

Government of Pakistan  
Ministry of Interior  
National Police Bureau  
\*\*\*\*\*

Islamabad, the 09<sup>th</sup> August 2018

F.No.4/8/2018-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.**

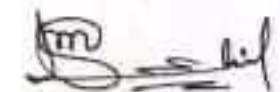
Subject: Nomination for the post of Chief of Operations, P-5 in MINUSCA at Bangui

I am directed to enclose herewith a copy of Military Adviser's Office Pakistan Mission to United Nations, New York letter No.Mily-12/5/2018 dated 26<sup>th</sup> 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 03<sup>rd</sup> September, 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 rohailmoid@gmail.com. Fluency in **English** and French languages (both oral and written) is required. Kindly ensure that all forms are complete in all respects. Incomplete forms and nominations received after the due date will not be entertained/ processed.

This issues with the approval of competent authority.

Encl: As above.



(Muhammad Shahid)  
Assistant Director  
Tel: 051-9219966

CC:

PS/IG NPB
Asst Director NPB
Section Officer (Police), Mol, Islamabad

16-8-18

Ed. W.

2252

13-8-18

1085/018  
3/8

**Military Adviser's Office**  
Pakistan Mission to the  
United Nations, NY  
No: Mily-12/5/2018  
Ph: (212) 879-8600 Ext. 142  
Fax: (212) 744-7348  
E-Mail: pakmushir@gmail.com  
26 July 2018

**FAX**

**IMMEDIATE**

Total pages: 24


M/L 602  
12/7/18

To : Mr. Muhammad Siddique Sheikh  
Additional Secretary  
Ministry of Interior  
Fax: (92 51) 9206355

Subject: **Nominations for the Post of Chief of Operations (P-5) in MINUSCA**

1. Please find attached a copy of UN Circular Note Verbale No. DPKO/OROLSI/PD/2018/0143 dated 24 July 2018, requesting the Member States to nominate individual Police Officers in active service for appointment on secondment as Chief of Operations (P-5) to the United Nations Multidimensional Integrated Stabilization Mission in Central African Republic (MINUSCA). A copy of Job Opening number 2018-MINUSCA-89649-DPKO is attached.
2. The last date for submission of applications is **21 September 2018**. English and French are the working languages of the UN. For the advertised, fluency in oral and written French is required. Knowledge of English is highly desirable.
3. Forwarded for your information and necessary action, please.

Joint Secretary (Pol/FIA)  
Dy No 286/18  
Date: 1/8/18

  
Colonel  
Military Adviser  
(Umar Sharif)

D.S. (POL/FIA)  
385/18

on file  
2/8/18  
3 weeks  
03/8/18  
cancel before 05 Sept, 2018.  
ADD SECRETARY (I)  
01/08

JS (POL/FIA)

DS/FP  
DS/FIA

01 AUG 2018  
SJS/CP/FIA.

UNITED NATIONS



NATIONS UNIES

POSTAL ADDRESS - ADRESSE POSTALE: UNITED NATIONS, NEW YORK, N.Y. 10017  
UNITED NATIONS NEW YORK OFFICE ADDRESS TELEGRAPHIQUE: UNATLNS NYWYOR  
SECURE COMMS OPERATIONS

REFERENCE: 2018 JUL 25 P 5: 28

002802

DPKO/OROLSI/PI/2018/0143

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 Stabilisation Mission in Central African Republic (MINUSCA), 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-MINUSCA-89649-DPKO. Also attached are the "Application Procedures for Professional Contracted 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, 7<sup>th</sup> floor, room DC1-0776**, 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.

  
24 July 2018

# United Nations



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

<b>Post title and level</b>	<b>Chief of Operations, P-5</b>
<b>Organizational Unit</b>	<b>United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA)</b>
<b>Duty Station</b>	<b>Bangui</b>
<b>Reporting to</b>	<b>Police Commissioner through the established chain of command</b>
<b>Duration</b>	<b>12 Months (extendible)</b>
<b>Deadline for applications</b>	<b>21 September 2018</b>
<b>Job Opening number</b>	<b>2018-MINUSCA-89649-DPKO</b>

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

**RESPONSIBILITIES:** MINUSCA's mandate addresses the immediate challenges facing the country while laying the groundwork for sustainable peace and security. In compliance with the UN mandate and under the overall guidance and supervision of the MINUSCA Police Commissioner and within the limits of delegated authority, the Chief of Operations will be responsible for the following duties:

- Oversee, plan and coordinate operational mandated activities of all elements of MINUSCA Police Component, including Individual Police Officers (IPOs) and Formed Police Units (FPUs) to ensure the physical protection of civilians, the physical presence of police through patrol, creating protecting environment through coordinating community oriented policing initiative and ensure effective handling of judicial investigation cases;
- In coordination with the other pillars of the MINUSCA Police Component, assist the Police Commissioner (PC) or his/her Deputy in the formulation and implementation of the MINUSCA UNPOL CONOPS, Actions plan, Joint Operations and Programs and other operational/ contingency plans;
- Coordinate MINUSCA Police operational support activities with the CAR ISF, UNCT, Mission including planning of operational resources in accordance with operational needs;
- Establish close liaison with the mission components to plan joint operations,
- Planning and executing of police operations and advising the PC and DPC with appropriate inputs in relation to the operational issues and details;
- Develop strong working relationships with internal and external partners linked to operational tasking and coordination, including JOC, United Nations Department of Safety

- and Security, Force, United Nations Country Teams, Non-Government Organisations, CAR ISF and others as necessary;
- Monitoring and assessing all mandated UN Police operations in the mission area and ensuring there is accurate documentation and timely reporting of all operations and accountability measures;
  - Ensure the sharing of information related to the security environment in the mission area, and specifically, in regard to ongoing UNPOL operations;
  - Conducting periodic assessment with the aim of ensuring that the activities of the UNPOL units are directed towards the achievement of the overall goal of the Mission;
  - Ensure the delivery of a dynamic operations support service to enhance the analysis of criminal information and UNPOLs' overall decision making, and complement UNPOLs' host-state capacity development efforts and its contributions towards the Joint Mission Analysis Centre (JMAC);
  - Assess and review criminal information received, prioritize competing demands and ensure that analysed information for both the strategic overview and tactical products is relevant, timely and of the highest quality;
  - Ensure that appropriate policies are adopted and implemented in respect of criminal information gathering, collation, analysis and storage and that high-quality product are made available to the appropriate law enforcement agencies;
  - Provide comprehensive transnational and organized crime analysis, establish close contacts and work in partnership with related entities, such as INTERPOL, EUROPOL, UNODC and other national and regional organizations that are operationally and technically involved in transnational and organized crime-related issues, and assist in promoting regional approaches to combating organized crime;
  - Ensure that police resources under his/her command are used optimally and operate in harmony with other mission components at all time and in the spirit of a unified mission in order to achieve the common goals;
  - Perform any other duties and assume other responsibilities as may be directed by the supervisor within the mandated tasks.

#### **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 communicate effectively with a wide range of international and national partners or from diverse cultural backgrounds; 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.

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

**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.

#### **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. Specialized training in the area of incumbent's responsibility (operations planning and command, police reform, training) 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 10 years (12 years in absence of advanced degree) of progressively relevant and active policing service/experience in a national or international law enforcement agency 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 formed 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, change management (particularly in law enforcement), reform and restructuring or related field. Previous UN or international experience is an advantage.

**Rank:** Required rank for a P-5 is Senior/Chief Superintendent of Police, Deputy Police Commissioner, Colonel, other equivalent or higher rank.

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

---

Preference will be given to equally qualified women candidates.

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.

Date of issuance: 23 July 2018

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