

IMMEDIATE/BY FAX

From The Provincial Police Officer/IGP,
Punjab.

Diary No. 860
Dated 07-10-2020
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, 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. 3098 /UN-EXEC-III,

dated: 07/10/2020.

Subject **NOMINATIONS OF INDIVIDUAL POLICE OFFICERS IN ACTIVE SERVICE FOR APPOINTMENT ON SECONDMENT AS POLICE COMMISSIONER, D-2 IN MINUSCA AT BANGUI**

Memo.

Enclosed please find a copy of letter bearing F.No. 1/9/2020-UN, dated 30.09.2020 received from the National Police Bureau, Ministry of Interior, Government of Pakistan, Islamabad, on the subject matter. The enclosures (7-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 in the rank of **Addl. IGP & above** having fluency in oral as well as written **French** and **English** language are invited.

3. It may be ensured that the prescribed forms completed in all aspects (**in triplicate**) and **duly signed by the concerned local authority**, i.e. Head of District, Region or Unit (as the case may be), may be furnished to this office by **12.10.2020**, positively.

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

K. Khurram Ali
(SYED KHURRAM ALI) 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 (07-pages) on the website of Punjab Police immediately, please.

Fwd: Fw: D2212 - OFFICIAL FAX DOCUMENT FROM UNITED NATIONS NEW YORK - DPO

1 message

Raja Afzal Ahmad <pakmushir@gmail.com>
To: rohail bhatti <rohailmoid@gmail.com>

Tue, Sep 15, 2020 at 7:56 PM

Dear Mr. Rohail
AoA

Please find attached UN message, along with its enclosures containing a copy of Note Verbale No. DPO/OROLSI/PD/2020/0257 dated 14 September 2020 inviting nominations of individual police officers in active service for appointment on secondment to the United Nations Multidimensional Integrated Stabilization Mission in Central African Republic (MINUSCA) for the post of Police Commissioner, D2. The last date for receipt of nominations is 11 November 2020. Fluency in French and English both written and oral is required.

Nominations of few police officers (maximum four) who qualify as per Job description may be nominated.

Forwarded for information / action, please.

Best Regards



Raja Afzal Ahmed
Military and Police Adviser
Permanent Mission of Pakistan to the United Nations
8 East 65th Street New York, NY, 10065
Tel: +1 (212) 879-8600 Extn 142
Fax: +1 (212) 744-7348

Handwritten notes:
to be put-up on or before 15th Oct, 2020, please.
AD/NSC
D2/D.C. (N/PB)
16/9/2020

Handwritten signature:
hr 21/09

This e-mail and any attachments may contain sensitive and privileged information. If you are not the intended recipient, please notify the sender immediately by return e-mail, delete this e-mail and destroy any copies. Any further dissemination or use of this information by a person other than the intended recipient is unauthorized and will be treated as illegal use of information.

To: PERMANENT MISSION OF PAKISTAN <pakistan@un.int>
From: comcenterny@un.org
Date: 09/14/2020 08:43PM
Subject: D2212 - OFFICIAL FAX DOCUMENT FROM UNITED NATIONS NEW YORK - DPO

- (See attached file: D2212A.pdf)
- (See attached file: D2212B.pdf)
- (See attached file: D2212C.pdf)
- (See attached file: D2212D.doc)
- (See attached file: D2212E.pdf)
- (See attached file: D2212F.pdf)
- (See attached file: D2212G.doc)
- (See attached file: D2212H.doc)

Handwritten notes:
AD/NSC
put up on files pl
22/9/20

Vertical handwritten notes:
Dy. No: 82
Dated: 17-Sep-2020

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 on posts financed by
the support account of peacekeeping operations*

| | |
|----------------------------------|---|
| Post title and level | Police Commissioner, D2 |
| Organizational Unit | United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA) |
| Duty Station | Bangui |
| Reporting to | Special Representative of the Secretary-General |
| Duration | Up to 12 Month (extendible) |
| Deadline for applications | 11 November 2020 |
| Job opening number | 2020-MINUSCA-89614-DPO |

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. Under the guidance and supervision of the Special Representative of the Secretary General (SRSG), the incumbent will be responsible for, but not limited to the performance of the following duties:

- Advising the SRSG and other UN mission leaderships on issues related to the implementation of the mandate of the police component and provide regular reports on key issues and work program implementation;
- Advises the SRSG on matters relating to the assistance/support requirements needs for the development of the national police of the host state in line with the international standards of policing;
- Developing the Police Component's mission statement in accordance with the overall objectives of the mission and reinforce this to all the Police Component personnel;
- Developing the operational strategy and establishing the administrative procedures for the UN Police Component and ensuring efficiency and effective delivery of police tasks, as mandated. These tasks will include the development of the implementation plans in support to the Central African Republic's police and gendarmerie;
- Developing a close professional relationship with the local police and gendarmerie at national/ministerial and senior command levels and with leaders from the communities, government and other relevant agencies, in order to facilitate the mandate execution;
- Providing police specific advice on the overarching National Security Policy and its relevant frameworks that define the role, command structures and the accountability for Central African Police Service and Gendarmerie;
- In support of and in partnership with national actors, UN agencies, funds and programs and other stakeholders, undertakes full assessment of the needs of the Central African Republic police and gendarmerie and develops proposals for the bilateral/multilateral donor support;

- Providing advice and guidance to national authorities in regard to the decisions they will take on the holistic reform and development of their police system which will include but not limited to police legislative review, instituting efficient and effective administrative and management procedures, drafting and implementing operational policies and guidelines and assisting in the rehabilitation of infrastructures and facilities and the human resource development through training and mentoring;
- Providing advisory support and assistance to the Government of CAR in the development of overall strategic plan for the development of the Central African Police and Gendarmerie Services and help to implement those plans through a wide range of consultation in coordination with international and national partners;
- Ensuring a holistic law enforcement reform and development initiatives through close coordination and collaboration with crosscutting rule of law components;
- Developing mechanisms for the collection and institutionalization of best practices and lessons learnt by the Police Component;
- Representing the mission to any mechanism established to coordinate international/bilateral support to the development of CAR Police and Gendarmerie or other law enforcement agencies;
- Provides an overall oversight and guidance in regard to all UN Police operational activities within the framework of Mission mandate;
- Manage, guide, develop and train staff under his/her supervision; properly utilizing all available police resources, including the formed police units, for mandate implementation;
- Regularly consult and collaborate with UN agencies, international and national NGOs, judicial officers, correction officers, bilateral/multilateral donors, members of civil society, and members of the host state government on police issues relevant to the UN mandate;
- Regularly monitor the performance and readiness of the UNPOL to proactively adapt its posture and effectively mitigate security threats against civilians and UN personnel ;
- Coordinates and supports UN Human Rights Office initiatives relating to police monitoring, development of accountability mechanisms and police training;
- Performing such other functions as are consistent with the mandate outlined by the Security Council Resolution and as may be required by the SRSB, relating to the management of the UN Police Component.

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

aining 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 (Master's 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 candidate must be in active police service possessing minimum of 15 years (17 years in absence of advanced degree) of progressive and active policing service/experience at the field and/or national police headquarters level; 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.

Rank:

Rank required for a D-2 is Police Commissioner, Inspector General, Chief of Police, other equivalent to the military rank of Major General or above.

Languages: Fluency in French and English both written and oral, is required. Knowledge of another UN official language is an advantage.

Preference will be given to equally qualified women candidates

Date of Issuance: 10 September 2020

*Rank in application form should be outlined in candidate's original language without translation or equating to military ranks. 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 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.

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

REFERENCE: DPO/OROLSI/PD/2020/0257

The Secretariat of the United Nations presents its compliments to the Permanent Missions of Member States 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 for which the Secretariat is seeking qualified applicants are provided in the attached job opening No 2020-MINUSCA-89614-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 kindly requests the Permanent Mission to submit one cover letter/note verbal and **separate application for each nominee for the above job opening to the Selection and Recruitment Section/ Police Division/OROLSI/DPO, 1 UN Plaza, 7th 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 Missions of Member States 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.

