



	कार्यालय:
बाट: प्र.प्र.का.यू.एन.महाशाखा, नक्साल ।	प्राथमिकता O/J/AJ/TJ/MJ
लाई: प्र.प्र.का. अ.अ. विभाग, म.न.प्र.का.रानीपोखरी, ने.प्र.अ.महाराजगंज ।	क्रम संख्या ४२८६
बोधार्थ:-	DTO:- २२९४००

संयुक्त राष्ट्र संघको अनुरोधमा शान्ति स्थापनार्थ United Nations Peacekeeping Operation or Special Political Mission को लागि Global Vacancy द्वारा निम्न पदमा पदपूर्तीका लागि Vacancy Announcement (महिलाको प्रहरी कर्मचारीहरूको लागि मात्र) भई आएकोले तहाँ कार्यालय तथा मातहत समेतबाट निम्न क्राईटेरीया भित्र पर्ने ईच्छुक महिला प्रहरी कर्मचारीहरूको Personal History Profile Form (P-11) with Supplementary Sheet and Employment and Academic Certification Form मिति २०७५।०७।०४ गते कार्यालय समयभित्र सम्बन्धित कार्यालयको सिफारिस सहित यस महाशाखाको ईमेल ठेगाना nppolice@gmail.com मा दस्तखत सहितको Scanned Copies (PDF) File पठाउनु हुन अनुरोध (०)

निम्न:-

माग भई आएको पद र योग्यता

१ Post: - Police Commissioner, D2/D1

Rank: - Deputy Inspector General of Police or Higher Rank

Education:-Advanced University Degree (Master's or equivalent) in Law, Law Enforcement, Security Studies, Criminal Justice, Public Administration, Human Resources Management, Change Management, Social Sciences, International Relations or other relevant field. A first level university degree with a combination of relevant qualification and extensive experience in law enforcement including management, planning and administration may be accepted in lieu of the advanced university degree. Advanced training for command/senior staff is highly desirable. Graduation from a certified police academy or other recognized national or international training institution is also required.

Work Experience: - A minimum of 15 years of progressive and active policing service/experience both at the field and national police headquarters level-required; 10 years of active police experience at senior policy making level with extensive strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management police administration, police training and development, change management, reform and restructuring or related field required; practical direct experience in commanding a regional or a state level police unit, or heading a department at national police HQ level-required. Previous UN or international experience is an advantage.

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Language: -Depending on the peace operation of development, fluency in one of the working language of the UN Secretariat, English or French (both oral and written) is required; Knowledge of other is desirable. Knowledge of another UN official language is an advantage.

2. Post: - Deputy Police Commissioner, D1/P-5

Rank: - Senior Superintendent of Police or Higher Rank

Education:-Advanced University Degree (Master's 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. Advanced training for command/senior staff is highly desirable. Graduation from a certified police Academy or other national or international Law Enforcement Institution is required.

Work Experience: - A minimum of 15 years (10 years for P-5 level) of progressive and active policing service/experience both at the field and national police headquarters level-required; 10 years (7 years for P-5 level) of active police experience at senior policy making level with extensive strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, reform and restructuring or related field-required; practical direct experience in commanding a regional or a state level police units, or heading a department at national police HQ level-required. Previous UN or international experience is an advantage.

Language: -Depending on the peace operation of development, fluency in one of the working language of the UN Secretariat, English or French (both oral and written) is required; Knowledge of another UN official language is an advantage.

3 Post: - Senior Police Adviser, P-5

Rank: - Senior Superintendent of Police or Higher Rank

Education:-Advanced University Degree (Master's or equivalent) in Law, Law Enforcement, Security Studies, Criminal Justice, Public Administration, Human Resources Management, Change Management, Social Sciences, International Relations or other relevant fields. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement including management, planning and administration may be accepted in lieu of the advanced university degree. Advanced training for command/senior staff is highly desirable. Graduation from a certified police academy or other recognized national or international law enforcement training institution is also required.

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Work Experience: - A minimum of 10 years of progressive and active policing service/experience both at the field and national police headquarters level-required; 7 years of active police experience at senior policy making level with extensive strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management, police administration, police training and development, change management, reform and restructuring or related field-required; practical direct experience in commanding a regional or a state level police unit, or heading a department at national police HQ level-required. Previous UN or international experience is an advantage.

Language: -Depending on the peace operation of development, fluency in one of the working language of the UN Secretariat, English or French (both oral and written) is required; Knowledge of the other is desirable. Knowledge of another UN official language is an advantage.

आवश्यक अन्य क्राइटेरियाहरु:-

- १ कम्तिमा १ पटक यू.एन.मिसन (UNPOL/IPO) को अनुभव प्राप्त हुनुको साथै मिसनबाट फिर्ता भएको अवधि १ (एक) वर्ष पुरा भएको हुनु पर्ने ।
- २ आवेदन प्राप्त गर्ने अन्तिम मिति भन्दा अगाडि एक वर्ष भित्र कुनै पनि किसिमको विभागीय कारबाही नभएको हुनुपर्ने ।
- ३ Vacancy मा तोकिए वमोजिमको दर्जा र योग्यता भएको हुनुपर्ने ।
- ४ उल्लेखित Vacancy को लागि आवश्यक पर्ने फर्महरु जानकारीका लागि नेपाल प्रहरीको Web Site तथा nepol.cd माफत प्रकाशित Vacancy Details को साथमा राखिएको हुँदा सोही अनुसार फर्महरु तयार गरी सम्बन्धित कार्यालयको सिफारिस साथ पेश गर्नु पर्ने छ ।
- ५ नयाँ P-11, Employment and Academic Certification Form(EAC) and Supplementary Sheet नेपाल प्रहरीको Website तथा nepol.cd मा राखिएको छ ।
- ६ तोकिएको ढाचा भन्दा फरक तथा तोकिएको मिति पश्चात् प्राप्त हुन आएको फर्महरुलाई समावेश गरिने छैन ।
- ७ आवेदन दिने प्रहरी कर्मचारीहरुको जागिर अवधि आवेदनको बखत कम्तिमा एक (१) वर्ष बाँकी रहेको हुनु पर्ने छ ।

पुनश्च:-

Global Vacancy मा आवेदन दिने प्र.क.हरुले *Global Vacancy* जस्तो *Post* लाई हल्का रुपमा नलिई त्यसको महत्व र जिम्मेवारीलाई विशेष ध्यान दिई *P-11, EAC* र *Supplementary Sheet* भर्दा स्वयमले त्रुटि रहित तवरले भरी पठाउनु पर्ने । साथै उक्त फारामहरुमा कुनै त्रुटि भएमा सम्बन्धित व्यक्ति आफै जिम्मेवार हुने ।

मिति:- २०७५।०६।२२ गते

7/10
प्रहरी वरिष्ठ उपरीक्षक
(बिभूति राज पाण्डे)



United Nations

***Job Opening for Positions 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	Police Commissioner, D2/D1
Organizational Unit	United Nations Peacekeeping Operation or Special Political Mission
Duty Station	For the Senior Police Leadership Roster
Reporting to	Head of Mission (directly or through the established chain of command)
Duration	Up to 12 Month (extendible)
Deadline for applications	2 November 2018

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

RESPONSIBILITIES:

Under the guidance and supervision of the Head of Mission or his/her designee, the incumbent will be responsible for advising the Head of Mission on all matters related to police and providing advisory support and assistance to national authorities to develop local police institutions to function in accordance with internationally acceptable standards of democratic policing. The Police Commissioner is also responsible for the effective and efficient management, supervision, welfare and discipline of all personnel assigned to the UN Police Component in the mission in accordance with the United Nations' rules, regulations, and mission mandate. Within delegated authority, the UN Police Commissioner will be responsible for the following duties: *(These duties may vary depending on the mission's mandate. Therefore, the incumbent may carry out most, but not all, of these functions.)*

- Advises the SRSG/DSRSG and other UN mission leaderships on issues related to the implementation of the mandate of the police component and provides regular reports on key issues and work program implementation;
- Advises and assists the national senior leadership of the host state in all aspects of police administration and management in support of the implementation of the peace agreement;
- Advises the SRSG on matters relating to the assistance/support requirement needs for the development of the national police of the host country in line with the international standards of policing;
- Leads and manages the development and implementation of the capacity enhancement and overall institutional development plans for the host state national police through a wide ranging consultation process engaging international and national partners;
- Assists the national authorities in the development of police operational plans to enhance law and order and public security provisions in the mandate and operationally support in their implementations;
- Provides advice and guidance to national authorities about the reform and strengthening of the police system in line with the local reality and relevance that will include issues relating to international human rights standards, implementation of strategic planning processes, legislative proposals, development of policy and procedures, rehabilitation of facilities, management of police in accordance with international guidelines, police administration, budget management, human resource management, performance management and staff training;

- Assesses the needs of the host state police in close coordination with national actors, UN system partners and contributes to the development of bilateral aid/support proposals;
- Provides overall oversight and guidance in regard to all UN Police operational activities within the framework of the mission's mandate;
- Manages, guides, develops and trains staff under his/her supervision; properly utilizing all available police resources including the formed police units, for mandate implementation;
- Guides and supports the development and implementation of comprehensive training initiatives, including the development and implementation of a host state national training framework, policy and programs for all levels of police staff;
- Regularly consults and collaborates with UN agencies, international and national NGOs, judicial officers, correction officers, bilateral/multilateral donors, members of civil society, and members of the host state national government on police issues relevant to the UN mandate;
- Coordinates and supports UN Human Rights Office initiatives relating to police monitoring, development of accountability mechanisms and police training;
- Coordinates all UN activities related to police reform and provides necessary guidance to national and international staff in the Mission;
- Participates in Mission senior management team meeting and contributing towards the smooth operations of the mission;
- Supervises and helps in developing the skills, competencies and experience of all staff members that the Mission may determine to hire to directly support the work of the Police component;
- Makes proposals to the Police Division on the skill set and qualification of the UN Police Component personnel required for the efficient implementation of the UN Police mandate. Ensures timely and transparent staffing of positions within the Police Component in accordance with the police officers/ background, expertise and experience and in compliance with the principles of respect for diversity, as well as geographic and gender balance.
- Regularly consults and collaborates with the head of the mission's military component on the joint use of police and military personnel in response to various security contingencies in the mission area, in particular on the use of formed police units in response to crowd management and other possible public order incidents;
- Coordinates with UN Human Rights Office, Office of Humanitarian assistance, Elections, DDR and other relevant components within the mission agencies in relation to police monitoring, development of accountability mechanisms and staff training;
- Performs other functions as are consistent with the mandate provided by the Security Council Resolution and as may be required by the SRSRSG/DSRSG, relating to the management of police.

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. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in the management and administration: ability to review and edit the work of others.

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

Client Orientation: Considers all those to whom services are provided to be "clients" and seeks to see things from clients' point of view; establishes and maintains productive partnerships with clients by

gaining their trust and respect; identifies clients' needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients' environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

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 (Master's or equivalent) in Law, Law Enforcement, Security Studies, Criminal Justice, Public Administration, Human Resources Management, Change Management, Social Sciences, International Relations or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including management, planning and administration may be accepted in lieu of the advanced university degree. Advanced training for command/senior staff is highly desirable. Graduation from a certified police academy or other recognized national or international law enforcement training institution is also required.

Work Experience: A minimum of 15 years of progressive and active policing service/experience both at the field and national police headquarters level - required; 10 years of active police experience at senior policy making level with extensive strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management, police administration, police training and development, change management, reform and restructuring or related field - required; practical direct experience in commanding a regional or a state level police unit, or heading a department at national police HQ level - required. Previous UN or international experience is an advantage.

Rank: Rank required for a D-1 is Deputy/Assistant Police Commissioner, Deputy/Assistant Inspector General, equivalent to Brigade-General in the military or higher rank. Rank required for a D-2 is Police Commissioner, Inspector General, Chief of Police, equivalent to the military rank of Major General or above.

Languages: Depending on the peace operation of deployment, fluency in one of the working languages of the UN Secretariat, English or French, (both oral and written) is required; knowledge of the other is desirable. Knowledge of another UN official language is an advantage.

**This vacancy announcement is for qualified women candidates only.
Date of Issuance: September 2018**

The Member States are requested to certify the rank of each candidate it nominates and ensure that only applications meeting all requirements described in the job opening/s are submitted.

In accordance with the 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.



United Nations

*Job Opening for Positions 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	Deputy Police Commissioner, D1/P5
Organizational Unit	United Nations Peacekeeping Operation or Special Political Mission
Duty Station	For the Senior Police Leadership Roster
Reporting to	Police Commissioner
Duration	Up to 12 Month (extendible)
Deadline for applications	2 November 2018

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

RESPONSIBILITIES:

Within delegated authority, the Deputy UN Police Commissioner will be responsible for the following duties: (These duties are generic and may vary depending on the mission's mandate. Therefore, the incumbent may carry out most, but not all, of these functions:

- 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 UN 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 UN 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 UN 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 UN Police Commissioner in the absence of the UN Police Commissioner.
- Perform any other duties as assigned by the Head of Police Component in fulfillment of the mission 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. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in the management and administration: ability to review and edit the work of others.

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

Client Orientation: Considers all those to whom services are provided to be “clients” and seeks to see things from clients’ point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients’ needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients’ environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

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 Institution is required.

Work Experience: A minimum of 15 years (10 years for P-5 level) of progressive and active policing service/experience both at the field and national police headquarters level - required; 10 years (7 years for P-5 level) of active police experience at senior policy making level with extensive strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management, police administration, police training and development, change management, reform and restructuring or related field - required; practical direct experience in commanding a regional or a state level police units, or heading a department at national police HQ level - required. Previous UN or international experience is an advantage.

Rank: Rank required for a D-1 is Deputy/Assistant Police Commissioner, Deputy/Assistant Inspector General, equivalent to Brigade-General in the military or higher rank. Rank required for a P-5 is Senior/Chief Superintendent of Police, Colonel, other equivalent or higher rank

Languages: Depending on the peace operation of deployment, fluency in one of the working languages of the UN Secretariat, English or French, (both oral and written) is required; knowledge of the other is desirable. Knowledge of another UN official language is an advantage.

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United Nations

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Post title and level	Senior Police Adviser, P5
Organizational Unit	United Nations Peacekeeping Operation or Special Political Mission
Duty Station	For the Senior Police Leadership Roster
Reporting to	Head of Mission (directly or through the established chain of command)
Duration	Up to 12 Month (extendible)
Deadline for applications	2 November 2018

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

RESPONSIBILITIES:

Under the guidance and supervision of the Special Representative of the Secretary-General (SRSG) or the designee in the capacity of Mission Head or his/her Deputy, the Senior Police Adviser (SPA) acting as a Head of Police Component, will be responsible for advising the Head of Mission on all matters related to police; and providing advisory support and assistance to national authorities to develop local police institutions to function in accordance with internationally acceptable standards of democratic policing. The SPA is also responsible for the effective and efficient management, supervision, welfare, and discipline of all personnel assigned to the UN Police Component in the mission in accordance with the United Nations' rules, regulations, and mission mandate. Within delegated authority, the SPA will be responsible for, but not limited to, the performance of the following duties (*These duties are generic and not all of them may be carried out by all Senior Police Advisers.*):

- Provide advice to the Head of the Mission on all police and other law enforcement related issues, in the framework of the mission mandate implementation.
- Provides strategic advisory support and assistance to host-state authorities, in coordination with UN agencies, funds and programmes, international community, donor community and civil society, as well as other stakeholders, in undertaking a full assessment of the needs of the Police Service of the host country; in developing a comprehensive, strategic reform, restructuring and rebuilding plan, as well as its implementation framework.
- Contribute to the development, review and implementation of specific project proposals in support of holistic and sustainable reform, restructuring and rebuilding initiatives, in coordination with bi-lateral and multi-lateral partners and development agencies;
- Guide and support the development and implementation of comprehensive training initiatives, including the development and implementation of a national training framework, policy and programs for all levels of police staff.
- Contribute to the development of mechanisms to address the particular needs of vulnerable persons and provide advisory and organizational support to the host state police's training in human rights and gender issues.

- Oversees the management of all activities undertaken by the Police Component, assigning tasks and duties to the deployed police officers according to their skill sets and ensuring that all duties are carried out in a timely fashion and in accordance with UN rules and regulations.
- Ensures the welfare and discipline of all the personnel of the Police Component according to the UN standards, principles and core values.
- Ensure timely preparation of monthly, bi-annual and annual progress reports of the police component and follow-up on recommendations;
- Ensure 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.
- Make 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;
- Make proposals to the Police Division on the skill set and qualification of the UN Police Component personnel required for the efficient implementation of the Mission mandate.
- Perform any other duties as assigned by the Head of the Mission in fulfillment of the mission 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. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in the management and administration: ability to review and edit the work of others.

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

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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 (Master's or equivalent) in Law, Law Enforcement, Security Studies, Criminal Justice, Public Administration, Human Resources Management, Change Management, Social Sciences, International Relations or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including management, planning and administration may be accepted in lieu of the advanced university degree. Advanced training for command/senior staff is highly desirable. Graduation from a certified police academy or other recognized national or international law enforcement training institution is also required.

Work Experience: A minimum of 10 years of progressive and active policing service/experience both at the field and national police headquarters level - required; 7 years of active police experience at senior policy making level with extensive strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management, police administration, police training and development, change management, reform and restructuring or related field - required; practical direct experience in commanding a regional or a state level police unit, or heading a department at national police HQ level - required. Previous UN or international experience is an advantage.

Rank: Rank required for a P-5 is Senior/Chief Superintendent of Police, Colonel, other equivalent or higher rank.

Languages: Depending on the peace operation of deployment, fluency in one of the working languages of the UN Secretariat, English or French, (both oral and written) is required; knowledge of the other is desirable. Knowledge of another UN official language is an advantage.

This vacancy announcement is for qualified women candidates only.

Date of Issuance: September 2018

The Member States are requested to certify the rank of each candidate it nominates and ensure that only applications meeting all requirements described in the job opening/s are submitted.

In accordance with the 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.

UNITED NATIONS  **NATIONS UNIES**

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REFERENCE: DPKO/OROLSI/PD/2018/0177

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 announce the selection campaign for the Senior Police Leadership Roster. The aim of this campaign is to increase female representation at senior leadership positions within United Nations Police components in peacekeeping and special political missions and at United Nations Headquarters. This campaign is initiated in accordance with the United Nations system-wide strategy on gender parity and United Nations Security Council resolutions 1325 (2000) and 2242 (2015), which call to double the number of women in military and police contingents of United Nations peacekeeping operations over the next five years. The final goal of this initiative is to ensure the gender balance among potential qualified candidates for United Nations Police assignments at the senior leadership level.

This initiative seeks to identify only potential female candidates for the posts of Senior Police Adviser, Deputy Police Commissioner and Police Commissioner at the P-5, D-1 and D-2 levels at an early stage to prepare them for deployment to field missions upon request. Once the selection is completed, the successful candidates will be added to the general Senior Police Leadership Internal Roster.

The Secretariat wishes to emphasize that only female candidates will be considered within this selection campaign.

The Secretariat stresses on the importance of ensuring that these officers, once selected for the roster, will be released by their respective Governments for deployment to United Nations peacekeeping operations on short notice as the need arises.

While the Secretariat will continue with regular vacancy announcements as per current regulations and practice, when circumstances dictate, candidates from the internal police roster may be selected and deployed to field mission after the concurrence of the relevant Member State. However, when time allows, and the routine selection procedures are followed, the Member States could be advised to include rostered candidates to the list of candidates for the particular post. This approach will allow non-rostered candidates to take part in the competition as well.

In line with the above, the Secretariat requests Permanent Mission of Member State to submit the nominations to the Selection and Recruitment Section/ Police Division/OROLSI/DPKO, DC-1, 7th floor, Room 0776, in accordance with the Application Procedures and respective Job Openings by 2 November 2018. Each note verbal and application should be marked "for Senior Police Leadership Roster". It is also requested to ensure that the rank of each candidate submitted is indicated in the application and 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).