

IMMEDIATE/BY FAX

From The Provincial Police Officer/IGP,
Punjab.

Dist No. 246
Date: 01-04-2019
Punjab Police Computer Bureau,
CPO, Punjab, Lahore.

- To
1. All Addl. Inspectors General of Police in Punjab.
 2. The Capital City Police Officer, Lahore.
 3. All Regional Police Officers, in Punjab.
 4. The Dy: Inspectors General of Police, T&T, Traffic, SPU, Punjab, Lahore.
 5. The Managing Director, PPIC-3, PSCA, Lahore.
 6. The Director, Overseas Pakistanis Commission, Lahore.
 7. All Staff Officers in CPO, Punjab.

No. 1089 /UN-EXEC-III,

dated: 01-04/2019.

Subject **NOMINATION OF INDIVIDUAL POLICE OFFICERS IN ACTIVE SERVICE FOR APPOINTMENT TO THE UNITED NATIONS INTERIM SECURITY FORCE FOR ABYEI (UNISFA)**

Memo.

Enclosed please find a copy of letter bearing No.3/3/2019-UN, dated 25.03.2019 received from the National Police Bureau, Ministry of Interior, Government of Pakistan, Islamabad, on the subject matter. The enclosures (17-pages) of the aforementioned letter may be downloaded from the website of Punjab Police i.e. www.punjabpolice.gov.pk.

2. The applications of the eligible and volunteer Police Officers having fluency in oral as well as written **English** language may be furnished to this office against the following posts **by 04.04.2019 (Thursday)**.

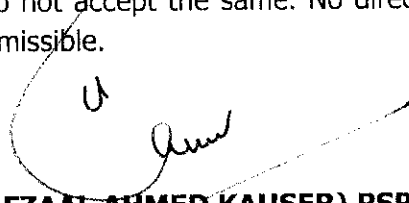
Sr. #	Job Title	Job Opening Number	Education/Experience	Rank
1	Police commissioner , D-I	2019-UNISFA-4490-DPO	Master Degree and minimum of 15 years of progressive experience. 10 years active service and senior policing making level with extensive strategic planning and management. Peace keeping or other international experience in the UN or other organizations is desirable.	Addl. IGP, (BS-21) & above
2	Police Chief of Operations, P-4	2019- UNISFA-4491-DPO	Master Degree and minimum of 07 years of progressive experience. 05 years active service at managerial level with practical involvement in operational planning, commanding police operations and policy development. Peace keeping or other international experience in the UN or other organizations is desirable.	SP & above
3	Gender Based Violence Police Adviser, P-3	2019- UNISFA-4492-DPO	Master Degree and minimum of 05 years of progressively law enforcement experience in active National Police is required. Peace keeping or other international experience in the UN or other organizations is desirable.	DSP & above

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3. It may be ensured that the prescribed forms completed in all aspects **(in triplicate)**, **duly signed by the concerned local authority** may be furnished to this office before the cutoff date.

4. The nominations received after the cut-off date and incomplete forms will not be entertained as the MOI/UN authorities do not accept the same. No direct correspondence with the NPB, MOI, Islamabad is permissible.


(AFZAAL AHMED KAUSER) PSP
DIG/Headquarters,
for Provincial Police Officer/IGP,
Punjab.

✓
CC:

A copy along with its enclosures is forwarded to the DIG/IT, CPO with the request to upload this letter alongwith its enclosures (17-pages) on the website of Punjab Police immediately, please.

Government of Pakistan
Ministry of Interior
National Police Bureau

Advance copy sent to
DIG/HQ

Islamabad, the 25th March 2019

N: 33 2019-UN

IG	The Director General, Federal Investigation Agency, FIA HQs, Islamabad
ADDL IGP	The Provincial Police Officer, Punjab, Lahore.
IGP	The Inspector General Police, Sindh, Karachi.
IGP	The Provincial Police Officer, K-P, Peshawar.
IGP	The Inspector General Police, Balochistan, Quetta.
PSO	The National Coordinator, NACTA, Islamabad
Registrar	The Commandant, National Police Academy, Islamabad
PS to IGP	The Commandant Frontier Constabulary, FC HQs, Peshawar Cantt.
IGP	The Inspector General Police, NH&MP, Islamabad.
IGP	The Inspector General Police, AJ&K, Muzaffarabad.
IGP	The Inspector General Police, Gilgit-Baltistan, Gilgit.
IGP	The Inspector General Police, ICT, Islamabad.
IGP	The Inspector General Police, Pakistan Railways Police, Lahore.

Subject: NOMINATION OF INDIVIDUAL POLICE OFFICERS IN ACTIVE SERVICE FOR APPOINTMENT TO THE UNITED NATIONS INTERIM SECURITY FORCE FOR ABYEI (UNISFA)

ASST
01/04/19

I am directed to enclose herewith a copy of Military Adviser's Office Pakistan Mission to United Nations, New York letter No.Mily-2/4/2019 dated 07 March 2019 alongwith its enclosures on the subject cited above.

The nominations of individual police officers in active service have been invited for the following posts to the United Nations Interim Security Force for Abyei (UNISFA). **English** and **French** are the working languages of the UN. **Fluency in oral and written English is required.**

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952/DD
29-05-19

S#	Job Title	Job Opening Number	EDUCATION / EXPERIENCE	RANK
1	Police Commissioner, D-1	2019-UNISFA-4490- DPO	Master Degree and minimum of 15-years of progressive experience. 10-years active service at senior policy making level with extensive strategic planning and management. Peace keeping or other international experience in the UN or other organizations is desirable.	Addl: IGP (BS-21) & above
2	Police Chief of Operations, P-4	2019-UNISFA-4491- DPO	Master Degree and minimum of 07-years of progressive experience. 05-years active service at managerial level with practical involvement in operational planning, commanding police operations and policy development. Peace keeping or other international experience in the UN or other organizations is desirable.	SP & above

3	Gender Based Violence Police Adviser, P-3	2019-UNISFA-4492- DPO	Master Degree and minimum of 05- years of progressively Law Enforcement experience in active National Police is required. Peace keeping or other international experience in the UN or other organizations is desirable.	DSP & above
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3. Kindly make sure that one officer is nominated for only one position otherwise his nomination will be dropped from the list. The nominations may kindly be furnished to this office latest by **08 April, 2019**. Incomplete forms and nomination documents received after due date will not be processed.

4. This issues with the approval of competent authority.

Encl: As above.


(Muhammad Shahid)
Assistant Director
Tel: 051-9219966

CC:
PS to DG NPB
PA to Director NPB
Section Officer (Police), MoI, Islamabad

No 3/3/2019.unr

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Military Adviser's Office
Pakistan Mission to the
United Nations, NY
No: Mily-2/4/2019
Ph: (212) 879-8600 Ext. 142
Fax: (212) 744-7348
E-Mail: pakmushir@gmail.com
07 March 2019

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Dist/PA/B
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FAX

Total pages: 26

NY-33

Dy. No. 365/19
Dated: 22/3/2019
National Police Bureau
Director's Office

30/10
358/19
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IMMEDIATE

To : Dr. Sardar Tariq
Additional Secretary-III
Ministry of Interior
Fax: (01192) 9203317

Subject: Nomination of Individual Police Officers in Active Service for Appointment to the United Nations Interim Security Force for Abyei (UNISFA)

618/19
2/13

1. Please find attached a copy of UN Circular Note Verbale No. DPKO/OROLSI/ PD/2019/0040 dated 05 March 2019 inviting Member States to nominate individual police officers, in active service, for the following posts for appointment to the United Nations Interim Security Force for Abyei (UNISFA): -

- a. Police Commissioner (D-1)
- b. Police Chief of Operations (P-4) ✓
- c. Gender Based Violence Police Adviser (P-3) ✓

2. Nomination documents of selected few who qualify, as per qualifications mentioned in the Vacancy Announcements for the above posts, may be forwarded to this Mission at the earliest but not later than 20 April 2019.

3. Forwarded for information and necessary action, please.

JS (POL/FA)

Joint Secretary (POL) / FIA
Dy. No. 357/19
Dated: 13/3/19

3532/19
12-03-19

Addl. Secretary-III
17 MAR 2019
S-TS (FPA/PE)

D.S(FIA)	
S.O(FIA)	
S.O(MMC)	
S.O(Police)	
S.OIE.FIA	

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DS (PE)
DC 1A

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Colone:
Military Adviser
(Umar Sharif)

ad
13/03
109 (NPA)
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ca/police 13/3

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UNITED NATIONS HEADQUARTERS
SECURE COMMS OPERATIONS

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UNITED NATIONS



NATIONS UNIES

POSTAL ADDRESS - ADRESSE POSTALE: UNITED NATIONS, NEW YORK, N.Y. 10017
CARTÉ ADDRESS - ADRESSE TELEGRAPHIQUE: UNATIONS NEWYORK
DPO/OROLSI/PO/2019/0040

REF:

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 invite its Government to nominate individual police officers in active service for appointment on secondment to the United Nations Interim Security Force for Abyei (UNISFA), for a period of one year. Any further contract extension can be granted on an exceptional basis provided there is a mission mandate requirement and the incumbent displays good performance, dedication, professionalism and the achieved results. The final decision on the extension is subject to approval by the United Nations and concurrence by the national authorities.

Details regarding the post/s for which the Secretariat is seeking qualified applicants are provided in the attached job opening/s No 2019-UNISFA-4490 /4491 / 4492-DPO . Also attached are the "Application Procedures for Positions in United Nations Police Components in Peacekeeping Operations and Special Political Missions Requiring Official Secondment from National Governments of Member States of the United Nations".

The Secretariat of the United Nation wishes to emphasize that the final decision on the posts advertised is subject to the General Assembly approval of the proposed UNISFA budget.

The Secretariat kindly requests the Permanent Mission to submit a separate application for each nominee for each job opening to the Selection and Recruitment Section/ Police Division/OROLSI/DPO, 1 UN Plaza, 7th floor, room DC1-0714, in accordance with the above-referenced procedures, certifying that the nominee/s meet/s the requirements in the attached job opening/s. Applications submitted after the deadline specified in the job opening will not be considered.

The Permanent Mission is also requested to confirm that selected candidates will be released, in a timely manner, from the national police service obligations for service with the United Nations. It is also requested to ensure that the rank of each candidate submitted is indicated on the application. In addition, it is strongly recommended 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.

Member States are strongly encouraged to nominate qualified female police officers. Preference will be given to equally qualified women candidates.

The Secretariat wishes to inform the Permanent Mission of Member State that, in an effort to streamline and expedite the procedures of recruiting seconded officers, candidates placed on a roster following the selection process may be considered for posts with similar functions within a period of two years and if recommended for deployment, further arrangements will be coordinated with the Permanent Mission in due course.

It should be noted that during the period of their secondment, officers may not transfer to alternative positions within the United Nations. As a result, the nomination of police officers who are currently United Nations staff members on secondment, will not be considered.

The Secretariat wishes to reiterate that promoting and encouraging respect for human rights is a core purpose of the United Nations and central to the delivery of its mandates. Should the Secretariat become aware of grave human rights violations which give rise to concerns as to the record and performance of [country] police personnel, this may constitute grounds to revoke its acceptance of such personnel to serve in UN peace operations. 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 it has a zero-tolerance approach to fraud and corruption. The Government is therefore requested to certify that there was no corruption or fraud in the nomination and extension procedures of police officers on secondment to the United Nations. Should the Secretariat become aware of allegations of corruption or fraud in the nomination or extension procedures of police officers on secondment, this may constitute grounds to revoke its acceptance of such personnel to serve in the United Nations as well as suspension of any future police deployments from the contributing country concerned.

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


05 March 2019

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**APPLICATION PROCEDURES FOR PROFESSIONAL CONTRACTED
POSITIONS IN UNITED NATIONS POLICE COMPONENTS IN PEACEKEEPING
OPERATIONS OR SPECIAL POLITICAL MISSIONS REQUIRING OFFICIAL
SECONDMENT FROM NATIONAL GOVERNMENTS OF UN MEMBER STATES**

Outlined below are the procedures to be followed by Permanent Missions for the presentation of candidates to professional posts requiring secondment from active police services, which are open for recruitment within UN peacekeeping operations or special political missions. In the interest of promoting an orderly process and to avoid delay in the consideration of applications, Permanent Missions are respectfully requested to adhere closely to these procedures.

1. The above-mentioned posts are reserved only for candidates recommended by Member States through their Permanent Missions to the United Nations. Candidates applying independently will not be considered. It is requested that applications be submitted as soon as possible but not later than deadline specified in each Job Opening announcement. Applications received after the deadline will not be considered.
2. All applications must be submitted in a duly completed typed (not hand-written) and signed United Nations Personal History Form (P-11) along with Academic and Employment Certification Form (attachment to P-11 form). Applications using other formats will not be accepted, but additional information may be attached to the P. 11. For the convenience of the Permanent Mission, a P-11 form and attachment are enclosed as samples to be photocopied as needed.
3. Selection for service with the United Nations is made on a competitive basis. It is therefore essential that all the Personal History Forms be completed with a view to presenting the candidates qualifications and experiences as they relate to the requirements as set out in the relevant Job Opening. In the event a Permanent Mission wishes to recommend a candidate for several posts, a separate Personal History Form should be submitted for each post.
4. 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 self-attestation must be attached to the P-11 form and contain the following wording: **I attest that I have not committed, been convicted of, nor prosecuted for, any criminal or disciplinary offence. I attest that I have not been involved, by act or omission, in any violation of human rights law or international humanitarian law.** The applications without signed individual self-attestations will not be accepted.
5. Permanent Mission are requested to present their candidates in one single submission, in accordance with the deadline date specified in the Job Opening, under cover of a note verbale listing the names of the candidates, post title(s) they are nominated for and the corresponding vacancy announcements.
6. **The Secretariat of the United Nation wishes to emphasize that the final decision on the posts advertised is subject to the General Assembly approval of the proposed UNISFA budget.**
7. Applications must be hand-delivered by Permanent Mission to the Police Division Selection and Recruitment Section, Office of Rule and Law and Security Institutions, Department of Peacekeeping Operations at 1 UN Plaza, 7th floor, room DCI -0714. in accordance with the specific directions in the relevant Note Verbale.
8. Upon delivery of the applications, the Selection and Recruitment Section will acknowledge the receipt to the individual making the delivery.
9. Communication regarding this process will be through the Permanent Mission only. The Secretariat will not entertain personal queries from individual applicants

05 March 2019



United Nations

Job Opening for Position of full official and incumbent from national government of Member States of the United Nations Organization. Appointments are limited to service of peacekeeping operations in the support account of peacekeeping operations.

Post title and level	Police Commissioner (D-1)
Organizational Unit	United Nations Interim Security Force for Abyei (UNISFA)
Duty Station	Abyei
Reporting to	Head of Mission /Force Commander
Duration	12 Month (extendible)
Deadline for applications	05 March – 20 April 2019
Job Opening number	2019-UNISFA-4490-DPO

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

RESPONSIBILITIES:

Under the guidance and supervision of the Head of Mission/Force Commander, the incumbent will be the Head of UN Police component and Police Adviser to the Mission's leadership on all issues relating to the law and order. She/he will also support a Joint Integrated Planning Exercise through mentorship and advising the team on the establishment of the Abyei Police Service (APS) and its development. In the absence of the Abyei Police Service (APS), the incumbent in close coordination with Misscreya and Ngok Dinka communities, will support to strengthen the capacities of Community Protection Committees (CPCs) in order to assist in law and order management processes in Abyei Area. Within the limits of delegated authority, the Police Commissioner will be responsible for, but not limited to, the performance of the following duties:

- Advises the Head of Mission/Force Commander and other UN mission leadership 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 Abyei Authorities in all aspects of police administration and management in support of the implementation of the Peace Agreement;
- Advises the Head of Mission/Force Commander on matters relating to the assistance/support requirement needs for the development of the Abyei Police Service (APS) 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 Abyei Police Service (APS) through a wide-ranging consultation process engaging international and national partners;
- Assists the Abyei 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 Abyei 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;

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

United



Nations

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

Post title and level	Police Chief of Operations, P-4
Organizational Unit	United Nations Interim Security Force for Abyei (UNISFA)
Duty Station	Abyei
Reporting to	Deputy Police Commissioner
Duration	12 Month (extendible)
Deadline for applications	05 March – 20 April 2019
Job opening number	2019-UNISFA-4491-DPO

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

RESPONSIBILITIES

In compliance with the mission mandate and under the supervision and substantive guidance of the Deputy Police Commissioner (DPC), the Police Chief of Operations will be responsible for, but not limited to, the performance of the following duties:

- Oversees, plan and coordinate operational activities of all elements of UN Police Component, including individual police officers (IPOs) and Formed Police Unit (FPU).
- In coordination with the other pillars of the UN Police Component, assist the Head of Police Component or his/her Deputy in the formulation and implementation of the UN Police Standard Operating Procedures (SOP), Concept of Operations (CONOPS) and other operational guidance and instructions; initiate their review if necessary;
- Coordinate UN Police operational support activities with Abyei Police Service (APS), other UNPOL sections, Mission and host states' national security agencies, including planning and allocation of UNPOL human, logistical and operational resources in accordance with operational needs;
- Coordinate operational support to the Abyei Police Service (APS) in the maintenance of law and order through the deployment of FPU or other UN Police elements when required;
- Coordinate the operational activities/requirements of use UN FPU throughout the Mission area as well as administrative and welfare support on a regular basis.
- In the absence of Abyei Police Service, provide advisory support to the Community Protection Committees (CPCs) in the maintenance of law and order; coordinate their capacity building and training when/if required;
- Analyze trends and implications of emerging criminality and other security related issues and develop and/or recommend and advise on possible strategies and counter-measures;
- Establish and maintain more efficient operational reporting system within the UN Police Component, with other Mission stakeholders and DPO Police Division;
- Establish a close liaison with the UN Police Team Site Sector/Region Commanders and FPU on matters of operations, safety and security in the sectors;

- Conduct regular assessment visits to the Sectors/Regions, team sites and UNPOL stations as well as FPU camp to inspect the overall progress of the implementation of operational plans and monitor the welfare and security concerns of UNPOL/FPU personnel on the ground;
- Establish close liaison with the Mission military component to plan joint operations, coordinate participation of UNPOL staff in Joint Operations Center (JOC), Joint Mission Analysis Centre (JMAC);
- Closely interact with the Mission Security pillar, Military component, Abyei Police Service (APS) and other security institutions to comply with UNPOL personnel's safety and security.
- Establish and provide proper command and control management of the subordinate UN Police personnel under his/her supervision;
- Maintain a database of all operational activities including elaborate crime statistics and major crime incidents that occur within the AORs;
- Plan and coordinate FPU mandate activities to ensure that they are in accordance with FPU Policy (Public Order Management within, support of humanitarian activities, dynamic patrols, and other pertinent tasks directed by the Police Commissioner);
- Ensure effective and efficient operational deployment and functioning of the FPU within and throughout the Mission area in close consultation with the UNPOL leadership through the established chain of command;
- Coordinate the operations of the FPU especially in hot spots within the Abyei Area for effective timely response.
- Performs other functions as are consistent with the mandate provided by the Security Council Resolution and as may be required by the HOPC.

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. Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement, public order policing, experience in planning, development and implementation of policing guidance, operational orders; ability to apply technical expertise to resolve police related issues and challenges; strong organizational skills and a demonstrated ability to establish priorities and to plan, coordinate, and monitor 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.
- **Teamwork:** Ability to establish and maintain effective working relations with people of different national, linguistic and cultural backgrounds with sensitivity and respect for diversity. Willingness to seek inputs and learn from others, to place team agenda before personal agenda. Willingness to share credit for team accomplishments and 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 people to understand needs and gain support; identifies and resolves conflicts by pursuing mutually agreeable solutions; drives for change and innovation; does not accept the status quo; shows the courage to take unpopular stands.

QUALIFICATIONS:

Education:

Advanced university degree (Master's degree or equivalent) in one or more of the following disciplines: Law, Law Enforcement, Security, Criminal Justice Administration, Business or Public Administration, Development Studies (particularly in law enforcement) or other relevant field. A first level university/bachelor's degree with a combination of relevant professional level experience in law enforcement, including police operations and administration, may be accepted in lieu of the advanced university degree. Graduation from a certified police academy is required.

Work Experience:

At least 7 years (9 years in absence of advanced university degree) of progressively relevant and active policing service/experience in a national or international law enforcement agency at the field and/or national police headquarters level - required; 5 years of active managerial police experience with practical involvement in operational planning, commanding police operations (including with former police units' use), policy development - required. Practical direct experience in commanding a regional or a state level police infrastructures/pillars - highly desirable. Experience in one or few of the following areas is desirable: crime management, police administration, police training and development, community policing, change management (particularly in law enforcement) or related field. Previous UN or international experience is an advantage.

Rank: Lieutenant-Colonel/Superintendent of Police or other service equivalent or higher.

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 (Arabic) is an advantage.

Preference will be given to equally qualified women candidates.
Date of Issuance: 01 March 2019

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

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



United Nations

Job Opening for Position during official recruitment from National Governments of Member States of the United Nations Organization. Positions are limited to 50% on a part-time basis. The support of the UN is not guaranteed.

Post title and level	Gender Based Violence Police Adviser, P-3
Organizational Unit	United Nations Interim Security Force for Abyei (UNISFA)
Duty Station	Abyei
Reporting to	Police Commissioner through Chief of Operations
Duration	12 Month (extendible)
Deadline for applications	05 March- 20 April 2019
Job Opening number	2019-UNISFA-4492-DPO

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

RESPONSIBILITIES:

Under the overall direction of the Police Commissioner, the Gender Based Violence (GBV) Police Adviser will take the lead role in supporting the Abyei Police Service (APS) and Community Protection Committee (CPC) to establish a new strategy to fight against GBV at the operational level. He /She will also assist to develop specific training programs and will work with a special focus on the women in IDP camps.

The Gender Based Violence Police Adviser will work also with his/her APS and CPC counterparts in order to undertake the following tasks;

- Evaluating current practices of the APS and CPC on GBV issues.
- Review the existing strategy to fight against GBV to make sure they are operational through specific programs and contribute to ensuring that the design of GBV programs are innovative and reflect international standards;
- Provide assistance to the APS and CPC counterparts in the regular monitoring of GBV, in particular provide guidance in developing standardized indicators and monitoring tools;
- Ensure collaboration with other partners and technical units where appropriate;
- Ensure APS and CPC emergency response and capacity building to respond effectively and efficiently to sexual violence emergencies are in place;
- Develop and assist to deliver a specific training program for APS and CPC officers.
- Developing the capacity of the APS and CPC to perform all functions within this area of responsibility.
- Assist in the development of a special victim's unit to support the APS and CPC.
- Ensure that the victims are provided with useful information (referrals to other organizations specialized to assist victims of such violence, community groups, etc.)
- In-depth understanding of the mandate of the police component in UNISFA and has Experience in implementing GBV programs in emergency and post-conflict contexts is desirable;
- Demonstrated experience in assessment, program design, monitoring and proposal development;
- Assist the mission in organizing and planning of international gender events such as the International Women's Day and the Global One Billion Rising Day.

- Security among others;
- Participate in the mission induction training for new military, police and civilian personnel deployed in UNISFA;
- In close collaboration and coordination with AFPs e.g. IOM, mobilize and enhance the capacity of women within the Misseriya and Ngok Dinka communities on gender issues and child protection as well as coaching them on micro economic activities;
- Conduct gender sensitization campaigns to different segments of the Abyei communities in ensuring gender equality prevails with the Abyei Area;
- Coordinates all Agencies to support the efforts of crime prevention campaigns.
- Implement favorable initiatives in Abyei to address GBV issues like victim support programs, Call Centers in partnership with stake holders.
- Advise and mentor APS and CPC personnel on proper detention procedures of women and children to ensure human rights are respected when detaining them;
- Implement Gender Parity Strategy in discharging the mandated tasks;
- Performing other duties as assigned by the Senior Leadership of UNISFA.

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. Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement; Experience in planning, development and implementation of policing programs, management and administration; Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills and a demonstrated ability to establish priorities and to plan, coordinate, and monitor 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, initiating and adjusts plans and actions as necessary; uses time efficiently.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits input from genuinely valuing other's ideas and expertise; is willing to learn from others; 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 or equivalent) in Law enforcement, Criminal Justice, Security, Public Administration, Security Sciences, Human Resources Management, Social Sciences, Development Studies (particularly in law enforcement), Change Management, or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including public order management, police unit commanding and planning, police operations may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required.

Work Experience: A minimum of 5 years (7 years in absence of advanced degree) of progressively increasing relevant service/experience at the field level (region/district) including in the areas of Crime Prevention, Domestic violence, Community Policing, Victim Protection. Professional qualifications may be required. Experience in Gender Mainstreaming, policy development and implementation is preferred.

emergency and post-conflict contexts is highly desirable. Peacekeeping or other international experience in the UN or other international organizations is an advantage.

Rank: Rank required for a P-3 is Major, Chief Inspector, its equivalent or a higher rank

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 (Arabic) is an advantage.

Preference will be given to equally qualified women candidates.

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

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