34467 **FAX/URGENT/AT ONCE** 

From:

Home New Delhi

To :

- The Chief Secretaries and DsG (P)s of all States / UTs 1. 2.
- Directors IB/CBI/SVP PA/SPG/NEPA/NICFS/CFSL/ DCPW/NCRB.
- DsG BSF/CRPF/ITBP/CISF/NSG/RPF/BPR&D/SSB 3. /NCB/NIA/Assam Rifles (Through LOAR)
- Commissioner of Police Delhi. 4. UT Division, MHA 5.

1 6 NOV 2015

No.21023/46/2015-PMA

Dated the /3\_November, 2015

Subject : - Job Opening : Police Commissioner, D-2 in United Nations Mission in Liberia (UNMIL) Job Opening No : 2015-UNMIL-49148-DPKO

UNDPKO through PMI to UN has sought the nomination of Individual Police Officers for the position of Police Commissioner, D-2 in Nations Mission in Liberia (UNMIL) for an initial period of 12 months (extendible) :-

Number of post Level of Post

Not mentioned. D-2, IsG/AddI DG

Organization

UNMIL

Duration

12 Months (extendible)

Job Opening number

2015-UNMIL-49148-DPKO

# Qualifications:

ADO (K)

Education: Advanced University degree (Masters or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management, or related area. A first-level university degree in combination with qualifying experience maybe accepted in lieu of the advanced university degree. Advance training for command/senior staff is highly desirable. Graduation from a certified police academy or other national or international law enforcement training institution is required

Work Experience: Minimum of 15 years (17 years in absence of advanced degree) of progressive and active policing service/experience both at the field and national police headquarters level including 10 years of active police experience at senior policy making level, with extensive strategic planning and management experience in areas such as operations, human and financial resources, crime management, police administration and, police training and development; practical command level experience of running a department or a state level police units, High developed coaching/mentoring skills, well-developed consultation, effective negotiation and written communication skills; In-depth planning(strategic and operational) and organizational skills especially working in a multicultural environment. Previous UN or International experience is an advantage.

15649

पुलिस महानिरीक्षक (कार्मिक

22/11/2015

**ए**०प्र०, खलनळ

बपर पुलिस महानिदेशक (कामिक)

IG(K)

Language: Fluency in spoken and written English is required. Knowledge of a second UN language is an advantage.. <u>Preference will be given to equally qualified women candidates.</u>

- 2. It is requested that nomination of **eligible and willing officer** of the level of **IsG/AddI DG (D-2)** may be submitted to this Ministry by <u>28<sup>th</sup> December</u>, <u>2015</u> along with the following documents duly completed in all respect:
  - i. 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 **Designated Authority of Force.** 
    - 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.
- 3. The nominated officers may be advised to send the above document as per the format enclosed through electronic mail at e-mail address (uspma@nic.in) or sopma@nic.in).
- 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.

- 5. It may please be ensured that the nominees are clear from Vigilance angle.
- 6. No direct application will be entertained.

( Raman Kumar)

Under Secretary to the Government of India

**23093443** 

墨:23093750/2398

⊕:uspma@nlc.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.

(Raman Kumar)

Under Secretary to the Government of India

**23093443** 

**\B**:23093750/2398

⊕:uspma@nic.in

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DPKO/OROLSI/PD/2015/1.163

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 position of Police Commissioner in the United Nations Mission in Liberia (UNMIL), 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 2015-UNMIL-49148-DPKO. Also attached are the "Application Procedures for Positions in United Nations Police Components in Peacekeeping Operations and Special Political Missions Requiring Official Secondment form 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 the Selection and Recruitment Section/Police Division/OROLSI/DPKO, 1 UN Plaza, 7th floor, room DC1-0714, 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.



POSTAL ADDRESS-ADRESSE POSTALE: UNITED NATIONS, N.Y (10017 CABLE ADDRESS-ADRESSE TELEGRAPHIQUE: UNATIONS NEWYORK

The Secretariat wishes to inform 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 Permanent Mission in due course.

The Secretariat wishes to outline that it is the responsibility of the Government to ensure that each candidate it nominates has not 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 or international humanitarian law. 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.

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.

05 November 2013

P3/21

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Post title and level

Police Commissioner, D-2

Organizational Unit

United Nations Mission in Liberia (UNMIL)

**Duty Station** 

Monrovia

Reporting to

Duration

Special Representative of the Secretary-General (SRSG)

through DSRSG-Rule of Law

12 Month (extendible)

Deadline for applications

11 January 2016

Job Opening number

2015-UNMIL-49148-DPKO

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

#### RESPONSIBILITIES:

Under the overall supervision of the SRSG and the substantive guidance of the DSRSG-Rule of Law, the Police Commissioner will provide leadership in the activities of the UN Police Component and within the limits of delegated authority will be responsible for, but not limited to, the performance of the following duties:

- Effectively and efficiently leading and managing all personnel and operations assigned to the Police component of the Mission, including its welfare and discipline, in accordance with the Mission mandate and United Nations' rules and regulations;
- Acting as the principal police adviser to the Special Representative of the Secretary General (SRSG) on all
  police and other law enforcement matters relevant to the implementation of the Mission's mandate by
  providing strategic leadership of the police component;
- Advising the SRSG and the Mission leadership on issues related to mandate implementation, providing
  analysis and regular reports on key developments, such as security transition, work programme
  implementation and an matters relating to the assistance/support requirements for the development of the
  Liberian law enforcement agencies<sup>1</sup> in line with the international standards of democratic policing;
- Advising and assisting the Government of Liberia to develop law enforcement institutions to function in accordance with internationally accepted standards of democratic policing;
- Developing a close professional relationship with the local police at national/ministerial and senior command levels and with leaders from the communities, government and other relevant agencies to facilitate the Mission's mandate implementation;
- Developing and implementing the Police Component's internal capacity enhancement and institutional development plans for the Liberian law enforcement agencies, in close consultation with international and national partners;

- Directing the Police component's support and assistance to the Liberian Law Enforcement Agencies, when requested by the Liberian Government and in consultation with the SRSG, in the maintenance of taw and public order, including the deployment of Formed Police Units;
- Developing mechanisms for the collection and institutionalization of best practices and lessons learned by the Police Component;
- Coordinating and collaborating with rule of law components and wider UN agencies, funds and
  programmes to form an holistic approach to the development and reform of the Liberian law
  enforcement sector;
- Performing other functions related to police matters, consistent with UNMIL's mandate and as may be required by the SRSG.

#### **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 ensures the equal participation of women and men in all areas of work. In-depth knowledge of police capacity building and security transition, demonstrated in-depth understanding of the role of international policing in support of national law enforcement in peacebuilding/peacekeeping 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.

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

Vision: Identifies strategic issues, opportunities and risks; clearly communicates links between the Organization's strategy and the work unit's goals; generates and communicates broad and compelling organizational direction, inspiring others to pursue that same direction; conveys enthusiasm about future possibilities.

### Managing Performance

Delegates the appropriate responsibility, accountability and decision-making authority; makes sure that roles, responsibilities and reporting lines are clear to each staff member; accurately judges the amount of time and resources needed to accomplish a task and matches task to skills; monitors progress against milestones and deadlines; regularly discusses performance and provides feedback and coaching to staff; encourages risk-taking and supports staff when they make mistakes; actively supports the development and career aspirations of staff; appraises performance fairly.

P5/21

#### **QUALIFICATIONS:**

Education: Advanced university degree (Master's degree or equivalent), preferably in Criminal Justice, Police Science, Public Administration, Law, International Relations or related field is required. 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 other law enforcement training institution is required.

Work Experience: Minimum of 15 years (17 years in absence of advanced degree) of progressive and active policing service/experience both at the field and national headquarters level; 11 years of active police experience at senior policy making level, with extensive strategic planning and management experience; minimum command level experience of running a department, a region or a state level police units. Highly developed advisory, coaching/menturing skills, In-depth planning (strategic and operational) and organizational skills especially working in a multicultural environment; In-depth understanding of the UNMIL Police Component's mandate and police operations within the context of security sector and law enforcement reform, restructuring and development. Previous experience in United Nations peacekeeping missions is an advantage.

Rank: Senior/Chief Superintendent of Police, Police Commissioner, Chief of Police, Deputy Inspector General, equivalent to General in the military or higher rank...

Language: Pluency in spoken and written English is required. Knowledge of a second UN language is an advantage.

Female candidates are strongly encouraged to apply.

Preference will be given to equally qualified women candidates. Date of Issuance: 03 November 2015

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 she 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.

CABLE ADDRESS-ADRIGSE TELEGRAPHIQUE: UNATIONS NEWYORK

DPKO/OROLSI/PD/2015/1169

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 position of Deputy Police Commissioner in United Nations Mission in Liberia (UNMIL), 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 2015-UNMIL-49154-DPKO. Also attached are the "Application Procedures for Positions in United Nations Police Components in Peacekeeping Operations and Special Political Missions Requiring Official Secondment form National Governments of Member States of the United Nations".

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If answer is "yes", WHEN?	A CIVIL SERVANT IN YOUR GOVERNMENT'S EN	MPLOYY YES NO
30. REFERENCES: List three persons, not related to  Do not repeat names of supervis	you, and are not current United Nations staff members, isors listed under item 27.	, who are familiar with your character and qualifications.
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32. HAVE YOU EVER BEEN ARRESTED, INDICE	CTED, OR SUMMONED INTO COURT AS A DEPENI	
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If "yes", give full particulars of each case in an attached	statement.	
33. OTHER AGENCIES OF THE UNITED NATION	· ·	And the second s
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34. I certify that the statements made by me knowledge and bolief. I understand that any r document requested by the Organization rend	e in unswer to the foregoing questions are true misrepresentation or material omission made ders a staff member of the United Nations liab	on a Personal History form or other
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N.B. You will be requested to supply docums send any documentary evidence until you have exts of references or testimonials unless they	ve been asked to do so by the Organization and	id in any event do not enhant the entities?
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# EMPLOYMENT RECORD - SUPPLEMENTARY SHEET

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## EMPLOYMENT RECORD - SUPPLEMENTARY SHEET

P17/21

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# UNITED NATIONS

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

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