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FAX/URGENT/AT ONCE

From:

Home New Delhi

To

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

5. UT Division, MHA

No.21023/05/2016-PMA

Dated the 12 February, 2016

Subject :- Job opening: Deputy Police Commissioner (D-1) on Secondment to the United Nations Mission in Liberia (UNMIL) (Job Opening No. DPKO-UNMIL-49154-2016)

UNDKO through PMI to UN has sought the nomination of Individual Police Officers for the positions of Deputy Police Commissioner (D-1), UNMIL for an initial period of one year with possibility of extension. :-

406 K

Number of post

Not mentioned.

Level of Post

D-1 [IsG/AddI DsG]

Organization

UNMIL

Duration

12 Months (extendible)

Job Opening number

DPKO-UNMIL-49154-2016

सहायकQUALIFICATIONS

Education: Advanced university degree (Masters or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management, or related area. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. 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.

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उ०प्र०, लखनऊ। 26.2.2016

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Work Experience: A minimum of 15 year (17 years in absence of advanced university degree) of progressive and active policing service/experience both at अपर पुलिस महानिर्देशक (कार्मिक) field and national police headquarters level including 10 years of active मुख्यालय पुलिस महानिदेशक्वolice 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 region or a state level police units, Highly developed advisory, 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.

अपर पुलिस महानिदेशक/ पुलिस महानिरीक्षक (कार्मिक) उत्तर प्रदेश

27.2.16

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

- 2. It is requested that nomination of **eligible and willing officer** of the level of **IsG/ AddI DsG (D-1)** may be submitted to this Ministry by **21**st **March**, **2016** along with 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.
- 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 uspma@nic.in.
- 4. 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. 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

密:23094009 昌:23094009

©:23094009

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 and 'what's new'.

(Raman Kumar)

Under Secretary to the Government of India

營:23094009 昌:23094009

⁴: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/organisation 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. Educational Qualification
- 11. Previous UN experience

Telephone No.

- a. Office
- b. Residence
- c. Mobile No
- d. Fax No.
- e. E-mail id

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

(Signature of the applicant)





Job Description for Position requiring official secondment of the United Nations Organization of the United Nations Organization

Post title and level
Organizational Unit
Duty Station
Reporting to
Duration
Deadline for applications
Job Opening number

Deputy Police Commissioner, D-1 United Nations Mission in Liberia Monrovia Police Commissioner 12 Month (extendible) 31 March 2016

DPKO-UNMIL-49154-2016

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

RESPONSIBILITIES:

In compliance with the mission mandate and under the supervision and substantive guidance of the Police Commissioner (PC), the Deputy Police Commissioner will be responsible for the operational and managerial oversight of the UN Police component's activities related to the Mission mandate implementation, he/she deputizes for and assumes command in the absence of the Commissioner. In addition, he/she carries out special assignments as tasked by the Commissioner and also assists the Commissioner in evaluating the performance of senior police personnel in the mission. He/she will:

- Advises the UN Police Commissioner and other UN mission leadership on issues related to the
 implementation of the mandate of the police component and provide regular reports on key
 issues and work program implementation;
- Assists the Police Commissioner in his strategic advisory support and assistance to the national
 host-state police leadership in the development of short-, medium- and long-term plans and
 programs for the reform and restructuring of the national police, as well as their capacity building;
- Provides advisory support to the host-state police leadership in integrating organizational change and strategic reform initiatives across all the key areas of police organization, including crime combatting, operations, administration, professional standards, legal, planning and development, training, infrastructure and technical logistical requirements;
- Assists the Police Commissioner in managing, controlling and directing the UN Police component, as well as assigning specific duties to the UN Police Officers deployed to the mission;
- Provides support to the Police Commissioner on the general management of human, material and financial resources, welfare and general personnel administration, policy issues and procedures relating to the headquarters and field offices of the UN Police component;
- Provides an oversight and coordination of all UN Police operational activities within the framework of Mission mandate, including individual police officers and formed police units (where applicable).
- Ensures timely preparation of monthly, bi-annual and annual progress reports of the police component and follow-up on recommendations;

- Provides a direct oversight of all subordinate units within the infrastructure of UN Police component as may be assigned by the Police Commissioner.
- Contributes to the development and monitoring the implementation of Mission Implementation Plan, UN Police CONOPs, SOPs, Guidelines and Policies and ensure that activities of the UN Police are directed towards the achievement of the overall goal of the mission;
- Assists the PC in coordinating, liaising and forging effective and efficient relationships with key
 partners, including members of the UNCT, international community, donor community and civil
 society to build consensus and strengthen efforts on the reform and development of the host-state
 police and other law enforcement and security agencies as required by the mission mandate;
- Ensures close liaison with the UN Military component, Mission DSS officials and relevant host state national agencies in regards to the safety and security of all UN Police deployed to the mission area; oversee the development of evacuation plans for the UN Police personnel and ensure regular exercises in this regard.
- Makes regular visits to the team sites to ensure the professional functioning of the UN Police personnel and observe/monitor the overall progress, welfare and concerns of the UN Police personnel on the ground;
- · May act as the interim Police Commissioner in the absence of the Police Commissioner.
- Performs other functions as are consistent with the mandate implementation and as may be required by the UN 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 ensures the equal participation of women and men in all areas of work. In-depth knowledge of police procedures and management; strong organizational skills and a demonstrated ability to establish priorities and to plan, coordinate, and monitor the work of others. Understands theories, concepts and approaches relevant to democratic policing and law enforcement. Possesses ability to apply technical expertise to resolve police related issues and challenges. Strong managerial and analytical skills combined with good judgment.

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, lone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.

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.

QUALIFICATIONS:

Education: Advanced university degree (Masters or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management, or related area. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. 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: A minimum of 15 years (17 years in absence of advanced university 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 region or a state level police units, Highly developed advisory, 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.

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

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

Preference will be given to equally qualified women candidates. Date of Issuance: 03 Feb 2016

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.

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28. HAVE YOU ANY OBJECTIONS TO OUR MA	KING INQUIRIES OF YOUR PRESENT EMPLOYER	R? YES□ NO□
29. ARE VOLLNOW OR HAVE YOU EVER REEN If answer is "yes", WHEN?	NA CIVIL SERVANT IN YOUR GOVERNMENT'S E	EMPLOY? YES NO
30. REFERENCES: List three persons, not related to Do not repeat names of superv	o you, and are not corrout United Nations staff member issors listed under Item 27.	rs, who are familiar with your character and qualifications.
FULL NAME	FULL ADDRESS	BUSINESS OR OCCUPATION
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31. STATE ANY OTHER RELEVANT FACTS. IN	NOT THE INFORMATION REGARDING ANY RESID	DENCE OUTSIDE THE COUNTRY OF
YOUR NATIONALITY.		
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32. HAVE YOU EVER BEEN ARRESTED, INDIC CONVICTED, FINED OR IMPRESONED FOR THE V	CTED, OR SUMMONED INTO COURT AS A DEFEN	NDANT IN A CRIMINAL PROCEEDING, OR
		violations)? YES NO
If "yes", give full particulars of each case in an attached	I statement.	
AND AND AND AND AND AND AND AND AND AND		
33. OTHER AGENCIES OF THE UNITED NATION YOUR PERSONAL HISTORY FORM BEING MADE	NS SYSTEM MAY BE INTERESTED IN OUR APPL CAVAILABLE TO THEM? YES NO	ICAN'IS. DO YOU HAVE ANY OBJECTION TO
knowledge and belief. I understand that any	e by answer to the foregoing questions are true misrepresentation or material omission mad	le on a Perconal Wickers farm on ather
document requested by the Organization rend	ders a staff member of the United Nations liv	able to termination or dismissal.
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N.B. You will be requested to supply docum	nontary evidence which supports the stateme	ents you have made above. Do not, however,
send any documentary evidence until you have texts of references or testimonials unless they	ve been asked to do so by the Organization of	and in any around do not only only a large the second of the
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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 RECORD SUPPLEMENTARY SHEET

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UNITED NATIONS

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

TO BE COMPLETED BY CANDIDATE:

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B. You will be requested to supply do	cumentary cyldence to until you have bee	which supp	ports the statements you have made above. Do not, do so by the Organization and, in any event, do not been obtained for the sole use of the Organization.

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TO BE COMPLETED BY THE RELE	VANT LOCAL AUTHORITY:
On behalf of	
civil action or disciplinary offence. The Government of nominated candidate that she/he is	is not aware of any allegations against the
In the case of the nominee who offence, with the exception of m driving are not considered mine	is of international human rights law or international humanitarian law. In a finternational human rights law or international humanitarian law. In as been investigated for, charged with or prosecuted for any criminal hinor traffic violations (driving while intoxicated or dangerous or careless or traffic violations for this purpose), but was not convicted, the vide information regarding the investigation(s) or prosecutions
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