

Directorate General,  
Sashastra Seema Bal

No. 19/05/2016/SSB/Pers.I (B)/ ~~584-15~~

Dated the 2<sup>nd</sup> July, 2016

INTRA OFFICE NOTE

Enclosed please find herewith a copy of FHQ Delhi Memo No. 19/05/2016/SSB/Pers-I(B)/ 110-23 dtd. 21/07/2016 alongwith a copy of MHA urgent Fax No. 21023/27/2016-PMA dated 06/07/2016 with a request to upload the same in SSB web site.

Encl : As above.

V. V. Sai  
21/07/16

(V. Vikraman)  
Assistant Director (Pers-I)

To

- 1) The Assistant Director (Tele),  
FHQ SSB New Delhi.
- 2) The I/c EDP Cell FHQ New Delhi with a request to send an SMS to ADG SSB, all Inspector General, SSB and all Dy. Inspector General SSB containing the text that “MHA vide their urgent Fax dated 06/07/2016 sought nomination of eligible and willing officers of the level of ADG/IG/DIG for UN Mission, the details are uploaded in SSB website”



F/No. 21023/27/2016-PMA  
 Government of India/भारतसरकार  
 Ministry of Home Affairs/गृहमंत्रालय  
 [Police Division-II]  
 PMA Cell

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Room No. 14, North Block,  
 New Delhi, 110001

6 JUL 2016

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

No.21023/27/2016-PMA

Dated the 04<sup>th</sup> July, 2016

Subject :- Senior Police Leadership Roster

UNDPKO through PMI to UN has sought the nomination of eligible candidates for the following posts:-

- (a) Senior Police Adviser (P-5)
- (b) Deputy Police Commissioner (D-1/P-5)
- (c) Police Commissioner (D-2/D-1)

2. The selected candidates will be placed in the Senior Police Leadership Roster and will be deployed to field missions upon request on short notice as the need arises.

3. The eligibility criteria for the aforesaid positions are as under :-

**(i) Senior Police Adviser, P-5 (DIG/IsG)**

**Education:** Advanced University Degree (Master's or equivalent) in Law, Law Enforcement, Security Studies, Criminal Justice, Public Administration, Human Resources Management, Change Management, Social Sciences, International Relations or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including

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8/19/16

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management, planning and administration may be accepted in lieu of the advanced university degree. Advanced training for command/senior staff is highly desirable. Graduation from a certified police academy or other recognized national or international law enforcement training institution is also required.

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

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

**(ii) Deputy Police Commissioner, D1/P5(DIG/IsG/ADG or equivalent).**

**Education:** Advanced university degree (Masters or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management or related area. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Advance training for command/senior staff is highly desirable. Graduation from a certified Police Academy or other national or international law enforcement institution is required.

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

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

**(iii) Police Commissioner, D2/D1 (IsG/ADG or equivalent).**

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

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

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

**Note : (Preference will be given to equally qualified women candidates.)**

4. It is requested that nomination of **eligible and willing officer** of the level of **DIG/IsG for (P-5), DIG/IsG/ADG or equivalent for (D-1/P5) and IsG/ADG equivalent for (D-2/D-1)** may be submitted to this Ministry by **05<sup>th</sup> September, 2016**.

5. Following points may please be noted for correct submission of nominations documents:-

- i. Personal History Profile (P-11) duly completed and signed by the nominated candidate.
- ii. Supplementary Sheet as an attachment to Personal History Profile (P-11) (starts after Para 27B of P-11 from), when more employment records need to be presented.
- iii. Academic and Employment Certificate (EAC) duly completed and signed by the nominated candidate's alongwith certificate (given at last page of EAC) by the controlling/local authority. EAC is required to be filled in with all requisite details i.e. position for which applying, job opening number, date of commission (i.e. date of joining in police service), degree and academic distinctions and all other requisite details be furnished properly.
- iv. The certificate signed by an officer not below the rank of Director/DIG may please be submitted alongwith the nomination that **the officer(s) (name) were neither convicted nor currently under investigation or being prosecuted for any criminal offence including violation of International Human Rights Law and International Humanitarian Law. It is also to certify that Government of India is aware that there is no allegation against them as such and they have not committed or even involved, by act or omission, the commission of any act that may amount of violations of International Human Rights Law and International Humanitarian Law"**.
- v. Personal History Profile (P-11) and EAC of each nominated candidate is required to be submitted in separate file.
- vi. In case, any officer is applying for more than one position, EAC should be submitted separately. EAC submitted mentioning more than one job opening number will not be accepted/entertained.
- vii. Personal details as per **Annexure-I**

**Note: - On scrutiny of nominations received, it has been observed that the EAC is submitted without the signature of Designated Authority of concerned Force resulting rejection of nomination. Hence, the forwarding authority should ensure that the EAC is duly signed by the applicant as well the Designated Authority of Force.**

6. The nominated officers may be advised to send the above document as per the format enclosed through electronic mail at e-mail address at [uspma@nic.in](mailto:uspma@nic.in).

7. **No modified format other than the specimen enclosed duly typed will be entertained/accepted as it invites lot of observations from UN HQ (UNDPKO) while finalizing the nominations.** Hand written PHP/EAC will not be entertained/accepted. It may be ensured that the photographs of the officer applying for the post should be placed on the front side of P-11 form and signature in the last page at relevant place.

8. It may please be ensured that the nominees are clear from Vigilance angle.

9. No direct application will be entertained.

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Enclr : UNDPKO documents.



4/7/16

( Raman Kumar)

Under Secretary to the Government of India

☎/☎23094009

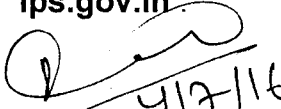
✉:uspma@nic.in

**Copy to**

1. Commissioner of Police ,  
Mumbai, Kolkatta, Chennai and  
Bangalore.

It is requested to forward the nominations of eligible and willing officers though State Government only.

2. SO (IT), MHA - With the request to upload the above communication on MHA website and 'what's new' and also in 'ips.gov.in'



4/7/16

( Raman Kumar)

Under Secretary to the Government of India

☎/☎23094009

✉:uspma@nic.in

**BIO-DATA PROFORMA**

1. Name of Post applied.
  2. Job opening number
  3. Name of the Officer
  4. Designation/Rank/organisation with present place of posting.
  5. In the case of officers of deputation with other organization.
    - (a) Name of Parent organization.
    - (b) Name of organization presently employed.
    - (c) Date of deputation
    - (d) Expected date of repatriation to parent cadre/organization.
  6. Date of Birth
  7. Education/Qualification
  8. Date of Joining Police Service  
(IPS-Cadre & Year/If Non-IPS, the entry level)
  9. Service/Cadre/Batch
  10. Present Designation/Rank in Indian Police/CAPFs i.e. Dy SP/ASP/SP/SPP/DIG/IsG/Addl DG/Spl DG/DG and specifying the level i.e. P-3,4,P-5, D-1 and D-2.
  11. Specify the ranks equal to Police organization where the designations indicated as **Assistant Director, Joint Dy Director, Deputy Director, Spl Director & Director**, etc.
  12. Pay Scale with Grade Pay
  13. Educational Qualification
  14. Previous UN experience
- Telephone No.
- a. Office
  - b. Residence
  - c. Mobile No
  - d. Fax No.
  - e. E-mail id

Recent passport  
size photograph

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

(Signature of the applicant)

UNITED NATIONS



NATIONS UNIES

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POSTAL ADDRESS - ADRESSE POSTALE: UNITED NATIONS, N.Y. 10017  
CABLE ADDRESS - ADRESSE TELEGRAPHIQUE: UNATIONS NEWYORK

UNITED NATIONS HEADQUARTERS  
POLICE DIVISION OPERATIONS

002911

REFERENCE: DPKO/OROLSI/PD2016/0555

2016 JUN 24 P 4:43

The Secretariat of the United Nations presents its compliments to the Permanent Mission of Member State to the United Nations and has the honour to announce the relaunch of the Senior Police Leadership Roster initiative aiming to streamline the recruitment procedures within the United Nations Police components in peacekeeping missions.

The Senior Police Leadership Roster initiative looks to identify potential candidates for the posts of Senior Police Adviser, Deputy Police Commissioner and Police Commissioner at the P-5, D-1 and D-2 levels at an early stage to have them ready for the deployment to field missions upon request.

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

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

In accordance with the UN Security Council Resolution 1325 (2000) on women, peace and security, in order to ensure the gender balance between the candidates, Member States are highly encouraged to target a minimum 50% women of all the nominations for the roster in case they wish to nominate more than one candidate.

In line with the above, the Secretariat requests Permanent Mission of Member State to submit the nominations in accordance with the Application Procedures and respective Job Openings by 20 September 2016 to the Selection and Recruitment Section/ Police Division/OROLSI/DPKO, DC-1, 7th floor, Room 0776, having marked each application "For Senior Leadership Roster". It is also requested to ensure that the rank of each candidate submitted is indicated on the application and that Member States carefully pre-screen their applicants and submit only those candidates meeting all requirements for the position as described in the job opening/s.

The Secretariat wishes to outline that it is the responsibility of the Government to ensure that each candidate it nominates has not been convicted of, or is not currently

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Handwritten signature

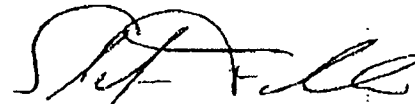


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under investigation or being prosecuted for, any criminal or disciplinary offence, or any violations of international human rights law or international humanitarian law. In the case of nominees who have been investigated for, charged with or prosecuted 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 were not convicted, the Government is requested to provide information regarding the investigation(s) or prosecutions concerned. The Government is also requested to certify that it is not aware of any allegations against its 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.

The Secretariat recalls that the responsibilities of those personnel who are appointed to serve in United Nations peacekeeping or special political missions are exclusively international in character. They perform their functions under the authority of, and in full compliance with, the instructions of the Secretary-General of the United Nations and persons acting on his behalf and are duty-bound not to seek or accept instructions in regard to the performance of their duties from any government or from other authorities external to the United Nations. Seconded personnel should carry out their functions in accordance with all applicable regulations, rules and procedures of the Organization.

The Secretariat avails itself of this opportunity to renew to the Permanent Mission of Member State to the United Nations the assurances of its highest consideration.



22 June 2016

# United Nations



*Job Openings for Positions Requiring official secondment from national governments of Member States of the United Nations. Appointments are limited to service on a temporary basis. The support account is available for contributions.*

<b>Post title and level</b>	<b>Senior Police Adviser, P5</b>
<b>Organizational Unit</b>	<b>United Nations Peacekeeping Operation or Special Political Mission</b>
<b>Duty Station</b>	<b>TBD</b>
<b>Reporting to</b>	<b>Head of Mission (directly or through the established chain of command)</b>
<b>Duration</b>	<b>12 Month (extendible)</b>
<b>Deadline for applications</b>	<b>20 September 2016</b>

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

**RESPONSIBILITIES:**

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

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

- Oversees the management of all activities undertaken by the Police Component, assigning tasks and duties to the deployed police officers according to their skill sets and ensuring that all duties are carried out in a timely fashion and in accordance with UN rules and regulations.
- Ensures the welfare and discipline of all the personnel of the Police Component according to the UN standards, principles and core values.
- Ensure timely preparation of monthly, bi-annual and annual progress reports of the police component and follow-up on recommendations;
- Ensure close liaison with the UN Military component, Mission DSS officials and relevant host state national agencies in regards to the safety and security of all UN Police deployed to the mission area; oversee the development of evacuation plans for the UN Police personnel and ensure regular exercises in this regard.
- Make regular visits to the team sites to ensure the professional functioning of the UN Police personnel and observe/monitor the overall progress, welfare and concerns of the UN Police personnel on the ground;
- Make proposals to the Police Division on the skill set and qualification of the UN Police Component personnel required for the efficient implementation of the Mission mandate.
- Perform any other duties as assigned by the Head of the Mission in fulfillment of the mission mandate.

### **COMPETENCIES:**

**Professionalism:** Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in the management and administration; ability to review and edit the work of others.

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

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

**Leadership:** Serves as a role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands.

**Vision:** Identifies strategic issues, opportunities and risks; clearly communicates links between the Organization's strategy and the work unit's goals; generates and communicates broad and compelling

organizational direction, inspiring others to pursue that same direction; conveys enthusiasm about future possibilities. 5

**✓ QUALIFICATIONS:**

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

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

**Rank:** Rank required for a P-5 is Senior/Chief Superintendent of Police, Deputy Police Commissioner, Colonel, other equivalent or higher rank *△ (please specify)*

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

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Preference will be given to equally qualified women candidates.

Date of Issuance: 21 June 2016

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

In accordance with the new Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations are requested to make "self-attestation" that s/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The exact wording of the self-attestation is outlined in para. 5.2 of the above mentioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.

# United Nations



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*Appointments are limited to service on posts financed by a special account in the regular budget of the United Nations. Appointments are limited to service on posts financed by a special account in the regular budget of the United Nations.*

<b>Post title and level</b>	<b>Deputy Police Commissioner, D1/P5</b>
<b>Organizational Unit</b>	<b>United Nations Peacekeeping Operation or Special Political Mission</b>
<b>Duty Station</b>	<b>TBD</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Month (extendible)</b>
<b>Deadline for applications</b>	<b>20 September 2016</b>

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

## RESPONSIBILITIES:

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

- Advises the UN Police Commissioner and other UN mission leadership on issues related to the implementation of the mandate of the police component and provide regular reports on key issues and work program implementation;
- Assists the UN Police Commissioner in his strategic advisory support and assistance to the national host-state police leadership in the development of short-, medium- and long-term plans and programs for the reform and restructuring of the national police, as well as their capacity building;
- Provides advisory support to the host-state police leadership in integrating organizational change and strategic reform initiatives across all the key areas of police organization, including crime combatting, operations, administration, professional standards, legal, planning and development; training, infrastructure and technical logistical requirements;
- Assists the UN Police Commissioner in managing, controlling and directing the UN Police component, as well as assigning specific duties to the UN Police Officers deployed to the mission;
- Provides support to the UN Police Commissioner on the general management of human, material and financial resources welfare and general personnel administration, policy issues and procedures relating to the headquarters and field offices of the UN Police component;
- Provides an oversight and coordination of all UN Police operational activities within the framework of Mission mandate, including individual police officers and formed police units (where applicable).
- Ensures timely preparation of monthly, bi-annual and annual progress reports of the police component and follow-up on recommendations;
- Provides a direct oversight of all subordinate units within the infrastructure of UN Police component as may be assigned by the Police Commissioner.
- Contributes to the development and monitoring the implementation of Mission Implementation Plan, UN Police CONOPs, SOPs, Guidelines and Policies and ensure that activities of the UN Police are directed towards the achievement of the overall goal of the mission;
- Assists the PC in coordinating, liaising and forging effective and efficient relationships with key partners, including members of the UNCT, international community, donor community and civil society to

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build consensus and strengthen efforts on the reform and development of the host-state police and other law enforcement and security agencies as required by the mission mandate;

- Ensures close liaison with the UN Military component, Mission DSS officials and relevant host state national agencies in regards to the safety and security of all UN Police deployed to the mission area; oversee the development of evacuation plans for the UN Police personnel and ensure regular exercises in this regard.
- Makes regular visits to the team sites to ensure the professional functioning of the UN Police personnel and observe/monitor the overall progress, welfare and concerns of the UN Police personnel on the ground;
- May act as the interim UN Police Commissioner in the absence of the UN Police Commissioner.
- Performs other functions as are consistent with the mandate provided by the Security Council Resolution and as may be required by the UN Police Commissioners, relating to the management of police.

### COMPETENCIES:

**Professionalism:** Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in the management and administration; ability to review and edit the work of others.

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

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

**Leadership:** Serves as a role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands.

**Vision:** Identifies strategic issues, opportunities and risks; clearly communicates links between the Organization's strategy and the work unit's goals; generates and communicates broad and compelling organizational direction, inspiring others to pursue that same direction; conveys enthusiasm about future possibilities.

### QUALIFICATIONS:

**Education:** Advanced university degree (Masters or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management or related area. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Advance training for command/ senior staff is highly desirable. Graduation from a certified Police Academy or other national or international Law Enforcement Institution is required.

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

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

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

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Preference will be given to equally qualified women candidates.

Date of issuance: 21 June 2016

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# United Nations



9

*Job Opening for Positions requiring official assignment from national authorities of Member States of the United Nations Organization. All assignments are in posts funded by the support account of peacekeeping operations.*

<b>Post title and level</b>	<b>Police Commissioner, D2/D1</b>
<b>Organizational Unit</b>	<b>United Nations Peacekeeping Operation or Special Political Mission</b>
<b>Duty Station</b>	<b>TBD</b>
<b>Reporting to</b>	<b>Head of Mission (directly or through the established chain of command)</b>
<b>Duration</b>	<b>12 Month (extendible)</b>
<b>Deadline for applications</b>	<b>20 September 2016</b>

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

## **RESPONSIBILITIES:**

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

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



