Education: Advanced University degree in Information Technology Science or equivalent, particularly in the field of database management, programming or technical administration. A first-level university degree in similar fields in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree. Graduation from a certified police academy of other national or international Law Enforcement Training Institution is desirable.

Work Experience: A minimum of 5 years (7 years in absence of advanced degree) of experience in national or international level is required in database creation and management or information technology (IT) in law enforcement capacity. Knowledge of United Nations procedures and policies in terms of IT and data management is desired.

Language: 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.

Required Forms: - Electronic Application for Seconded Police (EASP) Form.
2. Project Manager (Individual Police Officer, Seconded, non-contracted)

**Rank**: Superintendent of Police or higher rank.

**Education**: Advanced University degree (Master’s degree or equivalent) in project management, finance science or related field. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Graduation from a certified Police Academy or other national or international Law Enforcement Training Institution is required. Additional certification in project management is desirable.

**Work Experience**: A minimum of 7 years (9 years in absence of advanced degree) of progressively relevant and active policing service in a national and international position related to program management, administration or related area.

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

**Required Forms**: - Electronic Application for Seconded Police (EASP) Form.

3. Forensics Expert (Individual Police Officer, Seconded, non-contracted)

**Rank**: Superintendent of Police or higher rank.

**Education**: Master’s degree or above in applied sciences, criminal sciences, medical sciences or other relevant fields. A first-level university degree in similar fields in combination with 9 years of qualifying experience may be accepted in lieu of the advanced university degree. Graduation from a certified Police Academy or other national or international Law Enforcement Training Institution is required.

**Work Experience**: A minimum of 7 years (9 years in absence of advanced degree) of progressively relevant and active policing service/experience in a national and international position related to forensics, preferably including at least two years at the international level and in areas related to crime prevention, is desirable. Practical experience in medicine, education and forensic sciences, particularly in collaboration with relevant international organization is desirable.

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

**Required Forms**: - Electronic Application for Seconded Police (EASP) Form.

4. Expert in Internal Audit and Inspection (Individual Police Officer, Seconded, non-contracted)

**Rank**: Superintendent of Police or higher rank.
**Education:** Advanced university degree in Human Resources, Law Enforcement, Audit and Inspection. A first-level university degree in combination with two additional years of qualifying experience is accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training academy is required.

**Work Experience:** A minimum of 7 years (9 in the absence of advanced degree) of field experience from national law enforcement is required in one or several of the following areas:

- Audit planning and implementation: assessment, feasibility verification, meeting facilitation, conducting interviews, monitoring, data collection, analysis and synthesis of technical and organizational information;
- Inspection of security services;
- Financial and budget Audit;

Peacekeeping or other international experience within UN or other international organization is desired.

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

**Required Forms:** - Electronic Application for Seconded Police (EASP) Form.

5. War crimes investigator (Individual Police Officer, Seconded, non-contracted)

**Rank:** Deputy Superintendent of Police or higher rank.

**Education:** Advanced university degree in the field of law enforcement, criminal justice, international law, human rights or other relevant areas. First level university degree with a combination of academic qualifications in lieu of advanced degree is acceptable. Graduation from a certified police academy or other national or international law enforcement training institution is required. Additional education in investigation is highly desirable.

**Work Experience:** At least 5 years of continuous experience (7 years in absence of advanced degree) in the field of investigations of serious crimes and/or human rights violations at the national or international level in conflict or post-conflict settings is required. UN experience in joint criminal investigation, criminal intelligence gathering, and analysis is desirable.

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

**Required Forms:** - Electronic Application for Seconded Police (EASP) Form.

आवेदक के अन्य कार्यान्वयन:-

1. SAAT/AMS परीक्षा उम्मीद भरकर हुए है।
2. आवेदन प्राप्त गर्ने अन्तिम मिति मद्या अगाढीएक वर्ष भिन्न कुनै पनि किसिमको विभागीय कार्यालयभएको हुन्ने।
३ Vacancy मा तोकिए व्योजनिमध्ये दर्जा र योग्यता भएको हुनुहो।
४ उल्लेखित Vacancy को लागि आवश्यक पर्ने फर्म जानकारीका लागि nepol.cd मा प्रकाशित Vacancy Details को साथमा राखिएको हुदै सोहेल अनुसार फर्म तयार गरी सम्बन्धित कार्यालयको सिफारिस (पत्र) साथ पेश गर्नु पर्ने छ।
५ तोकिएको ढाँचा भन्दा फरक तथा तोकिएको मिति पश्चात प्राप्त हुन आएको फर्महरूलाई समावेश गर्ने छैन।
६ आवेदन दिने प्रहरी कर्मचारीको जागीर अवधि आवेदनको बख्त कमितमा २ (दुई) वर्ष बाँकि रहेको हुनु पर्नेछ।

मिति २०७८/०४/०४ गए।

(राहुल नरहर उपरीक्षक)
(सीन्द्र कुमार बस्याल)
United Nations

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

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**Post title and level**
Forensics Expert (Individual Police Officer, seconded, non-contracted)

**Organizational Unit**
MONUSCO

**Duty Station**
Goma

**Reporting to**
Chief SOCSS

**Duration**
12 Month (extendable)

**Deadline for applications**
31 August 2020

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**Organizational Framework**

This position is to be filled in the Democratic Republic of Congo (DRC) within the Serious Organized Crime Support Section (SOCSS) of MONUSCO Police Component to ensure the crimes scenes management and collect of evidences of crimes while supporting the investigations conducted by national authorities, as well as training of PNC Forensic units in this matter.

**Responsibilities**

In compliance with the MONUSCO mandate and under the supervision and guidance of his/her hierarchy, the Police Forensic Expert is responsible for providing technical support in Forensics (PTS).

Within delegated authority from the Chief of SOCSS or his Deputy, the Forensic Expert is responsible for the following duties:

- Support to the PNC in crimes scene management and provide DNA expertise if need be;
- Support to the Mission in crime scenes management committed against UN personnel or facilities;
- Support PNC laboratory and liaise with other professionals like medical doctors and psychologists to examine and analyze samples;
- Handle and maintain forensic laboratory equipment including DNA examination technology;
- Assess and support the PNC to archive and retrieve relevant data from data bases, to improve the reliability of forensic analysis and results;
- Offer expert advice, including use of forensics as an investigation tool, to judges, lawyers, forensic psychologists and other law enforcement agents involved in criminal investigations;
- Ensure that forensic examinations and analysis are carried out in accordance with standard protocols and regulations;
- Develop, maintain and update work quality standards and standard operating procedures
- Support collecting and analyzing evidences of crimes perpetrated by armed groups and organized crime and prepare relevant analysis reports;
• Organize and manage a team of UNPOL Forensic officers in different UNPOL Sectors, to be ready to carry out investigations and / or assist the PNC in investigations relating to major crimes;
• Maintain professional relations with local mission partners (Force, Justice, DDR, JMAC, JOC, HoO, etc.), national security forces (PNC, FARDC, etc.) and international partners;
• Keep the Chief of SOCSS regularly informed of the progress of his/her activities;
• Collaborate with PNC judicial police officers, PNC forensic experts, as well as with military prosecutor's office, to provide adequate technical support;
• Contribute to the professionalization of the PNC through continuous training on evidence preserving and technical support, including DNA expertise at the central and provincial levels;
• Advise and provide the PNC with options to improve their databases and work closely with the Strategic Planning Unit and the MONUSCO UNPOL project manager for the development of relevant projects led by MONUSCO, UNCT and partners in this direction.
• Execute all other tasks ordered by the hierarchy.

COMPETENCIES:

Professionalism: Outstanding expert knowledge and understanding in the technical field of work and in the specific areas, concepts and approaches relevant to DNA control and crime scene management (Forensic Technics, Investigations, Criminal International Law, Justice, Respect of Human Rights or other relevant areas); Possess a good knowledge of United Nations mandate of the United Nations Office on DNA and Crime and its activities in the forensic field. Strong organizational and communication skills; experience in the leadership positions; ability to review and edit the work of others; Shows pride in his work and achievements. Professional motivation. Bring to the execution of one's tasks the necessary awareness and efficiency to be able to honor the commitments made, to keep deadlines and to obtain expected results. Shows persistence while faced with challenges; remains calm in stressful situations.

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 inputs 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. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

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. Demonstrates ability to draft/edit a variety of written reports.

QUALIFICATIONS:

Education: Master’s degree or above in applied sciences, criminal sciences, medical sciences or other relevant fields. A first-level university degree in similar fields in combination with nine years of qualifying experience may be accepted in lieu of the advanced university degree. Graduation from a certified Police Academy or other national or international Law Enforcement Training Institution is required.

Work Experience: A minimum of 7 years (9 years in absence of advanced degree) of progressively relevant and active policing service/experience in a national or international position related to forensics, preferably including at least two years at the international level and in areas related to crime prevention, is desirable.
Practical experience in medicine, education and forensic sciences, particularly in collaboration with relevant international organization is desirable.

**Rank:** Rank required for this post is Superintendent of Police or above.

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

Preference will be given to equally qualified women candidates.

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.

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: Expert in Internal Audit and Inspection (Individual Police Officer, seconded, non-contracted)
Organizational Unit: MONUSCO
Duty Station: Kinshasa
Reporting to: Chief of Reform Coordination Unit
Duration: 12 Month (extendable)
Deadline for applications: 31 August 2020

RESPONSIBILITIES:

In compliance with the UN mandate and under the supervision and authority of the MONUSCO UNPOL Chief of Reform Coordination Unit, the Police Expert in Internal Audit and Inspection with the General Inspectorate of the National Congolese Police (IGPNC) is responsible for providing strategic advisory and technical support within the IGPNC as part of the implementation of the five years PNC Reform Action Plan. The incumbent will perform the following duties:

- Evaluate the legal framework, the organizational and the professional capacities of the IGPNC to identify strength and weakness and propose projects to address the gaps in line with international standards;
- Advise and support the IGPNC leadership regarding the extension of their authority, including by supporting the development of a plan for the establishment of new IGPNC units in additional geographical provinces, through the recruitment, the vetting and the screening plan of new inspectors respecting Gender Parity, along with necessary facilities;
- Contribute through daily strategic colocation to the implementation of the Five-Year Action Plan (PAQ-2/2020-2024) in relation to PNC accountability;
- Support the IGPNC in the drafting and implementation of its operational plan for monitoring and controlling the PNC during all operational and administrative activities;
- Plan/conduct specialized training for capacity building in internal audit and audit of Police units;
- Develop and carryout outreach and programmatic funding projects to support PNC accountability;
- Evaluate through field visits, the capacities of IGPNC antennas and propose to the leadership adequate solutions to enhance their capacities within the provinces;
- Support IGPNC in the collection, processing and analysis of the data necessary to carry out unit audits with appropriate techniques;
- Support IGPNC to establish coordination mechanisms with judicial officials to follow up on PNC cases.
- Provide strategic guidelines to PNC counterparts for better use the existing human and logistical resources to achieve the implementation of the Police Reform;
- Support the IGPNC complaint cell through strategic colocations;
- Evaluate the weekly, monthly and the yearly statistics of complaints;
• Assess the Human Rights abuses and the Sexual Based Violence within the National Police, in compliance with PNC three-year Action Plan against sexual violence;
• Report regularly on activities and achievements;
• Execute any other task assigned by MONUSCO Police leadership.

COMPETENCIES:

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 skills: Express oneself clearly and effectively both orally and in writing. Listen to others, understand them well and follow up as appropriate. Ask questions to obtain clarification and facilitate dialogue; adapt the language, tone, style and presentation to the target audience. Share information with everyone they care about and keep everyone informed.

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.

Sense of responsibility: Assume all responsibilities and honor commitments, comply with the organization's rules and procedures, support subordinates, supervise them and assume responsibility for the tasks delegated to them. Take personal responsibility for errors and, where applicable, those of his department.

QUALIFICATIONS:

Education: Advanced university degree in Human Resources, Law Enforcement, Audit and Inspection. A first-level university degree in combination with two additional years of qualifying experience is accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training academy is required.

Work Experience: A minimum of 7 years (9 in the absence of advanced degree) of field experience from national law enforcement is required in one or several of the following areas:

- Audit planning and implementation: assessment, feasibility verification, meetings facilitation, conducting interviews, monitoring, data collection, analysis and synthesis of technical and organizational information;
- Inspection of security services;
- Financial and budget Audit;

Peacekeeping or other international experience within UN or other international organization is desired.

Rank: Rank required for this post is Superintendent of Police or above.

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

Preference will be given to equally qualified women candidates.
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.

**United Nations**

**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**: IT Expert (Individual Police Officer, seconded, non-contracted)

**Organizational Unit**: MONUSCO

**Duty Station**: Kinshasa

**Reporting to**: Chief of Reform Coordination Unit

**Duration**: 12 Month (extendable)

**Deadline for applications**: 31 August 2020

**Job Opening number**

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

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**ORGANIZATIONAL FRAMEWORK**

This position is to be filled in the Democratic Republic of Congo (DRC) within the Reform Coordination Unit of the MONUSCO Police Component to enhance the capacity of the central command structures of the National Congolese Police (PNC) in IT (information technology) and Database management.

**RESPONSIBILITIES:**

In compliance with the UN mandate and under the supervision and authority of the MONUSCO UNPOL Chief of Reform Coordination Unit, the Police IT and Database Expert is responsible for provides technical support in creation, development and management of Databases for the National Congolese Police (PNC), the incumbent will perform the following functions:

- Create, develop, manage (if requested) and update all digital Databases according to the rules, regulations and mandate of the mission;
- Contribute to the professionalization of the PNC IT experts through continuous training and technical support to the PNC central command structures (SECRP, IGPNC, DGEF etc.) and officers working in the field of IT/Database;
- Develop and conduct targeted capacity building activities for the specialized PNC structures on IT including Cybercrime techniques;
- Generate and disseminate statistics and periodic reports on the activities of the unit;
- Monitor the application within the Police Component of the United Nations rules relating to the management, archiving and destruction of physical and electronic data;
- In collaboration with the competent services of the mission, propose all the necessary improvements to the computer platforms used by the MONUSCO Police Component and PNC;
- Support the development of projects intended to consolidate the achievements and strengthen the capacities of Congolese partners in the fields of telecommunications and IT within the five-year PNC Reform Action Plan framework;
- Manage the access rights to the IPO sections on the different platforms with regular update of the access list;
- Execute any other task assigned by the MONUSCO Police hierarchy.
COMPETENCIES:

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.

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. Demonstrates ability to draft/edit a variety of written reports.

QUALIFICATIONS:

Education: Advanced university degree in Information Technology Science or equivalent, particularly in the field of database management, programming or technical administration. A first-level university degree in similar fields in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree. Graduation from a certified Police Academy or other national or international Law Enforcement Training Institution is desirable.

Work Experience: A minimum of 5 years (7 years in absence of advanced degree) of experience in national or international level is required in database creation and management or information technology (IT) in law enforcement capacity. Knowledge of United Nations procedures and policies in terms of IT and data management is desired.

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.

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

United Nations

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: Project Manager, (Individual Police Officer, seconded, non-contracted)

Organizational Unit: MONUSCO

Duty Station: KINSHASA

Reporting to: Chief of Reform Coordination Unit

Duration: 12 Month (extendable)

Deadline for applications: 31 August 2020

Job Opening number

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

ORGANIZATIONAL FRAMEWORK

This position is to be filled in the Democratic Republic of Congo (DRC) within the MONUSCO Police Reform Coordination Unit to develop, implement and evaluate assigned programs/projects, with specific priority on the Congolese National Police.

RESPONSIBILITIES:

Within delegated authority, the Project manager will be responsible for the following duties:

- Support MONUSCO Police for the implementation of local police reform plans, and ensure harmonization with relevant UN programs;
- Provide overall direction and leadership to the law enforcement activities through the development of PNC program strategies and frameworks in support of all aspects of law enforcement capacity development and professionalism (including both preparatory and full implementation phases), as described in the PNC five year Reform Action Plan in close collaboration with Strategic Planning Unit, Mission Strategic Planning Cell and UNCT;
- Ensure project management and implementation according to UN standards and processes, with timely and quality delivery;
- Supervise projects implementation and provide guidance to concerned different project teams within UNPOL to ensure that the work plan is properly and timely implemented;
- Support and advise the PNC with regards to strategic planning and project development and devise tools to ensure the effective transfer of knowledge and long-term capacity of the PNC;
- Provide advisory support to national stakeholders on optimal strategies in law enforcement.
and best international practices and lesson learned, according to the Strategic Guidance Framework (SGF);

- Provide advisory support, in coordination with the Strategic Planning Unit, Mission Strategic Planning Cell, to the PNC to ensure that intermediary and higher-level cadres of the PNC receive adequate training and help identify and define adapted opportunities to that effect;
- Support coordination on law enforcement matters to national and other stakeholders to establish the foundations for a national law enforcement framework and process, including necessary assessments, training and awareness-raising on law enforcement strategy and program development;
- Develop, as conditions permit, program strategies in the areas of community accountability for conflict and crime reduction in hot spots;
- Provide advisory support to overall coordination and responsibility for the programming and implementation of MONUSCO Police funds for law enforcement activities;
- Monitor and analyze program/project development and implementation;
- Identify problems and issues during project implementation and initiates corrective actions;
- Initiate and coordinate outreach activities in support to Police Strategic Planning Unit, conducts training workshops, seminars, etc.; make presentations on assigned topics/activities;
- Lead and/or participates in large, complex field missions, including provision of guidance to external consultants, government officials and other parties and draft mission summaries, etc;
- Under the coordination of Chief Strategic Planning Unit, support activities related to budget funding (program/project preparation and submissions, progress reports, financial statements, etc.) and prepares related documents/reports (pledging, work program, program budget, etc.);
- Perform other duties as required.

COMPETENCIES:

- **Professionalism:** Knowledge and understanding of project management principles, theories, concepts and approaches relevant to particular sectors, functional area or other specialized fields. Ability to identify issues, analyze and participate in the resolution of issues/problems. Ability to conduct data collection using various methods. Conceptual analytical and evaluative skills to conduct independent research and analysis, including familiarity with and experience in the use of various research sources, including electronic sources on the internet, intranet and other databases. Ability to apply judgment in the context of assignments given, plan own work and manage conflicting priorities. 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.

- **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 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.

• **Planning & 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 project management, finance sciences or a related field. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Graduation from a certified Police Academy or other national or international Law Enforcement Training Institution is required. Additional certification in project management is desirable.

**Work Experience:** A minimum of 7 years (9 years in absence of advanced degree) of progressively relevant and active policing service in a national or international position related to program management, administration or related area.

**Rank:** Rank required for this post is Superintendent of Police or above.

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

Preference will be given to equally qualified women candidates.

Date of Issuance:

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.

**ORGANIZATIONAL FRAMEWORK**

This position is to be filled in the DRC within the Serious Organized Crime Support Section (SOCSS) of MONUSCO Police Component to promote responsibility for the crimes perpetrated by the different armed groups in the DRC and particularly in the eastern part.

**RESPONSABILITIES**

Under the direct supervision of the Chief of SOCSS, within the limits of the powers delegated to him, the incumbent will perform the following functions:

- In collaboration with MONUSCO Justice Support Section, will support PNC in investigation activities concerning acts committed by the armed groups and other criminal networks weaning against violence and crimes that may constitute war crimes, crimes against humanity and possible genocide, including cases of sexual and gender-based violence and based on fact, undertaking field missions for evidence/criminal Intelligence gathering when necessary;

- Collaborate with other humanitarian actors in the field in order to obtain/share sensitive related information;

- Advocate with PNC for the protection of witness in close collaboration with MONUSCO involved partners;

- Supports the planning and coordination of the work with Government or Law Enforcement Agencies and MONUSCO relevant sections, including Justice and Human rights sections, for necessary support in regard to interviewing war crime perpetrators, witnesses and victims;

- Examine and analyze documents and other information collected, stored and retained in the course of investigative activities;
• Prepare comprehensive reports, briefs and investigation files, including maps, graphics, charts, tables, images and other illustrative notes as required, while overseeing the work of team members in the field;

• Represent MONUSCO Police at briefings and conferences with investigation staff, other members of the Mission, as well as actors outside MONUSCO, including government officials, civil society actors, entities of the United Nations and other partners involved in collecting information and evidences related to the war crimes and crimes against humanity;

• Supervise the activities of MONUSCO Police investigation team to support PNC efforts to identify, collect, record and store digital and physical evidences, ensuring that all potential or relevant evidences are gathered and secured, and that all necessary chains of custody of evidence are established and retained, in accordance with the standards of international criminal law;

• Inform the MONUSCO UNPOL leadership if at any stage of an investigation there is a reputational risk for the UN.

• Undertake additional investigative activities or any other tasks as directed by the leadership.

COMPETENCIES:

**Professionalism:** Outstanding expert knowledge in the technical field of work in general and in the specific areas in particular (Investigations, Law enforcement, Criminal International Law, Justice, Respect of Human Rights or other relevant areas); strong organizational and communication skills; experience in the leadership positions; ability to review and edit the work of others; Shows pride in his work and achievements. Professional motivation. Bring to the execution of one's tasks the necessary awareness and efficiency to be able to honor the commitments made, to keep deadlines and to obtain expected results. Shows persistence while faced with challenges; remains calm in stressful situations.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs 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. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

**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. Demonstrates ability to draft/edit a variety of written reports.
QUALIFICATIONS:

Education: Advanced university degree in the field of law enforcement, criminal justice, international law, human rights or other relevant areas. First level university degree with a combination of academic qualifications in lieu of a advanced degree is acceptable. Graduation from a certified police academy or other national or international law enforcement training institution is required. Additional education in investigations is highly desirable.

Work Experience: At least 5 years of continuous experience (7 years in absence of advanced degree) in the field of investigations of serious crimes and/or human rights violations at the national or international level in conflict or post-conflict settings is required. UN experience in joint criminal investigation, criminal intelligence gathering, and analysis is desirable.

Rank: Rank required for this post is Chief Inspector or above.

Languages: For the post advertised, fluency in oral and written French and English is required.

Preference will be given to equally qualified women candidates.

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.