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No.21023/02/2024-PP/288  
GOVERNMENT OF INDIA  
Ministry of Home Affairs  
[Police Division-II]  
Pers.Policy Desk  
\*\*\*\*

North Block, New Delhi, 110001  
Dated 18<sup>th</sup> March, 2024

To

1. The Secretaries to Government of India
2. The Chief Secretaries and DsG(P) of all States / UTs.
3. The Directors - IB/CBI/SVPNPA/SPG/NEPA/NICFS/CFSL/DCPW/NTRO.
4. The DsG -BSF/CRPF/ITBP/CISF/NSG/RPF/BPR&D/SSB/NCB/NIA/Assam Rifles

19 MAR 2024

**Subject: Launching the 2024 Police Recruitment Campaign for seconded posts in the Department of Peace Operations/ Police Division's Standing Police Capacity, Brindisi, Italy**

Sir/Madam,

Permanent Mission of India to United Nations (PMI to UN) has forwarded a communication from the UN seeking nomination of Police Officers in active service for appointment on secondment to the following six Job Openings of seven posts.

Sl.No	Job Title, Level and Duty Station	Number of Posts	Indian Police Rank(s)
(i)	Chief of the Standing Police Capacity, D-1 2024- SPC-75903-DPO Brindisi	01	IG/ADG
(ii)	Team Leader, P-5 2024- SPC-75905-DPO Brindisi	02	DIG/IG
(iii)	Police Reform Adviser, P-4 2024- SPC-75911-DPO Brindisi	01	SP/DIG
(iv)	Transnational Crime Adviser, P-4 2024- SPC-75914-DPO Brindisi	01	SP/DIG
(v)	Community Policing (Reform) Officer, P-3 2024- SPC-75924-DPO Brindisi	01	DySP/SP
(vi)	Logistics Planning Officer, P-3 2024- SPC-78773-DPO Brindisi	01	DySP/SP
	<b>Total</b>	<b>07</b>	

IGP (Hq)

DGP (M)  
28/8/24

C. Singh

PB of DGP (M)  
Receipt No. 5742  
Date: 26/3/24

IGP (Hqrs)  
Date: 26/3/24

AIGP (Hq.)

2. The job description along with the requisite eligibility criteria/qualifications for the above said posts are enclosed/attached with this letter for reference. It is strongly recommended that authorities carefully submits only those candidates/officers meeting all requirements for the position outlined in attached job opening. The requirements given in the Annexure-I must also be ensured.

3. Nomination of eligible and willing officers in the rank of **IG/ADG for D-1 level , DIG/IG for P-5 level , SP/DIG for P-4 level and DySP/SP for P-3 level** active in police service for the above said posts may be forwarded through proper channel to this Ministry by **17<sup>th</sup> May, 2024** along with the requisite documents duly signed and completed in all respects as mentioned in Annexure-I & II. The nominations without Vigilance clearance and Cadre Clearance (for all Officers) from respective Ministries/Departments/State or UT/Organizations' shall be summarily rejected. Applications received through proper channel only i.e. through Home Department (State)/ approval of Head of Organization/ UT division in case of AGMUT cadre officers, will be entertained. **Applications received after the deadline specified i.e. 17.05.2024 will not be considered.**

4. The duly completed and signed Personal History Profile (P-11) , Employment of Academic Certification (EAC), and Human Right Certificate along with forwarding letter including APAR/ACR gradings of last five years (**only gradings, not need to send copy of ACR**) of each nominated candidates are required to be submitted in separate files (PDF format only) through E-mail at [police2-un@mha.gov.in](mailto:police2-un@mha.gov.in) before the last date i.e **17.05.2024**

5. As a part of digital India initiative, all the required documents are to be sent in digital mode only (to above mentioned email) and no hard/physical copies are required.

**Encl: As above**

Yours faithfully



(Juhi Verma)  
Director (Pers-Coord)

**Copy to:-**

1. The Chief Secretaries of UTs and Commissioner of Police, Delhi :- Kindly note that the nominations are to be submitted through UT Division, MHA only.

2. Commissioner of Police Mumbai, Kolkata, Chennai and Bangalore:- kindly note that the nomination are to be forwarded through respective State Government only.

3. JS(UNP), MEA, JNB (A-wing), New Delhi-110011

4. SO (IT), MHA - With the request to upload the above communication on MHA website (Police Division-II(Secondment vacancies) and also under "what's new".

(2/11) 921

Date: \_\_\_\_\_



**Annexure-I**

**Other requisite requirements**

- A. United Nations Personal History Profile (PHP) form (P.11) duly completed typed(not hand-written) and signed by the nominated candidate.
  - B. United Nations Employment and Academic Certification [attachment to personal history profile (P-11)] Form duly completed and signed by the nominated candidate as well as the relevant local / nominated authority. The EAC submitted without the signature of Designated Authority of concerned Force results in rejection of nomination. Hence, the forwarding authority should ensure that the EAC is duly signed by the applicant as well the Designated Authority of Force. All requisite details i.e position for which applying, job opening number, date of commission, degrees and academic distinctions and all other requisite details should be filled properly. If candidate wishes to apply for several posts, **the separate EAC and PHP forms should be submitted for each post.**
  - C. Personal details as per **Annexure-II** along with **APAR/ACR gradings of Last Five Years(Mandatory)**. **No hard copies of ACR is required to sent.**
  - D. **Human Right Certificate (Performa Enclosed)**
  - E. *No format other than the specimen enclosed (duly typed) will be entertained/accepted. Formats other than the prescribed one invites lot of observations from UNHQ(UNDPKO) while finalizing the nominations..* Hand written PHP will not be entertained/accepted. It may be ensured that the photographs of the officer applying for the post should be placed on the front side of P-11 form and signature in the last page at relevant place.
  - F. The nominations without Vigilance clearance and Cadre Clearance (for all Officers) from respective Ministries/Departments/State or UT/Organizations' shall be summarily rejected.
  - G. Applications through proper channel only i.e. through Home Department (State) and approval of Head of Organization will be entertained. Applications received after the deadline specified will not be considered.
  - H. Concerned authorities may please ensure and advice their officers not to make any direct queries with this ministry or UNHQ regarding selection. This ministry will not entertain personal queries from individual applicants.
-

**BIO- DATA Proforma**

**ANNEXURE-II**

1. Name of Post(s) Applied
2. Job Opening Number
3. Name of the Officer(as per official documents)
4. Designation/Rank, Organization, Pay scale/level
5. Present Place of Posting
6. In the case of officers on Deputation with other organization:-
  - Name of Parent Organization
  - Name of organization presently employed
  - Date of Deputation
  - Expected Date of repatriation to parent cadre/organization
7. NoC from Parent Cadre (if on deputation) mandatory :Yes/No/NA
8. Date of Birth
9. (a) Education qualification  
(b) Required qualification as per applied job/posts(Yes/NO)
10. Date of Joining Police Service
11. Date of Superannuation
12. Service/Cadre/Batch:-
13. Previous UN Experience
14. Other Foreign/international Experiences
15. Contact Details: Telephone No
  - Office
  - Residence
  - Mobile
  - E-mail
16. APAR/ACR Gradings of Last 05 years (mandatory):-
17. Outstanding Achievements, if any
18. Last Five(years) work profile/experiences

Recent Passport  
Size Photograph

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

Signature of applicant



(5)

**HR Certificate**

**(No any other language/format than mentioned below will be accepted)**

“The Department/organization of ..... is hereby confirming that Mr/Mrs \_\_\_\_\_ has been neither convicted of, nor currently under investigation or being prosecuted for, any criminal or disciplinary offence, or any violations of international human rights law or international humanitarian law. The Department/Organization of ..... a/so certifies that it is not aware of any allegations against the nominated candidates that they have committed or been involved, by act or omission, in the commission of any acts that may amount to violations of international human rights law or international humanitarian law.”

To be signed by an officer

Not Below the Rank of DIG/Director

# UNITED NATIONS

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

**TO BE COMPLETED BY CANDIDATE:**

**Personal Data:**

Family Name:	Given name:	Middle names:	Gender: M/F
e-mail address:			

<b>Position for which you are applying:</b> (Note: if you are applying for more than one position, please submit separate P11 and P11 attachment for each Job Opening)
<b>Job Opening Number:</b>

**Military Service History/Police Service History**

Date of Commission (for military officers) or date of enlistment/entry to service (for police officers):			
Current rank	Date Last Promoted	Date eligible for promotion to next rank	Projected Retirement date from current rank
Branch/Corp/Mustering			
Sub Specialisation/additional qualifications			

**Degrees and Academic Distinctions Obtained:**

	NAME of INSTITUTION, PLACE AND COUNTRY. Please give complete address.	ATTENDED:		DEGREES and ACADEMIC DISTINCTIONS OBTAINED
		FROM: Month/Year	TO: Month/Year	
Graduation from the Staff/War College or Police Academy (and/or similar law enforcement institution)				
University Degree/s				

(9)

**Experience in peacekeeping operations:**

**Specify UN or other International Experience, starting with your most recent experience and list in reverse order**

Dates mm/yy-mm/yy	Mission/ Operation/Location	Position/title (Milob, HQ Staff, Contgt, Adviser)	Description of duties

**Command Experience, starting with your most recent experience and list in reverse order**

Dates mm/yy-mm/yy	Unit/Position/Org	Significant Unit Activities

**Significant Planning Experience, starting with your most recent experience and list in reverse order**

Dates mm/yy-mm/yy	Position/Org	Operation/Activity

**(Other) International Exposure other than peace keeping operations, starting with your most recent experience and list in reverse order**

Date: mm/yy-mm/yy	Position/Org	Function/Activity



**Military and/or Police Training Courses/Seminars: (last two years)**

Name of Course	Date: mm/yy –mm/yy	Institution

Additional Comments:

**I certify that the statements made by me in answer to the foregoing questions are complete and correct. I understand that any misrepresentation or material omission made on a Personal History form or other document requested by the Organization renders a staff member for the United Nations liable ineligible for further consideration.**

*I declare that I have never committed, been convicted of and am not currently under investigation or being prosecuted for any criminal, human rights, civil action or disciplinary offence, with the exception of minor traffic violations (driving while intoxicated or dangerous or careless driving are not considered minor traffic violations for this purpose). I declare that I have not been involved, by act or omission, in the commission of any violation of international human rights law or international humanitarian law.*

*I am not able to attest to the preceding paragraphs for the following reasons:* .....

.....

.....

Date ..... Signature .....

N.B. You will be requested to supply documentary evidence which supports the statements you have made above. Do not, however, send any documentary evidence until you have been asked to do so by the Organization and, in any event, do not submit the original texts of references or testimonials unless they have been obtained for the sole use of the Organization.

**TO BE COMPLETED BY THE RELEVANT LOCAL AUTHORITY:**

On behalf of ..... I certify that the information provided by .....  
is complete and correct.

*I further certify that the nominated candidate has never been convicted of, or is not currently under investigation or being prosecuted for, any criminal or disciplinary offence, or any violations of international human rights law, civil action or disciplinary offence.*

*The Government of \_\_\_\_\_ is not aware of any allegations against the nominated candidate that she/he has committed or been involved, by act or omission, in the commission of any acts that may amount to violations of international human rights law or international humanitarian law.*

*In the case of the nominee who has been investigated for, charged with or prosecuted for any criminal offence, with the exception of minor traffic violations (driving while intoxicated or dangerous or careless driving are not considered minor traffic violations for this purpose), but was not convicted, the Government is requested to provide information regarding the investigation(s) or prosecutions concerned.*

Date..... Official Stamp .....

Do not Write in This Space

**INSTRUCTIONS**

Please answer each question clearly and completely. TYPE OR PRINT LEGIBLY.  
Read carefully and follow all directions.



**PERSONAL HISTORY**

1. Family name		First name		Middle name		Maiden name, if any		
2. Date of (day/month/yr) Birth		3. Place of birth		4. Nationality(ies) at birth		5. Present Nationality(ies)		
7. Height		8. Weight		9. Marital Status: Single <input type="checkbox"/> Married <input type="checkbox"/> Separated <input type="checkbox"/> Widow(er) <input type="checkbox"/> Divorced <input type="checkbox"/>				
10. Entry into United Nations service might require assignment to any area of the world in which the United Nations might have responsibilities. (a) Are there any limitations on your ability to perform in your prospective field of work? YES <input type="checkbox"/> NO <input type="checkbox"/> (b) Are there any limitations on your ability to engage in all travel? YES <input type="checkbox"/> NO <input type="checkbox"/>								
11. Permanent address			12. Present address			13. Office Telephone No. ( )		
Telephone No. ( )			Telephone/Fax No. ( )			14. Office Fax No. ( )		
15. Do you have any dependent children? YES <input type="checkbox"/> NO <input type="checkbox"/> If the answer is "yes", give the following information:								
Name of Children		Date of Birth (day/mo/year)		Place of Birth		Nationality	Gender	
15. (a) Name of Spouse								
16. Have you taken up legal permanent residence status in any country other than that of your nationality? YES <input type="checkbox"/> NO <input type="checkbox"/> If answer is "yes", which country?								
17. Have you taken any legal steps towards changing your present nationality? YES <input type="checkbox"/> NO <input type="checkbox"/> If answer is "yes", explain fully:								
18. Are any of your relatives employed by a public international organization? YES <input type="checkbox"/> NO <input type="checkbox"/> If answer is "yes", give the following information:								
NAME			Relationship		Name of International Organization			
19. What is your preferred field of work?								
20. Would you accept employment for less than six months? YES <input type="checkbox"/> NO <input type="checkbox"/>				21. Have you previously submitted an application for employment and/or undergone any tests with U.N.? YES <input type="checkbox"/> NO <input type="checkbox"/> If so, when?				
22. KNOWLEDGE OF LANGUAGES. What is your mother tongue?								
OTHER LANGUAGES	READ		WRITE		SPEAK		UNDERSTAND	
	Easily	Not Easily	Easily	Not Easily	Fluently	Not Fluently	Easily	Not Easily
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. For clerical grades only Indicate speed in words per minute				List any office machines or equipment and computer programmes you use.				
	English	French	Other languages					
Typing								
Shorthand								



24. EDUCATION, Give full details – N.B. Please give exact titles of degrees in original language. Please do not translate or equate to other degrees.

A. University or equivalent				
NAME, PLACE AND COUNTRY Please give complete address.	ATTENDED FROM/TO		DEGREES and ACADEMIC DISTINCTIONS OBTAINED	MAIN COURSE OF STUDY
	Month/Year	Month/Year		

B. SCHOOLS OR OTHER FORMAL TRAINING OR EDUCATION FROM AGE 14 (e.g., high school, technical school or apprenticeship)

NAME, PLACE AND COUNTRY Please give complete address.	TYPE	YEARS ATTENDED		CERTIFICATES OR DIPLOMAS OBTAINED
		FROM	TO	

25. LIST PROFESSIONAL SOCIETIES AND ACTIVITIES IN CIVIC, PUBLIC OR INTERNATIONAL AFFAIRS

26. LIST ANY SIGNIFICANT PUBLICATIONS YOU HAVE WRITTEN (DO NOT ATTACH)

27. EMPLOYMENT RECORD: Starting with your present post, list in REVERSE ORDER every employment you have had. Use a separate block for each post. Include also service in the armed forces and note any period during which you were not gainfully employed. If you need more space, attach additional pages of the same size. Give both gross and net salaries per annum for your last or present post.

A. PRESENT POST (LAST POST, IF NOT PRESENTLY IN EMPLOYMENT)

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
NAME OF EMPLOYER:			TYPE OF BUSINESS	
ADDRESS OF EMPLOYER:			NAME OF SUPERVISOR	
			NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:	REASON FOR LEAVING
DESCRIPTION OF YOUR DUTIES:				

B. PREVIOUS POSTS (IN REVERSE ORDER)

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
NAME OF EMPLOYER:				TYPE OF BUSINESS:
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:
				REASON FOR LEAVING:
DESCRIPTION OF YOUR DUTIES				
FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
NAME OF EMPLOYER:				TYPE OF BUSINESS:
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:
				REASON FOR LEAVING:
DESCRIPTION OF YOUR DUTIES				
FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
NAME OF EMPLOYER:				TYPE OF BUSINESS:
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:
				REASON FOR LEAVING:
DESCRIPTION OF YOUR DUTIES				

28. HAVE YOU ANY OBJECTIONS TO OUR MAKING INQUIRIES OF YOUR PRESENT EMPLOYER? YES  NO

29. ARE YOU NOW OR HAVE YOU EVER BEEN A CIVIL SERVANT IN YOUR GOVERNMENT'S EMPLOY? YES  NO   
If answer is "yes", WHEN?

30. REFERENCES: List three persons, not related to you, and are not current United Nations staff members, who are familiar with your character and qualifications.  
*Do not repeat names of supervisors listed under Item 27.*

FULL NAME	FULL ADDRESS	BUSINESS OR OCCUPATION

31. STATE ANY OTHER RELEVANT FACTS. INCLUDE INFORMATION REGARDING ANY RESIDENCE OUTSIDE THE COUNTRY OF YOUR NATIONALITY.

32. HAVE YOU EVER BEEN ARRESTED, INDICTED, OR SUMMONED INTO COURT AS A DEFENDANT IN A CRIMINAL PROCEEDING, OR CONVICTED, FINED OR IMPRISONED FOR THE VIOLATION OF ANY LAW (excluding minor traffic violations)? YES  NO   
If "yes", give full particulars of each case in an attached statement.

33. OTHER AGENCIES OF THE UNITED NATIONS SYSTEM MAY BE INTERESTED IN OUR APPLICANTS. DO YOU HAVE ANY OBJECTION TO YOUR PERSONAL HISTORY FORM BEING MADE AVAILABLE TO THEM? YES  NO

34. I certify that the statements made by me in answer to the foregoing questions are true, complete and correct to the best of my knowledge and belief. I understand that any misrepresentation or material omission made on a Personal History form or other document requested by the Organization renders a staff member of the United Nations liable to termination or dismissal.

DATE (day, month, year) \_\_\_\_\_ SIGNATURE: \_\_\_\_\_

N.B. You will be requested to supply documentary evidence which supports the statements you have made above. Do not, however, send any documentary evidence until you have been asked to do so by the Organization and, in any event, do not submit the original texts of references or testimonials unless they have been obtained for the sole use of the Organization.



# United



# Nations Secretariat

*Vacancy Announcement for Positions in the Department of Peace Operations  
requiring official secondment from national governments of Member States of the United Nations Organization*

**VACANCY ANNOUNCEMENT NUMBER**

2024-SPC-75903-DPO

**DEADLINE FOR APPLICATIONS**

7 June 2024

**POST TITLE AND LEVEL**

Chief of the Standing Police Capacity, D-1

**DUTY STATION**

BRINDISI

**ORGANIZATIONAL UNIT**

DEPARTMENT OF PEACE OPERATIONS

**INDICATIVE MINIMUM GROSS ANNUAL**

U.S. Dollars 137,021.00

**REMUNERATION (NOT INCLUDING POST ADJUSTMENT)**

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACEKEEPING OPERATIONS.

**RESPONSIBILITIES:** The Chief of the Standing Police Capacity (SPC) works under the direct supervision of the director of the Police Division in the Department of Peace Operations (DPO). S/he leads all activities of the SPC and provides leading law enforcement advice, assistance and expertise on a wide range of international policing activities relevant to the assignments of the SPC, which is a UN Police mechanism for starting up new police components in UN peace operations as well as assisting existing operations on a continual basis. At her/his duty-station in Brindisi, the incumbent leads the overall pre-mission analysis, training and planning activities of the SPC in preparation for its assignments, in accordance with the guidelines of the director of the Police Division and in close consultation and co-operation with other relevant directors and senior staff in DPO. In the field, the incumbent acts as the interim Head of the Police Component of UN peace operations during the immediate start-up phase of new for UN Police. In existing UN peace operations, the incumbent makes specific recommendations and provides expert SPC advisory and technical assistance to Heads of Police Components in the development and implementation of indigenous law enforcement support activities, primarily with regard to supporting the strategic mission of UN Police, which is to build institutional law enforcement capacity in post-conflict environments. If specifically directed, s/he directs the SPC in the planning and execution of operational evaluations and assessments of UN Police operations. As a regular activity in the field, the Chief of the SPC infuses his/her senior law enforcement knowledge and know-how and provides direct advice to senior-level officials in indigenous law enforcement agencies, focusing in particular on the creation and implementation of leadership development schemes that focus on teaching law enforcement decision-making, negotiation, strategic planning, discipline, integrity and others.

**COMPETENCIES:**

**Professionalism:** Demonstrates competency for and mastery of policing activities, including theories and techniques in law enforcement, community safety and capacity-building. Conscientious and efficient in meeting commitments, observing deadlines and focusing on achieving results. Shows pride in work and in achievements; demonstrates persistence when faced with difficult problems and challenges; excellent conceptual, analytical and evaluation skills and ability to conduct research and analysis; strong knowledge of capacity-building from the perspective of law enforcement development and other rule of law issues. Motivated by professional rather than personal concerns; remains calm in stressful situations. Ability to understand the functioning and needs of international policing operations in conflict and post-conflict environments, including familiarity with the concepts of conflict prevention, conflict resolution and peace-building. Ability to apply UN rules, regulations, policies and guidelines in work situations and prepare reports or rationale with respect to key administrative decisions. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. **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 and Organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently. **Leadership:** Serves as a role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing. **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 degree or equivalent) in Law, Public Administration, Criminology, Social Sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive senior management experience in law enforcement and community safety issues may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required. **Work Experience:** A minimum of 15 years of progressively responsible experience in national or international law enforcement or police work with currently active rank of Deputy/Assistant Commissioner, Deputy/Assistant Inspector General, Deputy Chief of Police, other rank equivalent to Brigade-General in the military or higher rank is required. Experience in leading and managing multi-disciplinary teams at strategic and policy-making level is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Experience in UN peacekeeping missions or other similar international organizations is required. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language, preferably French, is desirable.

**SPECIAL NOTICE:** Circulation of this Job Opening is limited to Member States. Only police officers currently employed in their national service and who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointment is limited to service within the Department of Peace Operations on posts financed by the support account for peace operations requiring active police service. During their tenure, seconded officers cannot be transferred or be reassigned to other positions within DPO or the UN Secretariat. It should be noted that successful candidates will be offered a one year fixed-term appointment which, based on performance and operational needs, may be extended. Currently serving seconded active-duty officers are not eligible to apply or be nominated for new seconded positions until separated for at least one year from any last secondment with the UN Secretariat. Member States are strongly encouraged to nominate qualified female police officers.

Date of Issuance: 8 March 2024

Preference will be given to equally qualified female candidates.



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# United

# Nations Secretariat

*Vacancy Announcement for Positions in the Department of Peace Operations  
requiring official secondment from national governments of Member States of the United Nations Organization*

**VACANCY ANNOUNCEMENT NUMBER**

2024-SPC-75905-DPO (2 posts available)

**DEADLINE FOR APPLICATIONS**

7 June 2024

**POST TITLE AND LEVEL**

Team Leader, P-5

**DUTY STATION**

BRINDISI

**ORGANIZATIONAL UNIT**

DEPARTMENT OF PEACE OPERATIONS

**INDICATIVE MINIMUM GROSS ANNUAL**

U.S. Dollars 115,134.00

**REMUNERATION (NOT INCLUDING POST ADJUSTMENT)**

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.

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

**RESPONSIBILITIES:** Under the direct supervision of the Chief of the Standing Police Capacity (SPC), the Team Leader acts as one of three principal managers in the office. The SPC is a UN Police mechanism that provides support for start-up police components in new UN peace operations, as well as assists existing operations on a continual basis. The Team Leader manages and contributes to a wide portfolio of law enforcement operational issues. S/he supervises SPC personnel, including other advisers and specialists, on matters concerning police reform, community policing, transnational organized crime, public order, police planning, crime investigation and training. Specific duties include: It is expected that the incumbent works and leads SPC police teams as well as police component in a field mission from a period varying from one week up to three months and beyond. The Team Leader will also be from time to time involved in technical and strategic assessment missions in new and current peace operations.

When at the SPC Headquarters, the incumbent, in co-operation with other Team Leaders and the Special Assistant to the Chief of the SPC, sets and monitors detailed work plans for his/her team in order to prepare SPC personnel for field assignments. S/he interacts closely with relevant Heads of Section in the Police Division, DPKO in conceptualizing and planning field assignments for SPC and identifying specific needs and challenges of police components in UN peace operations. When deployed to the field, the incumbent manages a team to ensure the implementation of SPC's specific terms of reference for its assignments, both during the start-up phase of police components in new UN peace operations and while assisting police components in existing operations. Under the direction of the Chief/SPC, the incumbent works to infuse the relevant Security Council resolutions, policies and directives of DPKO as well as the applicable Terms of Reference in all aspects of SPC's work and identifies and ensures the implementation of best police practices into the day-to-day activities of his/her team. From the perspective of police operational issues, the incumbent provides advice, assistance and expertise on building national law enforcement institutions and capacity, including, among others, police patrols, investigations, searches and seizures, community policing, crowd control management, and emergency services. It is also expected from the incumbent to manage a team while at the HQ up to a large team of staff including non-SPC staff members when deployed in the field.

**COMPETENCIES:**

**Professionalism:** Competency and mastery of policing activities, including theories and techniques in law enforcement, community safety and capacity-building; conscientious and efficient in meeting commitments, observes deadlines and focuses on achieving results; persistent when faced with difficult problems and challenges; excellent conceptual, analytical and evaluative skills and able to conduct research and analysis; understanding of the functioning and needs of international policing operations in conflict and post-conflict environments, including familiarity of the concepts of strategic planning, strategic foresight, conflict prevention, conflict resolution and peace-building; knowledge of capacity-building from the perspective of law enforcement, development and other rule of law matters which encompass modern trends. 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. **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. **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 organizations and 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. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing. **Managing Performance:** Delegates the appropriate responsibility, accountability and decision-making authority; makes sure that roles, responsibilities and reporting lines are clear to each staff member; accurately judges the amount of time and resources needed to accomplish a task and matches task to skills; monitors progress against milestones and deadlines; regularly discusses performance and provides feedback and coaching to staff; encourages risk-taking and supports staff when they makes mistakes; actively supports the development and career aspirations of staff; appraises performance fairly.

**QUALIFICATIONS:**

**Education:** Advanced university degree (Master's degree or equivalent) in Law, Police Management, Law Enforcement, Security Studies, Criminal Justice, Business or Public Administration, Human Resources Management, Change Management or other 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 similar national or international law enforcement training institution is required.

**Work Experience:** A minimum of 10 years (12 years in absence of advanced degree) of progressively relevant and active policing service/experience in a national or international law enforcement agency both at the field and national police headquarters level is required. Seven (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 (particularly in law enforcement), reform and restructuring or related field – required. Practical direct experience in commanding a regional or state level police units or heading a department at national police HQ – required. Must be a senior professional police officer on active duty with the minimum rank of Senior/Chief Superintendent, Deputy Police Commissioner or rank equivalent to a full Colonel or above. Peacekeeping or other international experience in the UN or other international organizations is an advantage.

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

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**Date of Issuance: 8 March 2024**

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United



Nations Secretariat

Vacancy Announcement for Positions in the Department of Peace Operations  
requiring official secondment from national governments of Member States of the United Nations Organization

<b>VACANCY ANNOUNCEMENT NUMBER</b>	2024-SPC-75911-DPO
<b>DEADLINE FOR APPLICATIONS</b>	7 June 2024
<b>POST TITLE AND LEVEL</b>	Police Reform Adviser, P-4
<b>DUTY STATION</b>	BRINDISI
<b>ORGANIZATIONAL UNIT</b>	DEPARTMENT OF PEACE OPERATIONS
<b>INDICATIVE MINIMUM GROSS ANNUAL REMUNERATION (NOT INCLUDING POST ADJUSTMENT)</b>	U.S. Dollars 94,268

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.

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

**RESPONSIBILITIES:** The incumbent shall provide assistance and support on a wide range of law enforcement reform matters with focus on strategic development and institution building including for host states with missions in transition as they pertain to support provided by and activities of the Standing Police Capacity (SPC). The Police Reform Adviser reports directly to the designated Team Leader of the SPC. The SPC is a part of the UN Police Division that supports the starting up of police components in new UN peace operations and/or special political missions as well as provides support and assistance to existing operations and partners on a continual basis. The incumbent is expected to deploy to peace operations for a period from 3 up to 6 months away from his/her duty station. In line with the decisions and guidelines of the Police Division and the Chief of the SPC, the incumbent provides a wide range of expert advisory with focus on strategic development and institution building. S/he will provide assistance activities on law enforcement reform matters relevant to supporting new and existing police components in UN peace operations. When at SPC's duty-station in Brindisi, the incumbent reviews respective UN Police operations from the perspective of supporting national law enforcement institutional development and capacity-building, identifying as required best practices in international policing. Particular focus is placed on ascertaining business management gaps in national law enforcement, wherein the SPC can be of assistance in filling, including deficiencies in strategic planning, organization and structure, human resources and skills development, asset management and use of technology. When deployed to the field, the incumbent works in close cooperation with UN Police and other international actors to address chronic business management gaps in local law enforcement that may include the identification of specific tasks upon which the SPC can channel and impart its expertise and know-how – programmatic, advisory or otherwise.

**COMPETENCIES:**

**Professionalism:** Wide knowledge of theories, concepts and approaches in the field of law enforcement relevant to democratic policing, community safety, capacity-building and development, civilian oversight mechanisms, human rights, gender mainstreaming etc.; good research, analytical and problem-solving skills; ability to identify and participate in the resolution of complex issues and problems; ability to provide sound advice and assistance to the UN Police as well as national police. 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. **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.

**QUALIFICATIONS:**

**Education:** Advanced degree (Master's degree or equivalent) in the applied sciences, social sciences or relevant field. A first level university degree with a relevant combination of academic qualifications and experience in rule of law and police reform may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required. **Work Experience:** A minimum of seven years of progressively responsible experience in rule of law developmental matters, including experience in police reform, law enforcement development and capacity-building is required. Three-year experience of management and policy making is also required. **Rank:** The candidate must be in active service possessing the rank of at least Superintendent or Lt. Colonel, equivalent or higher rank. Peacekeeping or other international experience in the UN or other organizations is required. Experience in the use of modern Internet-based research methodologies and sources is desired. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of French is highly desirable.

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Date of Issuance: 8 March 2024

Preference will be given to equally qualified women candidates



# United



# Nations Secretariat

*Vacancy Announcement for Positions in the Department of Peace Operations  
requiring official secondment from national governments of Member States of the United Nations Organization*

**VACANCY ANNOUNCEMENT NUMBER**

2024-SPC-75914-DPO

**DEADLINE FOR APPLICATIONS**

7 June 2024

**POST TITLE AND LEVEL**

Transnational Crime Adviser, P-4

**DUTY STATION**

BRINDISI

**ORGANIZATIONAL UNIT**

DEPARTMENT OF PEACE OPERATIONS

**INDICATIVE MINIMUM GROSS ANNUAL**

U.S. Dollars 94,268.00

**REMUNERATION (NOT INCLUDING POST ADJUSTMENT)**

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

#### **RESPONSIBILITIES:**

Under the direct supervision of the Team Leader, Standing Police Capacity (SPC), Police Division, Office of Rule of Law and Security Institutions, DPO, the Transnational Crime Adviser at P4 level provides a wide spectrum of advisory support and assistance in the field of combating transnational crime, organized crime, and other emerging crime issues, especially in post-conflict environments. Within the confines of SPC management and the strategic mission of UN Police, which is to help build institutional national police and other law enforcement capacities in post conflict environments, the incumbent works closely with various international and national actors at headquarters and in the field to help design strategies, as well as develops and implements projects and programme activities. When at SPC headquarters, the incumbent assists in strategic and operational planning tasks, represents the UN Police in expert forums, and evaluates the needs and requirements of UN Police, national police and other law enforcement agencies that the UN Police are mandated to support. Within the framework of overall PD/SPC activities related to combating transnational organized crime, strengthening domestic police and other law enforcement capacities in the respective countries or mission areas, the incumbent formulates proposals for the use of SPC and designs and supports in the implementation of programmes and projects to be launched. In the field, the incumbent works closely with UN Police and other entities working in these thematic and cross cutting areas advises and supports the national police and other law enforcement officials in planning, developing, and implementing strategies, programmes and activities to deal with transnational crime; and, prepares proposals to support the host nations sustainable specialized institutional capacity-building initiatives.

#### **COMPETENCIES:**

**Professionalism:** Knowledge of theories, concepts and approaches relevant to transnational crime, organized crimes and related law enforcement related matters; as well as analyzing gaps, identifying standards and developing plans for capacity-building of law enforcement agencies; ability to plan, develop, implement and monitor strategies, programmes, projects and activities in the field of combating transnational and organized crime; basic knowledge of the impact of Artificial Intelligence and transnational organized crime, knowledge of the current trends and developments in the field of transnational and organized crime including current trends on counter-terrorism; good research, analytical and problem-solving skills; and, ability to identify and participate in the resolution of complex issues and problems. 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. **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.

#### **QUALIFICATIONS:**

**Education:** Advanced university degree (Master's degree or equivalent) in Law, Criminology, Social Sciences, or another relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in combating serious and organized crime may be acceptable in lieu of the advanced University degree. Graduation from a certified police academy or other similar law enforcement training institution is required. **Work Experience:** A minimum of seven years of progressively responsible experience in active national police or other law enforcement agency with a rank of Superintendent or Lt. Colonel, other service equivalent or higher rank, including at least three years of direct operational experience in combating transnational and organized crime, as well as experience in policy making in the above areas is required. Experience in UN peacekeeping missions, other similar international organizations, or regional forums is also required. Experience in the use of modern Internet-based research methodologies and sources is desirable. **Language:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of French is highly desirable.

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Date of Issuance: 8 March 2024

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# United



# Nations Secretariat

*Vacancy Announcement for Positions in the Department of Peace Operations  
requiring official secondment from national governments of Member States of the United Nations Organization*

<u>VACANCY ANNOUNCEMENT NUMBER</u>	2024-SPC-75924-DPO
<u>DEADLINE FOR APPLICATIONS</u>	7 June 2024
<u>POST TITLE AND LEVEL</u>	Community Policing (Reform) Officer, P-3
<u>DUTY STATION</u>	BRINDISI
<u>ORGANIZATIONAL UNIT</u>	DEPARTMENT OF PEACE OPERATIONS U.S. Dollars
<u>INDICATIVE MINIMUM GROSS ANNUAL REMUNERATION (NOT INCLUDING POST ADJUSTMENT)</u>	US Dollars 75,972

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.

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

**RESPONSIBILITIES:** The incumbent reports directly to the Community Policing Officer in the Standing Police Capacity (SPC), while being under the overall supervision of a Team Leader. The SPC is a UN Police mechanism for starting up police components in UN peace operations as well as assisting existing operations on a continual basis. S/he assists in the development and implementation of community policing strategies and programmes within the terms of reference of respective SPC assignments. When required, a particular focus of the incumbent is on isolating and supporting the linkages between community policing and the processes of disarmament, demobilization and reintegration of former combatants. The incumbent also assists other SPC members as directed in other law enforcement thematic areas outside of his/her own area of focus. When at headquarters, the incumbent provides community policing input into the SPC's pre-mission planning and preparatory activities, including undertaking analytical and technical reviews and surveys of community policing practices in UN peace operations. This work is done through the prism of developing various community policing strategies and programmes that the SPC can support once deployed on the ground, embracing an 'SPC Community Policing Framework'. When in the field, the incumbent works closely with UN Police and other international and local rule of law development actors and assists local law enforcement with community policing activities, keeping in mind the strategic mission of UN Police which is to build institutional law enforcement capacity in post conflict environments. As such, the incumbent aims both in devising overarching strategies and providing technical recommendations on how local law enforcement can be supported in the community policing sector from the developmental perspective including organization, structure, training and resources required to support grass-roots level community policing.

**COMPETENCIES:**

**Professionalism:** Demonstrates professional competence and mastery of subject matter; is motivated by professional rather than personal concerns; knowledge of democratic policing, law enforcement, community safety and capacity-building; ability to remain calm in stressful situations; good research, analytical and problem-solving skills. 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. **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.

**QUALIFICATIONS:**

**Education:** Advanced university degree (Master's degree or equivalent) in the applied sciences, social sciences or relevant field. A first level university degree with a relevant combination of academic qualifications and extensive experience may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other similar law enforcement training institution is required.

**Work Experience:** A minimum of five years of progressive responsible experience in law enforcement matters including community policing, is required with a rank of Chief Inspector or Major, other service equivalent or higher rank. Experience in the use of modern Internet-based research methodologies and sources is required. Basic knowledge of the climate change and the security nexus is desirable. Peacekeeping or other international experience in the UN or other organizations is desirable. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Fluency in French is desirable.

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Nations Secretariat

*Vacancy Announcement for Positions in the Department of Peace Operations  
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VACANCY ANNOUNCEMENT NUMBER

2024-SPC-78773-DPO

DEADLINE FOR APPLICATIONS

7 June 2024

POST TITLE AND LEVEL

Logistics Planning Officer, P-3

DUTY STATION

BRINDISI

ORGANIZATIONAL UNIT

DEPARTMENT OF PEACE OPERATIONS

INDICATIVE MINIMUM GROSS ANNUAL

U.S. Dollars 75,972

REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.

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

**RESPONSIBILITIES:** Under the direct supervision of a Team Leader of the Standing Police Capacity (SPC), the Logistics Planning Officer provides assistance and know-how in the field of logistics and the field of new technologies as pertaining to improving the overall effectiveness and efficiency of law enforcement operations. The SPC is a UN Police mechanism for starting up police components in new UN peace operations as well as assisting existing operations and partners on a continual basis. When at the duty station, the incumbent works with all staff and logistical and other administrative experts in the Department of Peace Operations to ensure that logistical planning for law enforcement is adequately included into the terms of reference of respective SPC assignments as well as other UN Police operations in the planning stage. S/he will coordinate UN efforts in key working groups in the field of new and/or advanced technologies. This involves undertaking analyses and surveys of UN Police logistical needs and practices with a view to preparing a series of varied logistical support analyses and plans for the SPC to execute once deployed on the ground. When deployed in the field, s/he assists UN Police and logistical experts in support of the purchasing, transport, delivery and storage of law enforcement equipment and material to the mission area and analyses the local environment to determine procurement and other logistical needs and possibilities for national law enforcement. S/he identifies and assists all possible sources of logistical assistance and funding to help realize the creation of base-line logistical capacity in local law enforcement agencies, including the creation and maintenance of a core fleet of vehicles, law enforcement personal gear, non-lethal and other weapons, crowd management equipment, communications systems, training facilities and equipment and others as required.

**COMPETENCIES:**

**Professionalism:** Knowledge of theories, concepts and approaches relevant to police logistics and new or advanced technologies in regard to democratic policing, law enforcement, community safety, capacity-building and logistics in the field of law enforcement; good research, analytical and problem-solving skills. 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. **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.

**QUALIFICATIONS:**

**Education:** Advanced university degree (Master's degree or equivalent) in the applied sciences, social sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement operational and administrative matters, including logistical support and procurement may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required.

**Work Experience:** A minimum of five years of active law enforcement experience in a national law enforcement agency on a wide range of operational, administrative and management issues, including three years of logistical support and procurement for law enforcement agencies is required. Being in active national police service with a rank of Major or Chief Inspector, other service equivalent or higher rank is required.

Knowledge and experience of new and/or advanced technologies are highly desirable. Peacekeeping or other international experience in the UN or other organizations is desirable. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and

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