



United Nations

Job Description for Position requiring official secondment from national governments of Member States of the United Nations Organization

CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)

Post title and level	UN Police Anti-Gang Adviser (P4), Seconded (contracted)
Organizational Unit	United Nations Integrated Office in Haiti (BINUH)
Duty Station	Port-au-Prince
Reporting to	Police Commissioner
Duration	12 Months (subject to BINUH's budget approval)
Deadline for application	23 October 2022
Job Opening number	2022-BINUH-00014-DPPA

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

RESPONSIBILITIES:

Under the overall guidance and supervision of the Police Commissioner and the Senior Police Adviser, the incumbent will be the counterpart of the Central Director of Administrative Police of the Haitian National Police (HNP) and will lead the operations' advisory team of BINUH Police and Corrections Unit. The incumbent will support the HNP on anti-gangs' and anti-crime initiatives and strategies, with a particular focus on research, operational planning, law enforcement, investigations, intelligence and training. S/he will also coordinate with donors and international partners in developing the HNP's capacity to increase its operational capacities to curb crime and gang-related violence. The incumbent will also perform the following duties:

- Take the lead and assist the National Counterparts in undertaking a comprehensive assessment of the security challenges including the gang's scourge from the national and local perspectives to devise necessary intervention strategies.
- Provide necessary advisory and technical support in helping HNP address the security-related incidents through a systematic approach of prevention, suppression, and intervention's strategy.
- Work with other international partners on developing HNP capacity to address the gang's problems from all aspects of interventions.
- Actively participate in and provide direct technical support to the HNP in preparing plans prior to anti-gang operations.
- Provide technical support to HNP to engage with other community-based groups in building community resilience and intervention actions to address the gang's issues.
- Work with other relevant partners to share information and intelligence to target and take appropriate measures to counter the gang problems by arresting and bringing gang's members to criminal proceedings.
- While dealing with gang-related issues, the incumbent will also take the lead the efforts related to the assistance and interventions in other matters of law and order and police operational needs, including special events such as elections, crises management issues and other critical incidents.

- Work closely within the mission and outside partners to identify and solicit necessary support to build the HNP crowd control and operational capacity through short-, mid-and long-term capacity-building initiatives.
- Assist with the support from other partners in setting an excellent Gang-related database within the HNP and coordinate with all other cross-cutting entities to identify linkages to the crime and criminal nexus of illicit funding and organized crimes.
- Assist HNP in undertaking effective anti-gang public information and awareness initiatives by providing briefings, lectures, or other necessary interactive sessions when requested.
- Provide analytical briefings and regular updates on the gang-related issues to the mission leadership and others to attract a sustained support for the HNP efforts in addressing gang-related matters.
- Assist the HNP to coordinate with donors in the development of training activities, workshops and seminars and develops partnerships on gang-related matters.
- Prepare talking points, speeches, and take notes when accompanying the Police Commissioner or the Senior Police Adviser and provide initial and final drafts of documentation in addressing gang-related matters.
- Perform other duties as may be required by the BINUH Police and Corrections Unit leadership within the framework of mandate implementation.

COMPETENCIES:

Professionalism: Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter with full comprehension of the human rights standards in investigation; 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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

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

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

QUALIFICATIONS:

Education: Advanced University Degree (Master's or equivalent) in Law enforcement, Criminal Justice, Public Administration or another relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including planning and administration may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required. Specialized training in conducting negotiations, anti-trafficking and transnational organized crime is an asset.

Work Experience: A minimum of 7 years (9 years in absence of advanced degree) of relevant progressively responsible experience in law enforcement matters, including anti kidnaping and organized crime issues within national police or other national law enforcement institution. Experience working in a conflict and post conflict setting along with experience in transnational crime management and conducting negotiations is desirable. Peacekeeping or other international experience in the UN or other organizations in relevant area of specialties is highly desirable.

Languages: English and French are the working languages of the UN. For this position, fluency in oral and written English and French is required.

Preference will be given to equally qualified women candidates.

Date of Issuance: 9 September 2022

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

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United Nations

Job Description for Position requiring official secondment from national governments of Member States of the United Nations Organization

CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)

Post title and level	UN Police Criminal Investigation Adviser (P4), Seconded (contracted)
Organizational Unit	United Nations Integrated Office in Haiti (BINUH)
Duty Station	Port-au-Prince
Reporting to	Police Commissioner
Duration	12 Months (subject to BINUH's budget's approval)
Deadline for application	23 October 2022
Job Opening number	2022-BINUH-00015-DPPA

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

RESPONSIBILITIES:

Under the overall guidance and supervision of the Senior Police Adviser, the incumbent will be the counterpart of the Central Director of Judicial Police of the Haitian National Police (HNP) and will lead the Judicial Police section of the BINUH Police and Corrections Unit. The incumbent will coordinate closely with counterparts of the *Direction Centrale de la Police Judiciaire* (DCPJ) on criminal investigation cases and support in delivering the management and capacity-building related activities for the HNP investigation units. S/he will also coordinate the assistance and technical advice provided to DCPJ units in areas related to the crime and criminality in Haiti, particularly the organized crime and illicit trafficking of, inter alia, drugs, firearms and human beings, to strengthen the HNP's specific response. The incumbent will also perform the following duties:

- Continuously monitor developments related to crime and criminality in the country especially the organized crime and illicit trafficking (of drugs, firearms, human beings, and other commodities) as well on illicit trades, to strengthen the country-specific response outputs.
- Advise and mentor national partners on implementing the rule of law-related provisions in accordance with all statutory and legal instruments related to investigating and prosecuting criminal offences for an effective case management and follow-up.
- Serve as liaison between national authorities and potential partners to ensure the provision of technical and operational assistance to adequately and sustainably develop the capacity of HNP Judiciary police functions.
- Assist national counterparts in conducting a needs assessment to design comprehensive training and development's strategies, including short- and longer-term programs to enhance HNP criminal investigation and prosecution capacity in line with the international human rights standards.
- Ensure effective knowledge management and information sharing, including developing a culture of respect for and inclusion of local actors in all judicial and legal system initiatives.

- Prepare or assist in preparing administrative and policy's outputs such as reports, policy documents and guidelines regarding missions' deliverables in reference to the relevant areas of focus.
- Act as a resource person for the interactions on all aspects of criminal investigation and prosecution matters with national, bilateral, and international interlocutors and provide expert advisory inputs for expert group meetings, training seminars, workshops, and other interactive forums on behalf of the mission.
- Assist the DCPJ in the planning of anti-gang/anti-kidnapping operations with the support of other specialized units.
- Ensure effective communication with the DCPJ Senior Command and Head of Units and advise them on measures and strategies to be developed in the field of criminal investigations and combating organized crime in Haiti.
- Provide the assistance and support in enhancing cooperation at the regional and global levels to address the crime and criminality through regional and international specialized agencies, the International Criminal Police Organization (Interpol) and others.
- Perform other duties as may be required by the BINUH Police and Corrections Unit leadership within the framework of mandate implementation.

COMPETENCIES:

Professionalism: Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter with full comprehension of the human rights standards in investigation; 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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

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

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

QUALIFICATIONS:

Education: Advanced University Degree (Master's or equivalent) in criminal justice, law enforcement, security, criminology or another relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement may be accepted in lieu of the advanced university degree. Specialized training in conducting negotiations, anti-trafficking and transnational organized crime is an asset.

Work Experience: A minimum of 7 years (9 years in absence of advanced degree) of relevant progressively responsible experience in law enforcement matters, including anti kidnaping and organized crime issues within national police or other national law enforcement institution. Experience working in a conflict and post conflict setting along with experience in transnational crime management and conducting negotiations is desirable. Peacekeeping or other international experience in the UN or other organizations in relevant area of specialties is highly desirable.

Languages: English and French are the working languages of the UN. For this position, fluency in oral and written English and French is required.

Preference will be given to equally qualified women candidates.

Date of Issuance: 9 September 2022

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

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Job Description for Position requiring official secondment from national governments of Member States of the United Nations Organization

CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)

Post title and level	UN Police Human Resource Officer (P-3), Seconded (contracted)
Organizational Unit	United Nations Integrated Office in Haiti (BINUH)
Duty Station	Port-au-Prince
Reporting to	Police Commissioner
Duration	12 Months (subject to BINUH's budget's approval)
Deadline for application	23 October 2022
Job Opening number	2022-BINUH-00014-DPPA

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

RESPONSIBILITIES:

Under the overall guidance and supervision of the Police Commissioner and the Senior Police Adviser, the incumbent will be the counterpart of the Director of Personnel of the Haitian National Police (HNP), under the *Direction Centrale de l'Administration et des Services Généraux (DCASG)*, to provide technical assistance, training and advisory support to HNP in all aspects of human resources administration. These include among others: recruitment, assignments, career mobility, transfer, performance management, advancement, welfare, and retirement, in line with police rules and regulations and the established statutory requirements on human resources and career development. S/he will also assist in reviewing the existing regulatory framework to enhance the HNP's human resources management. The incumbent will coordinate closely with HNP counterparts and donors on the initiatives that aim to strengthen the HNP's human resources management system, including the establishment of a proper vetting program and related procedures, to ensure that the HNP officers meet high standards of the effectiveness and integrity from their recruitment process and throughout their career with due consideration to gender mainstreaming and gender parity). S/he will also lead other Individual Police Officers working on human resources management, for improved coordination and reporting. The incumbent will also perform the following duties:

- Assist National counterparts in reviewing and updating the HNP human resources policies, practices, directives, and procedures to meet the Haitian National Police evolving needs.
- Provide technical and advisory support to ensure the effective implementation of human resources policies, practices, and procedures.
- Liaise and coordinate essential capacity-development supports in all aspects of HNP Human resources management issues with HNP counterparts and donors.
- Assist in the delivery of short-, medium- and longer-term trainings and capacity-building support to enhance the professional skills of HNP staff dealing with Human resource management.
- Assist HNP management in ensuring that proper vetting regimes, procedures and capabilities are in place and that staff of HNP meet the competence and integrity requirements from the recruitment process and throughout their career.

- Assist HNP in ensuring that the recruitment's provisions and practices fully comply with the ideals of the representative police reflecting the local population diversity with a particular focus on addressing the gender parity.
- Providing advisory support to HNP in all aspects of human resource practices, including the placement, career mobility, transfer, performance management, promotions, welfare and retirement provisions of its personnel, in line with the police regulations and relevant established statutory framework.
- Review and assist in enhancing HNP's existing policies and practices regarding staff welfare and duty of care to improve staff morale and motivation.
- Provides advisory support and assistance to HNP on instituting appropriate internal accountability measures in line with its police law and monitors the compliance with the effective internal disciplinary standards, especially regarding human rights violations and breaches of code of conduct.
- Provide a support to HNP in assessing the existing personnel-based database system and upgrading it if necessary to ensure a complete and accurate electronic archiving or computerization of the personnel records, training information, performance appraisals, career's advancement, medical record, transfers or any other relevant personnel-related information.
- Assist in analysing the reports subject to the legal or administrative disputes in collaboration with the concerned personnel.
- Perform other duties as may be required by the BINUH Police and Corrections Unit leadership within the framework of mandate implementation.

COMPETENCIES:

Professionalism: Has demonstrated comprehensive understanding and knowledge of Human Resource management issues within Police organizations. Exhibits a full understanding of core HR principles and provisions. 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 complex problems or challenges; remains calm in stressful situations. Possesses proven practical experience and outstanding expert knowledge in the technical field of work in general and the specific areas required for the particular posts; demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police-related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

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

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

QUALIFICATIONS:

Education: Advanced University Degree (Master's or equivalent) in law, law enforcement, security, forensic, criminology or related field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required. Specialized training in police reform, strategic planning, project management, training management, certification in train-the-trainers and training delivery is an asset.

Work Experience: A minimum of 5 years (or 7 years in absence of advanced degree) of active experience in the relevant field within police or other national law enforcement institution as Human resources management officer is required and must have undertaken recruitment and selection exercise, managed the Human Resources management tasks. Full understanding of the project/program management, institutional building, organizational planning, strategic planning, assessment and gap analysis and training development and delivery experience is desirable. Peacekeeping or other international experience in the UN or other organizations in relevant area of specialties is highly desirable.

Languages: English and French are the working languages of the UN. For this position, fluency in oral and written English and French is required.

Preference will be given to equally qualified women candidates.

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Job Description for Position requiring official secondment from national governments of Member States of the United Nations Organization

CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)

Post title and level	UN Police Illicit Flow Control Officer (P-3), Seconded (contracted)
Organizational Unit	United Nations Integrated Office in Haiti (BINUH)
Duty Station	Port-au-Prince
Reporting to	Police Commissioner
Duration	12 Months (subject to BINUH's budget)
Deadline for application	23 October 2022
Job Opening number	2022-BINUH-00017-DPPA

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

RESPONSIBILITIES:

Under the overall guidance and supervision of the Police Commissioner and the Senior Police Adviser, the incumbent will be the counterpart of the *Bureau des Affaires Financières et Economiques (BAFE)* and the *Brigade de Lutte contre le Trafic de Stupéfiants (BLTS)*, under the *Direction Centrale de la Police Judiciaire (DCPJ)* of the Haitian National Police (HNP) and will be responsible for the delivery of technical assistance, mentoring and training support to national counterparts in the area of illicit financial flows as well as on anti-money laundering techniques. The incumbent will provide an assistance to BAFE and BLTS counterparts on the criminal investigation cases and support the management of investigation units, including on capacity-building related activities. S/he will also coordinate with personnel of the United Nations Office on Drugs and Crime (UNODC) to support and provide technical advice to counterparts on drug trafficking and illicit financial flow to strengthen the HNP's related response. The incumbent will also perform the following duties:

- Deliver technical assistance, mentoring and training to the national counterparts in the areas of illicit financial flows and anti-money laundering and countering the financing of criminal groups including the armed gangs.
- Carry out a relevant review of the existing legal and regulatory framework, and law enforcement capacity to draft reports with recommended actions in cooperation with national and international counterparts regarding illicit proceedings and financial flow regulations.
- Monitor and review best practices, methodologies and programmes related to illicit financial flows and contribute to their implementation in Haiti.
- Contribute to conducting the needs' assessment in terms of the logistical and data capabilities and monitor the implementation of the related recommendations to strengthen the capacity of BAFE (and BLTS when required) to better perform its duties.

- Support the BAFE and other national authorities to carry out financial analysis and investigations as necessary while helping develop a national strategy and implement capacity to address the illicit financial flow issues.
- Provide support for the establishment of a comprehensive coordination and liaison mechanism to enhance the cooperation and support from other national or international entities with a view to meeting HNP needs to reach international standards related to the area of illicit financial flows as well as on anti-money laundering.
- Provide substantive inputs to missions reports on regard to the illicit financial flow and cross-cutting issues and regularly update the HNP senior leadership and the Police Commissioner on the emerging trends and possible mitigating measures.
- Perform other duties as may be required by the BINUH Police and Corrections Unit leadership within the framework of mandate implementation.

COMPETENCIES:

Professionalism: Has demonstrated current and comprehensive understanding and knowledge of financial analysis and financial investigation techniques and their application in cases of illicit financial flows from drugs and crime. Exhibits full understanding of the international legal and policy frameworks on the issue. 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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

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

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.

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.

QUALIFICATIONS:

Education: Advanced University Degree (Master's or equivalent) in in criminal justice, law enforcement, security, criminology or related field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement may be accepted in lieu of the

advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required. Specialized training in conducting negotiations, anti-trafficking and transnational organized crime is an asset.

Work Experience: A minimum of 5 years (or 7 years in absence of advanced degree) progressively responsible experience in law enforcement matters, including anti kidnaping and organized crime issues within national police or other national law enforcement institution. Experience working in a conflict and post conflict setting along with experience in transnational crime management and investigation and management of illicit financing flow cases is required. Peacekeeping or other international experience in the UN or other organizations in relevant area of specialties is highly desirable.

Languages: English and French are the working languages of the UN. For this position, fluency in oral and written English and French is required.

Preference will be given to equally qualified women candidates.

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