

Government of Pakistan
Ministry of Interior
National Police Bureau

Islamabad, the 09th August 2018

F.No.3/8/2018-UN
To

- The Provincial Police Officer, Punjab, Lahore.
- The Inspector General Police, Sindh, Karachi.
- The Provincial Police Officer, K-P, Peshawar.
- The Inspector General Police, Balochistan, Quetta.
- The Director General, Intelligence Bureau, Islamabad.
- The Director General, Federal Investigation Agency, FIA HQs, Islamabad
- The Commandant, National Police Academy, Islamabad
- The Commandant Frontier Constabulary, FC HQs, Peshawar Cantt.
- The Inspector General Police, NH&MP, Islamabad.
- The Inspector General Police, AJ&K, Muzaffarabad.
- The Inspector General Police, Gilgit-Baltistan, Gilgit.
- The Inspector General Police, ICT, Islamabad.
- The Inspector General Police, Pakistan Railways Police, Lahore.

Subject: Nomination of officers for the post of Deputy Police Commissioner, D-1 in MINUSMA at Bamako, Mali

I am directed to enclose herewith a copy of Military Adviser's Office Pakistan Mission to United Nations, New York letter No.Mily-16/4/2018 dated 13 July 2018 alongwith its enclosures on the subject cited above.

2. It is, requested that suitable nominations of police officers against the vacancy mentioned in the above referred letter, who fulfill the criteria of UN may kindly be furnished by **28 August, 2018** positively for onward submission to concerned quarters. Duly filled relevant forms may be forwarded to this office before the deadline. Scanned copies of signed documents may also be emailed to rohaimoid@gmail.com. Fluency in English and French languages (both oral and written) is required.

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16-8-18
Kindly ensure that all forms are complete in all respects. Incomplete forms and nominations received after the due date will not be entertained/ processed.

3. This issues with the approval of competent authority.

Encl: As above.



(Muhammad Shahid)
Assistant Director
Tel: 051-9219966

IGP	CC:	
Addl.IGP		PS to DG NPB
DIG/HA		PA to Director NPB
AIG		Section Officer (Police), MoI, Islamabad
PSD		
Registrar		16-8-18
PS to IGP		E 2.11
Dy. No.	FS- 2253	
Dated	19-8-18	

Military Adviser's Office

Pakistan Mission to the
United Nations, NY

No: Mily-16/4/2018

Ph: (212) 879-8600 Ext. 142

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13 July 2018

FAX

IMMEDIATE

Total pages: 21

NY-52
17/07/18

To : Mr. Muhammad Siddique Sheikh
Additional Secretary
Ministry of Interior
Fax: (01192) 9203317

Subject: Nomination of Officers for the Post of Deputy Police Commissioner, D-1 in MINUSMA

1. Please find attached a copy of UN Secretariat's Circular Note Verbale No. DPKO/ OROLSI/PD/2018/129 dated 11 July 2018 inviting Member States to nominate individual Police Officers in active service for appointment on secondment as Deputy Police Commissioner (D-1) to the United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA). The initial period of deployment would be for one year. Copy of Job Opening number 2018-MINUSMA-86651-DPKO is enclosed. The UN deadline for submission of applications is 15 September 2018.

2. Forwarded for information and necessary action, please.

28279/18
19/7/18


Colonel
Military Adviser
(Umar Sharif)

MA
19/7

JS (POL/FIA)

ADDL SECRETARY (I)

19 JUL 2018

23/07/18

DS (PEI)
DP (FIA) ✓

354/18

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19/7/18

Multidimensional Secretary (A)
By No. 215/18
Date: 19/7/18



2018 05 12 A 11:00

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

REFERENCE:

DPKO/OROLSI/PD/2018/129

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 Multidimensional Integrated Stabilization Mission in Mali (MINUSMA), 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 2018-MINUSMA-86651-DPKO. 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 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/DPKO, 1 UN Plaza, 7th floor, room DC1-0721, 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.

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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.

11 July 2018



United Nations



Job Opening for Position requiring official secondment from national governments of Member States of the United Nations Organization. Appointments are limited to services on posts financed by the support account of peacekeeping operations.

Post title and level	Deputy Police Commissioner, D-1
Organizational Unit	United Nations Multidimensional Integrated Stabilisation Mission in Mali (MINUSMA)
Duty Station	Bamako
Reporting to	MINUSMA Police Commissioner
Duration	12 Months (extendible)
Deadline for applications	15 September 2018
Job Opening number	2018-MINUSMA-86651-DPKO

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

Responsibilities:

MINUSMA's mandate (Security Council resolution 2423 (2018), dated 28 June 2018) addresses the immediate challenges facing the country while laying the groundwork for sustainable peace and security. The Deputy Police Commissioner will report to the MINUSMA Police Commissioner and be responsible for institutional reform and development of the Malian Security Forces (MSF— composed of *Police Nationale, Gendarmerie Nationale, Garde Nationale and Protection Civile*) and reporting on reform, training and operations progress commensurate with relevant Security Council Resolutions. The incumbent will provide leadership to UN Police Units that contribute to the over-all MSF development and reform agenda. Within limits of delegated authority, the Deputy Police Commissioner will be responsible for the following duties:

- Supporting national and international efforts towards rebuilding the Malian security sector, especially the MSF through technical assistance, capacity-building, co-location and mentoring programmes, as well as the rule of law, within its capacities and in close coordination with other bilateral partners, donors and international organizations engaged in these fields.
- Monitoring, investigating and reporting to the Heads of the MSF on any abuses or violations of human rights or violations of international humanitarian law committed throughout Mali and to contribute to the efforts to prevent such violations and abuses;
- Monitoring the MSF about the arrest of perpetrators of serious violations and abuses of human rights and serious violations of international humanitarian law are held accountable;
- Contributing to the MSF by creating a secure environment for the safe, civilian-led delivery of humanitarian assistance, in accordance with humanitarian principles, and the voluntary return of internally displaced persons and refugees in close coordination with humanitarian actors;
- Reporting directly to the Police Commissioner for (1) the day-to-day command and control of operations in Mali, (2) the administration, discipline and welfare of the United Nations Police component, and (3) oversight on the implementation of the institutional reform and development of the MSF and other law enforcement agencies as mandated.
- Ensuring the implementation, monitoring, and oversight and reporting on the progress of reform, training and operations initiatives, commensurate with relevant Security Council resolutions.

- In close collaboration with the MSF, conceptualizing, plan and implement institutional reform, training and development of the MSF.
- Advising the Police Commissioner 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.
- Planning for and mobilizing the resources both from the MSI' consolidated Budget and donor sources to facilitate the establishment of an effective administrative and logistic support structure.
- Managing the integration and coordination of the bilateral projects; supporting in the overall framework of MSF programs and initiating the development of bilateral activities that support the achievement of the MSF capacity building objectives.
- In close collaborations with the Director Generals of the MSF, formulating and implementing the substantive work program of the MSF.
- Overseeing the management of activities undertaken by the MSF and ensuring that programmed activities are carried out in a timely fashion; coordinating work in the different areas both within the MSP, and with other organizations of the Government and the United Nations System as appropriate.
- Through the administrative and support capabilities of the MSI', facilitating the provision of capital infrastructure, personnel, training, vehicles and equipment, communications, systems and policies for the full spectrum of service delivery responsibilities of the MSF.
- Providing executive support in the oversight of the MSF program and its resources.
- Participating in international, regional or national meetings and provide programmatic/substantive expertise on an issue or hold programmatic/substantive and organizational discussion as with representatives of other institutions.
- Regularly consulting and collaborating with UN agencies, international and national NGOs, judicial offices, correction offices, humanitarian, human rights, bilateral/multilateral donors, members of civil society, and members of the national government on MSF development and administration requirements relevant to the UN mandate
- Assisting in the development and implementation of the capacity enhancement and overall institutional development plans for the local enforcement agencies through a wide-ranging consultation process which will engage international and national partners;
- Assessing the needs of the MSF in the areas of responsibility in close coordination with national actors, UN system partners and contribute to the development of bilateral aid/support proposals;
- Regularly communicating and liaising with the UN Police Adviser of the Police Division, DPKO on the execution of the mandate;
- Assisting the Police Commissioner in the formulation and implementation of the UN Police plan of action, concept of operation, Mission Implementation Plan and Standard Operating Procedures(SOP);
- Coordinating operational details of the UN Police component activities in the mission;
- Assisting the Police Commissioner in the provision of inputs to the Secretary-General's reports to the Security Council and other documents pertaining to law enforcement matters;
- Assuming the duties and responsibilities of the Police Commissioner in his/her absence;
- Performing any other duties as assigned by the Police Commissioner in fulfillment of the mandate.

COMPETENCIES:

Professionalism: Displays commitment to human rights and the ability to give the necessary prominence to human rights; 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. Strong negotiation and conflict-resolution skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; in-depth planning (strategic and operational) and organizational skills especially working in a multicultural environment; strong organizational skills; highly developed advisory, coaching/mentoring skills, well-developed consultation, effective negotiation and written communication skills; 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: 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 and setbacks in projects; meets time line for delivery of products or services to clients.

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.

Judgement/Decision-making: Identifies the key issues in a complex situation, and comes to the heart of the problem quickly; gathers relevant information before making a decision; considers positive and negative impacts of decisions prior to making them; proposes a course of action or makes a recommendation based on available information; checks assumptions against facts; determines that the actions proposed will satisfy the expressed and underlying needs for the decision; makes tough decisions when necessary.

QUALIFICATIONS:

Education: Advanced university degree (Masters or equivalent) in one or few of the following areas: 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 one or few of the above or related areas in combination with qualifying post relevant 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 Training Institution is required.

Work Experience: A Minimum of 15 years (17 years in absence of advanced university degree) of progressive and active relevant policing service/experience, both at the field and national police headquarters level, including 10 years of active police experience at senior policy making level, with extensive strategic planning and management experience in areas such as operations, human and financial resources, crime management, police administration, police training and development-required. Practical direct experience in commanding a region or a state level police unit or running 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 Chief of Police, Deputy/Assistant Inspector General, equivalent to Brigade General in the military or higher rank.

Languages: Fluency in oral and written French and English is required.

Preference will be given to equally qualified women candidates.

Date of issuance: 16 April 2015

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.

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