languages: English and French are the svorking languages of the UN. For the adjectised past, fluency in oral and written linglish is required. Knowledge of

Preference will be given to equally qualified women candidates. Date of Issuance: 24 January 2017



## United



## Nations Secretariat

Vacunes Announcemelissay Positions make Devarinent of Peacekeeping Operations
requiring official secondment from the internal governments of Meinter States of the United Nations Organization

VACANCY ANNOUNCEMENT NUMBER
DEADLINE FOR APPLICATIONS
POST TITLE AND LEYEL **DUTY STATION** ORGANIZATIONAL UNIT
INDICATIVE MINIMUM GROSS ANNUAL
REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

2017-SPC-75910-DPKO 24 March 2017 Logistics Adviser, P.4 BRINDISI DEPARTMENT OF PEACEKEEPING OPERATIONS U.S. Dollars 98,000.00

CIRCULATION LIMITED TO MEMBER STATES: APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACEKEEPING OPERATIONS

RESPONSIBILITIES: Under the direct supervision of a Team Leader of the Standing Police Capacity (SPC), the Logistics Adviser provides expert advice, agencies, including equipment required and convolted by the Standing Police Capacity. The SPC is a UN Police mechanism for starting up police components in agencies, menoing equipment required and commoned by me diamoning rounce capacity. The occupations at the rounce measurement of peace operations as well as assisting existing operations on a continual basis. At the duty-station, the incumbent works with all staff and logistical and other administrative experts in the Department of Peacekeeping Operations and the Department of Field Support to ensure that logistical planning for law enforcement is adequately included into the terms of reference of respective SPC assignments as well as other UN Police operations in the planning stage. This enforcement is adequately included into the terms of reference of respective SPC assignments as well as other UN Police operations in the planning stage. This involves undertaking analyses and surveys of UN Pulice logistical needs and practices with a view to preparing a series of varied logistical support analyses and plans for the SPC to execute once deployed on the ground. The incumbent undertakes some key projects that are related to the modularization of police stations which are envisaged to be established in host nations where the UN Police is engaged as well us projects on applying new technologies. The incumbent advises mission area, analyses the local environment to determine procurement and other logistical needs and possibilities for national law enforcement and material to the projects (infensionless development and maintenance). The incumbent compiles material resource plans and makes recommendations on the short, melting and projects (infrastructure development and mainternance). The incumbent compiles unterial resource plans and makes recommendations on the short, medium and long-term equipment and material needs of UN Police in relation to their mandate, as well as specific recommendations on how LIN Police, other international actors and local partners can assist in incrementally improving the base-line provision, repair, maintain, upgrade, replacement and collection of care equipment and material, including infrastructure development and maintenance, to national law enforcement agencies. She identifies and coordinates all possible sources of and material, including infustrations and maintenance, to national raw enforcement agencies. Sinc memorials and coordinates an possible sources o logistical assistance and funding to help realize the creation of base-line logistical capacity in local law enforcement agencies, including the creation and maintenance of a cure fleet of vehicles, taw enforcement personal gear, non-lethal and other weapons, crowd management equipment, communications systems, training and other policing facilities and equipment and others as required. S/he will also take control over equipment, transport and infrastructures used ar

### COMPETENCIES:

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Professionalism: Knowledge of theories, concepts and approaches relevant to democratic policing, law enforcement, community safety, capacity-building, logistics and infrastructures in the field of law enforcement; good research, analytical and problem-solving skills; ability to identify and participate in the resolution of complex issues and problems; ability to provide sound advice and assistance to the UN Police on logistics and capital projects aspects, such as procurements procedures to procure and maintain equipment, materials and buildings to the mission area and for local use in Brindisi. Shows pride in work and in achievements, demonstrates professional competence and mastery of subject matter; is conscientions and efficient in meeting commitments, observing dendlines 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 configencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently. Technological Awareness: Keeps abreast of available technology; understands applicability and limitation of technology to the work of the office; actively seeks to apply technology to appropriate tasks; shows willingness to learn new

### QUALIFICATIONS: John

Education: Advanced university degree (Master's degree or equivalent) in the applied sciences, social sciences or other relevant field. A first level university degree with a relevant combination of academic qualifications and extensive experience in law enforcement operational matters, including logistical support or procurement may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement raining facility is

Wark Experience: A minimum of seven years of serive law enforcement experience on a wide range of operational and management issues, including five years af experience on strategic level in capital projects (new projects) and maintenance) and logistical management (budget, procurement, managements, replacements, lusses, decommissioning, etc.) for law enforcement agencies. In active national palled service with a rank of Superintendent or Lt. Culonel, other service equivalent or higher rank is required. Experience in the use of modern Internet-based research methodologies and sources are required. Peacekeeping or other Languages: English and French are the working languages of the UN. For the advertised past, fluency in oral and written English is required. Knowledge of

French and/or Arabic is an advantage Other Skills: Proficiency in the use of computers and relevant applications (Lorus Notes, Word, Excel, PowerPoint) is required.

Preference will be given to equally qualified women candidates.

Date of Issuance: 24 January 2017





Vacancy Announcement for Busitions in the Designment of Reacok Ceping Operations requiring official secondment from matchall government of Manber States of the United Nations Organization

DEADLINE FOR APPLICATIONS
POST TITLE AND LEVEL
DUTY STATION
ORGANIZATIONAL UNIT ENGANIZATIONAL UNIT INDICATIVE MINIMUM GROSS ANNUAL REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

2017-SPC-78776-DPKO 24 March 2017 Police Personnel Management Officer, P-3 DEPARTMENT OF PEACEKEEPING OPERATIONS U.S. Dollars 79,954.

CIRCULATION LIMITED TO MEMBER STATES. APPOINT SUPPORT ACCOUNT OF PEACEKEEPING OPERATIONS. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE

RESPONSIBILITIES: The Police Personnel Management Officer reports directly to the SPC Team Leader of the Standing Police Capacity (SPC) which is a RESPONSIBILITIES: The Police Personnel Management Officer reports directly to the SPC Team Leader of the Standing Police Capacity (SPC) which is a UN Police mechanism for starting up police components in new UN peace operations as well as assisting existing operations and partiers on a continual basis. The lucumbent Is expected to deplay to peace operations for a period from 3 up to 6 months away from his/her duty station. When in the field, the incumbant analysis of the National Law Enforcement Personnel management administration process national system and other instruments related to creatibilize the the incumbent is expected to deputy to peace operations for a period from 5 up to 0 months away from misting duty known, which in the field, the incumbent evaluates the National Law Enforcement Personnel management, administration process, national system and other instruments related to strengthening the evaluates the National Law Enforcement reasonate management, autoministration process, national system and other instruments related to strengthening the independence and personnel performance of law enforcement agencies as well as increasing their gender mainstreaming, transparency and accountability. Since independence and personnel performance of law entorcement agencies as well as increasing their gender mainstreaming, transparency and accountability. Since advices UN peace operations police components as well as national police services and authorities on the establishment of an efficient, transparent institutional law enforcement personnel system through capacity-building activities. She manifers and evaluates recruitment and placement related activities of law aw emorcement permitted system through capacity-outsing activities, one minutes and evaluates recommended through capacity-outsing activities, one minutes and evaluates recommended through capacity outsides of the National Law Enforcement Agencies Personnel Resources in carrying out all human resources administrative transactions including preparation of personnel actions. Enforcement Agencies Personnet Resources in carrying out all human resources administrative transactions including preparation of personnel actions, maintenance of staffing tables, and processing of contracts and mainstreaming of gender policies. The incumbent assists in ensuring that the SPC's activities are administrative systems, legislative, judicial reform, police and prisum refinus. S/he provides advice and support to managers and staff of national law administrative systems, legislative, judicial reform, police and prism refirms. S/he provides advice and support to managers and staff of national law enforcement agencies on the establishment of efficient and transparent personnel systems related matters. S/he prepares special reports and participates and/or leads special personnel management resources projects itelating on enhancement of female police officers within the UN Global Effort. S/he will keep about a policy on interpretation and application of pulls and application of pulls and pulls are pull as initiate entires when appropriate S/he and policy and pulls and pulls and pulls and pulls are pull as initiate entires when appropriate S/he and policy and pulls and pulls and pulls and pulls and pulls and pulls are pulls as initiate entires when appropriate S/he and policy and pulls and pulls are pulls as initiate entires when appropriate S/he and policy and policy and pulls are pulls as initiate entires and pulls are pulls as initiate entires and pulls and pulls are pulls as initiate entires and pulls are pull as initiate entires and pulls are pulls as initiate and pull are pulls are pulls as initiate and pull are pulls are pulls as initiate and pull are pulls are pull as initiate and pulls are pull as initiate and pulls are abreast of developments in various areas of personnel management. On the Administration at the Law Enforcement Agencies Personnel Department (instinution):

She will provide advice on interpretation and application of policies, regulations and rules as well as initiate reviews when appropriate. She administers and provides advice to national Law Enforcement Agencies. Assists classification analysis of jobs in the national Law Enforcement Agencies. She provides and the undertaking of the provides. provides miving in satisfy and remied benefits, it approaches, assists classification analysis of jobs in the national Law Enforcement Agencies Personal managers on the application of classification policies and procedures and by undertaking a whole

Professionalism: Knowledge of police human resources policies, practices and procedures and ability to apply them in a police organizational and institutional reorganism, convicues or porce normal resources panetes, practices and procedures and annuly in approximation at a porce organization and insular setting. Ability to identify issues, formulate policy, make conclusions and recommendations. Commitment to implementing the goal of gender equality by setting. Among to menuty issues, rotinulate policy, make continuous and recommendations. Commitment to implementing the goar of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of peace operations. Planning and Organizing: Develops clear goals that ensuring the equal participation and IUI involvement of women and men in all aspects of peace operations. Finning and Organizing: Develops clear go are consistent with egreed strategies; identifies priority activities and assignments; adjusts priorities as required; allneads appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning, aunitors and adjusts plans and actions as necessary; uses time efficiently. Communication: Speaks and writes clearly and effectively listens to others, correctly interprets resources from others and resource propositions. resources for completing work, foresees that and allows for confingencies when planning; mentions 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; enticinity. Communication: opeass and writes cicarry and enectively; usiens to omers, correctly interprets messages from athers and responds appropria asks questions to clarify, and exhibits interest in having two-way communication; tailors language, time, xlyle and format to match audience; demonstrates QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in the applied sciences, social sciences or other relevant field. A first level university Education: Advanced university degree (iviaster's degree or equivorent) in the appropriateless, social sciences or other relevant field. A tirst level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement and police general investigations may be accepted in degree with a combination of televaria academic quantications and extensive experience in any emoteoment and ponce general investigations flow of the advanced university degree. Conduction from a certified police academy or similar law enforcement training institution is required. Work Experience: A minimum of five years of progressively responsible experience in active mational pulies service with a rank of Major or Chief Inspector, other service equivalent or higher rank is required. Experience within law enforcement organization on a wide runge of operational, management and other service equivalent or higher rank is required. Experience vitant law entorcement organization on a wide range or operational, management and administrative issues especially in human resources management is required. Knowledge of project management and experience in training delivery as well as of gender manierraming is an advantage. Peacekeeping or other international experience in the IDN or other organizations is desirable. gender inningreaming is an advantage, reaccined page of oner international experience in the DN or other organizations is desirable.

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

Preference will be given to equally qualified women candidates. Date of Issuance: 24 January 2017 http://www.on.org/en/pencekerp.inp/sites/police



## United



# Nations Secretariat

Vacancy Annountement for Position 533 the Department of Peacekeeping Operations requiring official secondments from national Rossenments of Momber States of the United Nations Organization

VACANCY ANNOUNCEMENT NUMBER DEADLINE FOR APPLICATIONS POST TITLE AND LEVEL DUTY STATION ORGANIZATIONAL UNIT

2017-SPC-75911-DPKO 24 March 2017 Police Reform Adviser, P-4 BRINDISI, ITALY DEPARTMENT OF PEACEKEEPING OPERATIONS U.S. Dollars 87,933

UKGANIZATIONAL UNIT
INDICATIVE MINIMUM GROSS ANNUAL
REMUNERATION (NOT INCLUDING POST ADJUSTMENT)
CIRCULATION LIMITED TO MEMBER STATES. APPOIN
SUPPORT ACCOUNT OF PEACEKEEPING OPERATIONS. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE The state of the s

RESPONSIBILITIES: The incumbent shall provide assistance and support on a wide range of law enforcement reform matters with focus on strategic According to the meaning and provide assistance and support on a wice range of the amount of the development and institution building including for host states with missions in transition as they pertain to support provided by and activities of the Standing Police Capacity (SPC). The Police Reform Advisor reports directly to the designated Team Leader of the SPC. The SPC is apart of the UN otanding rouse espacing (or c). The rouse keight Advisor reports uncomy to the designated Adam Leaguer to the or c. The or c is apart to the Or Police Division that supports the starting up of police components in new UN peace operations and/or special political missions as well as provides support and assistance to existing operations and partners on a continual basis. The incumbent is expected to deploy to peace operations for a period of a continual basis. support and assistance to existing operations and partners on a commutations. One incumporation is expected to deploy to peace operations for a period from 3 up to 6 months away from his/her duty station. In line with the decisions and guidelines of the Police Division and the Chief of the SPC, the incumbent provides a wide range of expert advisory with focus on strategic development and institution building. She will provide assistance activities on law enforcement reform matters relevant to supporting new and existing police components in UN peace operations. When at SPC's duly-station in Brindisi, the incumbent reviews respective UN Police operations from the perspective of supporting national law enforcement institutional development and capacity-building, identifying as required best practices in international policing. Particular focus is placed on ascertaining business management and capacity-numing, identifying as required best practices in international pointing, rarrientar tocus is placed on ascertaining outsities, management gaps in national law enforcement, wherein the SPC can be of assistance in filling, including deficiencies in strategic planning, organization and structure, saps in material the enterteening wherein the Sect can be of abstracted in thing, including descentions in sharegre practing, organization and solutions, burnan resources and skills development, asset management and use of technology. When deployed to the field, the incumbent works in close cooperation with UN Police and other international actors to address chronic business management gaps in local law enforcement that may include the operation with the receipt of the second receipt to address entering oursiness management pape to work faw entorcement that runy is identification of specific tasks upon which the SPC can channel and impart its expertise and know-how – programmatic, advisory or otherwise.

Professionalism: Wide knowledge of theories, concepts and approaches in the field of law enforcement relevant to democratic policing, community safety, Professionalism: Wide knowledge of theories, concepts and approaches in the field of law enforcement relevant to democratic policing, community safety, capacity-building and development, civilian oversight mechanisms, human rights, gender mainstreaming etc.; good research, analytical and armhlem-valving skillity to identify and participate in the resolution of complex issues and problems: ability to provide sound advice and assistance to the UN Police as well as national police. Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; is conscientious and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced marticipation of women and main in all areas of sock.

Planning and Organizing: Develops clear goals that are consistent with agreed strategies: participation of women and men in all areas of work. Planning and Organizing: Develops clear goals that are consistent with agreed strategies; participation or women and ment in an areas of work. Finding and Organizing, Develops clear guars may me consistent with agreed quaregies, 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 schieve organizational goals; solicits laput by genulacly valuing others, ideas and expertise; is willing to learn from others; places feam agenda hefore 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 degree (Master's degree or equivalent) in the applied sciences, social sciences or relevant field. A first level university degree with a relevant combination of academic qualifications and experience in rule of law and police reform may be accepted in lice of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required.

Work Experience

A minimum of seven years of progressively responsible experience in rule of law developmental matters—knowledge of police reform, including law enforcement development and capacity-building is required. In active national police service with a rank of Superintendent or Lt. Columel, other service encircement development and capacity-bottomic is required. In active national ponce service with a rank of superintendent of the comment, other service equivalent or higher rank is required. Experience in the use of modern Internet-based tesearch methodologies and sources are required. Peacekeeping or

English and French are the working languages of the LIN. For the advertised post, fluency in oral and written English is required. Knowledge of a second

Proficiency in the use of computers and relevant applications (Lutus Notes, Word, Excel, PowerPoint) is required.

Preference will be given to equally qualified women candidates. Date of Issuance: 24 January 2017

http://www.un.org/en/pracckeeping/sites/police

