United Nations Headquarters Electronic Secure Communication Center 23 November 2020, 4.45 PM

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DPO/OROLSI/PD/2020/326

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 Logistics Base in Brindisi, Italy (UNLB), for a period of one year. Any further contract extension can be granted on an exceptional basis provided there is a mission mandate requirement, and the incumbent displays good performance, dedication, professionalism and the achieved results. The final decision on the extension is subject to approval by the United Nations and concurrence by the national authorities.

Details regarding the post/s for which the Secretariat is seeking qualified applicants are provided in the attached job opening/s No 2020-SPC-75908-DPO, 2020-SPC-75914-DPO, 2020-SPC-78757-DPO and 2020-SPC-78771. Also attached are the "Application Procedures for Positions in United Nations Police Components in Peacekeeping Operations and Special Political Missions Requiring Official Secondment from National Governments of Member States of the United Nations".

The Secretariat kindly requests the Permanent Mission to submit a separate application for each nominee for each job opening to meyer3@un.org, 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. 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/s.

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 the Permanent Mission of the 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 two years and if recommended for deployment, further arrangements will be coordinated with the Permanent Mission in due course.

It should be noted that during the period of their secondment, officers may not transfer to alternative positions within the United Nations. As a result, the nomination of police officers who are currently United Nations staff members on secondment, will not be considered.

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 it has a zero-tolerance approach to fraud and corruption. The Government is therefore requested to certify that there was no corruption or fraud in the nomination and extension procedures of police officers on secondment to the United Nations. Should the Secretariat become aware of allegations of corruption or fraud in the nomination or extension procedures of police officers on secondment, this may constitute grounds to revoke its acceptance of such personnel to serve in the United Nations as well as

suspension of any future police deployments from the contributing country concerned.

The Secretariat also 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.

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.

23 November 2020

HR CERTIFICATE



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United



Nations Secretariat

Vacancy Announcement for Positions in the Department of Peace Operations requiring official secondment from national governments of Member States of the United Nations Organization

VACANCY ANNOUNCEMENT NUMBER

DEADLINE FOR APPLICATIONS

POST TITLE AND LEVEL

DUTY STATION

ORGANIZATIONAL UNIT

INDICATIVE MINIMUM GROSS ANNUAL

REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

2020-SPC-75908-DPO
23 January 2021
Police Reform Adviser, P-4
BRINDISI
DEPARTMENT OF PEACE OPERATIONS U.S.
Dollars 94,268

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

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

RESPONSIBILITIES: The incumbent shall provide assistance and support on a wide range of law enforcement reform matters with focus on strategic 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 Adviser reports directly to the designated Team Leader of the SPC. The SPC is a part of the UN 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 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. S/he 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 duty-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 gaps in national law enforcement, wherein the SPC can be of assistance in filling, including deficiencies in strategic planning, organization and structure, human 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 identification of specific tasks upon which the SPC can channel and impart its expertise and know-how – programmatic

COMPETENCIES:

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 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 as well as national police. 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 input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

QUALIFICATIONS:

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

Date of Issuance: 23 November 2020

Preference will be given to equally qualified women candidates



United

Nations

Vacancy Announcement for Positions in the Department of Peace Operations requiring official secondment from national governments of Member States of the United Nations Organization

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

2020-SPC-75914-DPO
23 January 2021
Transnational Crime Adviser, P-4
BRINDISI
DEPARTMENT OF PEACE OPERATIONS

U. S. Dollards 94,268

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

RESPONSIBILITIES:

Under the direct supervision of the Team Leader, Standing Police Capacity (SPC), Police Division, Office of Rule of Law and Security Institutions, DPO, the Transnational Crime Adviser provides a wide spectrum of advisory support and assistance in the field of combating transnational crime, organized crime, and other emerging crime issues, especially in post-conflict environments. Within the confines of SPC 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 with various international and national actors at headquarters and in the field to help design strategies, as well as develops and implements projects and programme activities. When at SPC headquarters, the incumbent assists in strategic and operational planning tasks, represents the UN Police in expert forums, and evaluates the needs and requirements of UN Police, national police and other law enforcement aspective to the law enforcement capacities in the respective countries or mission areas, the incumbent formulates proposals for the use of SPC and designs and supports in the implementation of programmes and projects to be launched. In the field, the incumbent works closely with UN Police and other entities working in these thematic and cross cutting areas advises and supports the national police and other law enforcement officials in planning, developing, and implementing strategies, programmes and activities to deal with transnational crime; and, prepares proposals to support the host nations sustainable specialized institutional capacity-building-initiatives.

COMPETENCIES:

Professionalism: Knowledge of theories, concepts and approaches relevant to transnational crime, organized crimes and related law enforcement related matters; as well as analyzing gaps, identifying standards and developing plans for capacity-building of law enforcement agencies; ability to plan, develop, implement and monitor strategies, programmes, projects and activities in the field of combating transnational and organized crime; knowledge of the current trends and developments in the field of transnational and organized crime; good research, analytical and problems-solving skills; and, ability to identify and participate in the resolution of complex issues and problems. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Planning and Organizing: Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently. Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in Law, Criminology, Social Sciences, or another 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 seven years of progressively responsible experience in active national police or other law enforcement agency with a rank of Superintendent or Lt. Colonel, other service equivalent or higher rank, including at least three years of direct experience in anti-transnational crime and anti-organized crime policy-making is required. Experience in UN peacekeeping missions, other similar international organizations, or regional forums is also required. Experience in the use of modern Internet-based research methodologies and sources is desirable. Language: English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of French is highly desirable.

Preference will be given to equally qualified women candidates.

Date of Issuance: 23 November 2020





Nations Secretariat

Vacancy Announcement for Positions in the Department of Peace Operations requiring official secondment from national governments of Member States of the United Nations Organization

VACANCY ANNOUNCEMENT NUMBER

DEADLINE FOR APPLICATIONS

POST TITLE AND LEVEL

DUTY STATION

ORGANIZATIONAL UNIT

INDICATIVE MINIMUM GROSS ANNUAL

REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

2020-SPC-78757-DPO
23 January 2021
Public Order Adviser, P4
BRINDISI
DEPARTMENT OF PEACE OPERATIONS
U.S.Dollars 94,268

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

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

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 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 in indigenous law enforcement agencies that UN Police are mandated to assist. Activities are undertaken with regard to building institutional law enforcement capacity in the public order field, in line with the strategic mission of UN Police. When at Brindisi, the incumbent interacts closely with officials in the Police Division of the Department of Peace 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 indigenous law enforcement as well as developing local capacity and tactics for law enforcement units in crowd management and anti-riot operations, both during peaceful as well violent demonstrations and protests. The incumbent pays particular attention to the needs and requirements of indigenous formed police capacities and makes expert recommendations to support their overall development. S/he may also provide advice and assistance on crowd-related issues, close poli

<u>COMPETENCIES:</u>

Professionalism: Knowledge of theories, concepts and approaches relevant to democratic policing, law enforcement, community safety and capacity building; good research, analytical and problem-solving skills; ability to identify and participate in the resolution of complex issues and problems. Shows pride in work and in 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 input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in the 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 enforcement training institution is required. 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 desired. Languages: English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Fluency in French is desirable.

Date of Isuuance: 23 November 2020

Preference will be given to equally qualified women candidates

United



Nations Secretariat

Vacancy Announcement for Positions in the Department of Peace Operations requiring official secondment from national governments of Member States of the United Nations Organization

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

2020-SPC-78771-DPO
23 January 2020
Policy Planning Officer, P-3
BRINDISI
DEPARTMENT OF PEACEKEEPING OPERATIONS
U.S. Dollars 79,954

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

RESPONSIBILITIES: Under the direct supervision of the SPC Team Leader, the incumbent assists in the development, refinement and implementation of various law enforcement policy and planning tools associated with establishing and maintaining effective and efficient UN Police operations. The SPC is a UN Police mechanism for starting up police components in new UN peace operations as well as assisting existing peace operations on a continual basis. It is envisaged that the incumbent will deploy to missions and be away from his/her duty station for an initial period from three to six months. More generally, the incumbent works with other SPC staff to ensure the timely preparation and dissemination of relevant reports, concept papers and action plans on international police issues relevant to ensuring the SPC's field activities (addressing both broader policy and technical administrative issues inherent in UN Police mandates). More specifically, the incumbent focuses on developing, implementing and/or updating Concepts of Operations (ConOps), Integrated Mandate Implementation Plans (IMIPs), mission assessments, mission planning and other policy and planning tools for UN Police from the perspective of the specific field assignments given to the SPC. The incumbent assists in developing, refining and updating SPC policies and directives that are in line with the strategic vision of the Police Division and the SPC. The incumbent also assists other SPC members as directed in other law enforcement thematic areas outside his/her own area of focus. When at headquarters in Brindisi, the incumbent works closely with other SPC members to integrate and balance their activities into respective ConOps and IMIPs in support of the SPC's own terms of reference for its assignments. S/he develops annual SPC workplans in line with Results Based Budgeting (RBB) and assists members with developing individual workplans. She also prepares brief country reports and security analyses of the mission areas to which the SPC is being sent. When deployed in the field, the incumbent reviews UN Police operations and analyses the state of development of national law enforcement agencies with a view to facilitating required improvements and changes in ConOps and IMIPs, bearing in mind the strategic mission of the UN Police, which is to build institutional law enforcement capacity in conflict and post-conflict environments.

COMPETENCIES:

Professionalism: Knowledge of democratic policing, law enforcement, community safety and capacity-building; ability to remain calm in stressful situations; good research, analytical and problem-solving skills. Commitment to implementing the goal 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 are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently. Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in the 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 may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required. Work Experience: A minimum of five years of progressively law enforcement experience in active national police, with a current rank of at least Chief Inspector or Major, equivalent or higher rank is required. Experience in law enforcement planning and formulation/implementation of policy is required. Peacekeeping or other international experience in the UN or other organizations is an advantage. 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.

Date of Issuance: 23 November 2020

Preference will be given to equally qualified women candidates.

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EMPLOYMENT RECORD - SUPPLEMENTARY SHEET

LEASE LIST, in reverse order, EVERY EMPLOYMENT YOU HAVE HAD. Use a separate block for each post. Include also service in the armed forces and note any period uring which you were not gainfully employed. See next page for more blocks. SALARIES PER ANNUM
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EMPLOYMENT RECORD - SUPPLEMENTARY SHEET PLEASE LIST, in reverse order, EVERY EMPLOYMENT YOU HAVE HAD. Use a separate block for each post. Include also service in the armed forces and note any period luring which you were not gainfully employed. EXACT TITLE OF YOUR POST: SALARIES PER ANNUM FROM MONTHY MONTH/YEAR STARTING FINAL TYPE OF BUSINESS: NAME OF EMPLOYER NAME OF SUPERVISOR: ADDRESS OF EMPLOYER: REASON FOR LEAVING: NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: DESCRIPTION OF YOUR DUTIES SALARIES PER ANNUM EXACT TITLE OF YOUR POST: FINAL STARTING MONTH/YEAR MONTH/YEAR TYPE OF BUSINESS: NAME OF EMPLOYER: NAME OF SUPERVISOR: ADDRESS OF EMPLOYER: NO. AND KIND OF EMPLOYEES REASON FOR LEAVING: SUPERVISED BY YOU: DESCRIPTION OF YOUR DUTIES SALARIES PER ANNUM STARTING FINA EXACT TITLE OF YOUR POST: TO MONTH/YEAR FINAL MONTH/YEAR TYPE OF BUSINESS: NAME OF EMPLOYER: NAME OF SUPERVISOR: ADDRESS OF EMPLOYER: REASON FOR LEAVING NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: DESCRIPTION OF YOUR DUTIES EXACT TITLE OF YOUR POST: SALARIES PER ANNUM TO FROM MONTH/YEAR FINAL STARTING MONTH/YEAR TYPE OF BUSINESS: NAME OF EMPLOYER: NAME OF SUPERVISOR: ADDRESS OF EMPLOYER: NO. AND KIND OF EMPLOYEES REASON FOR LEAVING: SUPERVISED BY YOU:

DESCRIPTION OF YOUR DUTIES

UNITED NATIONS

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

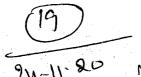
TO BE COMPLETED BY CANDIDATE:

Perso	nal Data:					
Family Name		Given name:		Middle	names:	Gender: M/F
e-mail address);					
Position for w	hich you are	applying:				
(Note: if you a	re applying f	or more than one position	, please submit s	eparate P11 and	d P11 attachment for each	Job Opening)
Job Opening 1	Number:					
Milita	rv Service Hi	story/Police Service History	rv		-	
Date of Com	nission (for r	nilitary officers) or date	of enlistment/er	itry to service (for police officers):	
				·	,	
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Experience in Specify UN or	peacekeeping operation other International Ex	s: perience, starting with your most recent experience and list in reverse order
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Command Ex	perience, starting with y	our most recent experience and list in reverse order
Dates mm/yy-mm/yy	Unit/Position/Org	Significant Unit Activities
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Military and/or Police Training	Courses/Seminars: (last two year	rs)
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		·
Additional Comments:		
		•
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I certify that the statements made by me	in answer to the foregoing quest	ions are complete and correct. I understand that any
misrepresentation or material omission i	nade on a Personal History form	or other document requested by the Organization renders
a staff member for the United Nations lie	ible incligible for further conside	eration.
I dealers that I have naver committee	ad base samulated of and an	
		n not currently under investigation or being nary offence, with the exception of minor traffic
		iving are not considered minor traffic violations for
		omission, in the commission of any violation of
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I am not able to attent to the manner	alian manananan harita di adhiri fatta	
		owing reasons:
Date	Signature	
N.D. W. Chill and Co.		
		pports the statements you have made above. Do not, o do so by the Organization and, in any event, do not
		been obtained for the sole use of the Organization.

-	BE COMPLETED BY THE RELEVANT LOCAL AUTHORITY:
	On behalf of
	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
-	Date



No.21023/08/2020-PF-VI **GOVERNMENT OF INDIA** Ministry of Home Affairs [Police Division-II] PF-VI Desk

> North Block, New Delhi, 110001 Dated 24th November, 2020

To

- The Chief Secretaries and DsG (P)s of all States / UTs 1.
- Directors IB/CBI/SVPNPA/SPG/NEPA/NICFS/CFSL/ DCPW
- DsG BSF/CRPF/ITBP/CISF/NSG/RPF/BPR&D/SSB /NCB/NIA/Assam Rifles (Through LOAR)
- Commissioner of Police Delhi. 4.

Subject: - Invitation for the Nominations of two posts at P-3 level with United Nations Organization for the stabilization in Democratic Republic of Congo, MONUSCO

ADG (K) ADG(A)

Sir/Madam,

Indian Mission in United Nations (PMI to UN) has forwarded the request of Police Division, UNHQ for nomination of eligible and candidates for the posts planning Officer (P-3) and Training Coordinator (P-3) with MONUSCO..

The job description along with the requisite eligibility criteria/qualifications for above mentioned posts is enclosed/attached with this letter for reference. Other requirements are given in the Annexure-I must be ensured.

Nomination of eligible and willing officers in the rank of DySP/SP(P-3 level) active in service for above said posts may be forwarded through proper channel to this Ministry by 11th January, 2021 along with the requisite documents duly signed and completed in all respect

पुलिस महानिदेशक उत्तर प्रदेश

The duly completed and signed Personal History Profile (P-11), EAC, and HR certificate along with forwarding letter of each nominated candidate are required to be submitted in separate files (PDF format only) through E-mail at police2-un@mha.gov.in before the deadline i.e 11.01.2021

Encl: As above

Yours Faithfully

24/11/2020 (S K Rai)

Director(Pers)

- 您: 23094387

Copy to

1.SO (IT), MHA - With the request to upload the above communication on MHA website (Police Division-II(secondment vacany).

Sec 2 2.DIR(UNP), MEA, JNB (2029), New Delhi

अपर पुलिस महानिदेशक (कार्मिक) मुख्यालय पुलिस महानिदेशव उत्तर प्रदेश 25 [11] 2020

Other requisite requirements

- a. United Nations Personal History Profile (PHP) form (P.11) duly completed and signed by the nominated candidate.
- b. 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 / nominated authority. The EAC submitted without the signature of Designated Authority of concerned Force results in 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. All requisite details i.e position for which applying, job opening number, date of commission, degrees and academic distinctions and all other requisite details should be filled properly. If candidate wishes to apply for several posts, the separate EAC and PHP forms should be submitted for each post.
- c. Personal details as per Annexure-II.
- d. Human Rights certificate must be included (proforma enclosed).
- e. No format other than the specimen enclosed (duly typed) will be entertained/accepted. Formats other than the prescribed one invites lot of observations from UNHQ(UNDPKO) while finalizing the nominations. Hand written PHP 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.
- f. The nominations without Vigilance clearance and Cadre Clearance (for all Officers) from respective Ministries/Departments/State or UT/Organizations' shall be summarily rejected.
- g. Applications through proper channel only i.e. through Home Department (State) and approval of Head of Organization will be entertained. Applications received after the deadline specified will not be considered.
- Concerned authorities may please ensure and advice their officers not to make any direct queries with this ministry or UNHQ regarding selection. This ministry will not entertain personal queries from individual applicants.

BIO-DATA Proforma

Recent Passport Size Photograph Annexwe-II

- 1. Name of Post Applied
- 2 Job Opening Number
- 3. Name of the Officer(as per official documents)
- 4. Designation/Rank, Organization, Pay scale/level
- 5. Present Place of Posting
- 6. In the case of officers on Deputation with other organization:-

Name of Parent Organization
Name of organization presently employed
Date of Deputation
Expected Date of repatriation to parent cadre/organization

- 7. NoC from Parent Cadre (if on deputation) mandatory :Yes/No/NA
- 8. Date of Birth
- 9. (a) Education qualification
 - (b) Required qualification as per applied job/posts(Yes/NO)
- 10. Date of Joining Police Service
- 11.Date of Superannuation
- 12. Service/Cadre/Batch:-
- 13. Previous UN Experience
- 14. Other Foreign/international Experiences
- 15 Contact Details: Telephone No

Office Residence Mobile E-mail

- 16. Knowledge of UN official language
- 17. Outstanding Achievements, if any
- 18. Last Five(years) work profile/experiences

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

Signature of applicant

HR CERTIFICATE



nor currently under investigation and	We have a smaller to the second of the secon
including violation of International Human Rights Flumanitarian Law. It is also to certify the	for any criminal offence Law and International
him/her as such and he/she has not committed on commission, the commission of any act that may amount of Human Rights Law and International Humanitarian Law.	even involved, by act or

To be signed by an officer Not below the rank of DIG/Director

UNITED NATIONS



NATIONS UNIES

POSTAL ADDRESS - ADRESSE POSTALE: UNITED NATIONS, N.Y. 1881 CABLE ADDRESS - ADRESSE TELEGRAPHIQUE: UNATIONS NEWYORK

REFERENCE: DPO/OROLSI/PD/2020/0320

The Secretariat of the United Nations presents its compliments to the Permanent Missions of Member States 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 United Nations Organization Stabilization Mission in the Democratic Republic of Congo (MONUSCO), for a period of one year. Any further contract extension can be granted on an exceptional basis provided there is a mission mandate requirement and the incumbent displays good performance, dedication, professionalism and the achieved results. The final decision on the extension is subject to approval by the United Nations and concurrence by the national authorities.

Details regarding the post for which the Secretariat is seeking qualified applicants are provided in the attached jobs opening No: 2020-MONUSCO-71873-DPO and 2020-MONUSCO-71874-DPO. Also attached are the "Application Procedures for Positions in United Nations Police Components in Peacekeeping Operations and Special Political Missions Requiring Official Secondment from National Governments of Member States of the United Nations".

The Secretariat kindly requests the Permanent Mission to submit one cover letter/note verbal and separate application for each nominee for the above jobs opening to the Selection and Recruitment Section/ Police Division/OROLSI/DPO, 1 UN Plaza, 7th floor, room DC1-0779B, 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 jobs opening will not be considered. Due to the current circumstance, please send electronical versions through email to aloumoumouni@un.org.

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. 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/s.

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 the Permanent Missions of Member States 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 two years and if recommended for deployment, further arrangements will be coordinated with the Permanent Mission in due course.

It should be noted that during the period of their secondment, officers may not transfer to alternative positions within the United Nations. As a result, the nomination of police officers who are currently United Nations staff members on secondment, will not be considered.

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 it has a zero-tolerance approach to fraud and corruption. The Government is therefore requested to certify that there was no corruption or fraud in the nomination and extension procedures of police officers on secondment to the United Nations. Should the Secretariat become aware of allegations of corruption or fraud in the nomination or extension procedures of police officers on secondment, this may constitute grounds to revoke its acceptance of such personnel to serve in the United Nations as well as suspension of any future police deployments from the contributing country concerned.

The Secretariat also 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.

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

25 October 2020





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

Post title and level Organizational Unit

Planning Officer, (P-3)

United Nations Organization for the Stabilization in

Democratic Republic of Congo, MONUSCO

Duty Station

Goma

Reporting to

Police Commissioner 12 Month (extendible)

Duration
Deadline for applications

29 January 2021

Job Opening number

2020-MONUSCO-71873-DPO

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

RESPONSIBILITIES:

United Nations Organization Stabilization Mission in the Democratic Republic of Congo (MONUSCO) mandate and within the limits of delegated authority, the Planning Officer will be responsible for the development, review and implementation of strategic police plans and other activities based upon the core values of United Nations. In particular, the incumbent will be responsible for but not limited to, the performance of the following duties:

- Draft and develop MONUSCO Police Mandate Implementation Plans and policies based on MONUSCO
 Concept of Operations including benchmarks and follow-ups on achievements on regular basis; and draft
 and develop reports relating to the status of the implementation of the MONUSCO Police Mandate
 Implementation Plans;
- In close coordination with the Mission Finance Section and UN Headquarters contribute with police specific inputs to the result-based-budgeting (RBB) planning process on Budgeting and Fiscal Management; synchronize planning and budgeting system and prepare drawdown and exit plans in close cooperation with the military and other mission components;
- Direct strategic planning at all levels including specialist functional and operational areas and monitoring and evaluating the performance of the UNPOL planning advisors in all the sectors; conduct periodic audits, surveys, inspections, and performance evaluation of UNPOL units.
- Develop and update mission concept of operations, policies, guidelines and procedures within the framework of the existing and approved UN rules, regulations and guidelines in consultations with the mission leadership and the Police Division;
- When required, assist the Planning component in the development of their strategic police development plans and ensuring all initiatives are coordinated with local counterparts and other UN agencies;
- Participate in joint planning activities and in coordination with local counterparts and other UN agencies
 planning, develop and implement donor aid projects so that mission mandated goals, priorities and vision
 are effectively supported by donor contributions; undertaking special studies and research projects and
 conducting monitoring of special and quick impact projects approved by the Police Commissioner and
 other higher authorities in coordination with the Police Reform Coordinator;

- In close coordination and collaboration with the Police Reform Coordinator, the Training Coordinator and the Congolese Police senior leadership, ensure coordinated approach in implementing strategic police development plans and other initiatives for the local police;
- Perform any other duties as may be directed by the MONUSCO Police Commissioner.

COMPETENCIES:

Professionalism: Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement. Outstanding expert knowledge in the specific areas being supervised. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills.

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

Communication: Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Ability to communicate effectively with a wide range of international and national agencies and partners, as well as with the people of different national and cultural backgrounds.

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.

QUALIFICATIONS:

Education: Advanced University Degree (Master's or equivalent) in Law enforcement, Criminal Justice, Public Administration, Human Resources Management, Social Sciences, Development Studies (particularly in law enforcement), Change Management or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including planning and administration may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required.

Work Experience: A minimum of 7 years (9 years in absence of advanced degree) of relevant progressive responsible experience in law enforcement in a national or international law enforcement agency at the strategic, operational, and managerial level. Extensive practical experience in police administration, organizational and resource management, strategic planning and policy development.

Rank: Rank required for a P-3 is Senior/ Chief Inspector, Major /Superintendent of Police or other service equivalent or higher.

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

Preference will be given to equally qualified women candidates. Date of Issuance: 29 October 2020

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

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





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

Post title and level Organizational Unit

Training Coordinator, P-3

United Nations Organization for the Stabilization in

Democratic Republic of Congo, (MONUSCO)

Kinshasa

Head of Police Component(HOPC)

12 Month (extendible) 29 January 2021

for applications

Duty Station

Reporting to

Duration

Deadline

Job Opening number

2020-MONUSCO-71874-DPO

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

RESPONSIBILITIES:

Under the overall supervision and authority of the Police Commissioner and Deputy Police Commissioner, within the limits of delegated authority and working in close coordination and collaboration with the UNPOL Reform and Restructuring Unit, the Training Coordinator will be responsible for, but not limited to, the performance of the following duties:

- Leading the formation, supervision and coordination of UNPOL training of the Congolese National Police and other law enforcement agencies;
- Coordinating with national authorities and providing regular advice to ensure the effective implementation of developed training plans, programmes and policies;
- Producing and timely submitting reports relating to the implementation of training programmes and overall skills enhancement of the local police;
- Engaging international and regional partners in the development and expansion of areas of training support for the sustainability of the capacity development of the law enforcement agencies;
- Developing a system for and implement procedures and practices for the collecting and maintenance of a training data base;
- Make periodic assessments of MONUSCO Police Training officers' performance;
- Liaising and chairing periodic meetings with UNPOL Sectors Chiefs concerning training and administrative functioning;
- Performing any other duties as assigned by the Police Commissioner in fulfillment of the mandate.

COMPETENCIES:

Professionalism: Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations; takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

Communication: Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits 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.

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.

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 senior experience in law enforcement and community safety, including training and police management, may be accepted in lieu of the advanced university degree. A degree from a certified police academy or similar law enforcement training institution is required. Certification in "train-the-trainers" is highly desirable.

Work Experience: A minimum of 5 years (7 years in absence of advanced degree) of relevant progressive responsible experience in law enforcement both at the field (region/district) level and in a national training institution, including practical experience in training curriculum development, training delivery both academic and in-service; train-the-trainers certification is highly desirable; at least three (3) years of senior, managerial experience in planning and administering police or law enforcement training, experience in training strategy development – required; experience in strategic planning, project and program development are desirable.

Rank: Rank required for a P-3 is Senior/Chief Inspector of Police, Major, 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 is required. Knowledge of English is an advantage.

Preference will be given to equally qualified women candidates. Date of Issuance: 29 October 2020

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

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

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(b) Are there any limitations on your a	bility to engage in all	travel?	YES NO			
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18. Are any of your relatives employed by		organization	? YES 🗌	NO 🗌		
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EMPLOYMENT RECORD - SUPPLEMENTARY SHEET

PLEASE LIST, in reverse order, EVERY EMPLOYMENT YOU HAVE HAD. Use a separate block for each post. Include also service in the armed forces and note any period during which you were not gainfully employed. See next page for more blocks.

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

TO BE COMPLETED BY CANDIDATE:

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Additional Comments:					
I certify that the statements made by me in	inswer to the foregoing quest	ions are comple	te and corr	ect. Lunderstan	d that any
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