

From The Provincial Police Officer/IGP,  
Punjab.

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, PSCA, Lahore.  
6. The Director, Overseas Pakistanis Commission, Lahore.  
7. All Staff Officers in CPO, Punjab.

No. 796 /UN-EXEC-III, dated: 04-03 /2019.

Subject **VACANCY ANNOUNCEMENT FOR THE POST OF UN POLICE OFFICER/CROSSING MANAGEMENT EXPERT, P-3 IN UNITED NATIONS REPRESENTATIVE TO THE GENEVA INTERNATIONAL DISCUSSIONS (UNRGID) AT ZUGDIDI GEORGIA.**

Memo.

Enclosed please find a copy of letter bearing F.No.4/2/2019-UN, dated 27.02.2019 received from the National Police Bureau, Ministry of Interior, Government of Pakistan, Islamabad. The enclosures (11-pages) of the aforementioned letter may be downloaded from the website of Punjab Police i.e. [www.punjabpolice.gov.pk](http://www.punjabpolice.gov.pk).

2. One suitable nomination of the eligible and volunteer Police Officer having fluency in oral as well as written **English** and **Russian** language may be furnished to this office against the following post **by 08.03.2019**:

Job Title	Job Opening Number	Education/Experience	Rank
Police Officer/Crossing Management Expert, P-3	2019-UNRGID/IPRM-03	(i) A minimum of 05 years (07 years in absence of advanced university degree) of progressive responsible experience in a national law enforcement or border security agency or international organization at the strategic, operational, and management level – required: practical experience in development and implementation of community oriented policing programs, management and administration; policy development, training management, strategic planning – highly desirable. (ii) Experience in UN Peacekeeping Missions is an advantage.	DSP or above

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 (11-pages) on the website of Punjab Police immediately, please.

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

No.4/2/2019-UN  
To

Islamabad, the 27<sup>th</sup> February 2019

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 Commandant, National Police Academy, **Islamabad**.  
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, NH&MP, **Islamabad**.  
The Inspector General Police, Pakistan Railways Police, **Lahore**.

Subject: **Vacancy announcement for the post of UN Police Officer / Crossing Management Expert, P-3 in United Nations Representative to the Geneva International Discussions (UNRGID) at Zugdidi, Georgia.**

I am directed to enclose herewith a copy of Military Adviser's Office Pakistan Mission to United Nations, New York email dated 12 February 2019 alongwith its enclosures on the subject cited above.

2. It is, requested that one suitable nomination of police officer against the vacancy mentioned in the above referred email, who fulfill the criteria of UN may kindly be furnished by **11<sup>th</sup> March, 2018** positively for onward submission to concerned quarters Duly filled relevant forms may be forwarded to this office before the deadline. **Fluency in English and Russian (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.

3. UN criteria for the subject post are given as under:

a) **Experience:** A minimum of 5 years (7 years in absence of advanced university degree) of progressive responsible experience in a national law enforcement or border security agency or international organization at the strategic, operational, and managerial level – required; practical experience in development and implementation of community oriented policing programs, management and administration; policy development, training management, strategic planning – highly desirable.

(ii) Experience in UN Peacekeeping Missions is an advantage.

b) **Rank:** Required Rank for the subject posts is DSP and higher rank.

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

Gmail

rohail bhatti <rohailmoid@gmail.com>

**Fwd: Vacancy announcement for the post of UN Police Officer/Crossing Management Expert (P-3) in UNRGID - deadline for application is 29 March 2019**

1 message

Umar Sharif <pakmushir@gmail.com>  
To: rohail bhatti <rohailmoid@gmail.com>

Tue, Feb 12, 2019 at 9:40 PM

Dear Mr. Rohail Bhatti,  
AsA,

Please find attached UN e-mail message, along with its enclosures inviting police officers to submit applications for the post of UN Police Officer/Crossing Management Expert (P-3) in United Nations Representative to the Geneva International Discussions (UNRGID). It may be noted that the nominees should submit 2 application documents: P-11 Form and Employment and Academic Certification form duly filled and signed. Details are provided in the enclosed vacancy announcement.

Forwarded for information / action, please.

Please note that the post requires proficiency both in English and Russian.

202/13  
19/2

*To be put-up on or before  
12-03-2019, please.*

Best Regards



Colonel Umar Sharif,  
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

DG (NPB)

*Bhatti*  
*[Signature]*  
14/2/2019  
19/2

*Sir/A.P.B. [Signature]*  
AD/NPSC 19/2

Dy. No. 219/19/2  
Dated: 19/2  
National Police Bureau  
Director's Office

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.

"From: Dmytro Oschepkov <oschepkov@un.org>  
Date: Tue, 12 Feb 2019 at 10:39  
Subject: Vacancy announcement for the post of UN Police Officer/Crossing Management Expert (P-3) in UNRGID - deadline for application is 29 March 2019  
To:  
Cc: Dmytro Oschepkov <oschepkov@un.org>

Dear Madam/Sir,

Please see attached package in regard to the vacancy announcement for the post of UN Police Officer/Crossing Management Expert (P-3) in United Nations Representative to the Geneva International Discussions (UNRGID).

Your assistance in communicating with the relevant national authorities seeking qualified candidates will be appreciated.

Please note that nominees should submit 2 application documents: P-11 form and Employment and Academic Certification form duly filled and signed. Submission of only one form is not accepted. If there is not enough space in P-11 form to accommodate all information related to the career/practical experience, please use complementary sheets (attached).

Please note that the post requires proficiency both in English and Russian.

Priority will be given to female candidates, hence the Member States are strongly encouraged to nominate qualified female candidates.

According to the Application Procedures, please be aware of some technical requirements to the documents submission:

1. there is no need to provide cover letter for each and every candidate, but one cover letter/NV is to be prepared for the post you nominate the candidate(s) for.
2. both documents (P-11 form and Academic Certification Form) are to be properly filled out and scanned together in one file (P-11 form should go first), including clear information on:
  - the degree obtained, years of study and name of the Institution;
  - graduation from the Police Academy/Gendarmerie Academy - name of the institution, years of study and completion certificate/degree/diploma
  - current rank (to be displayed in Academic Certification Form and nomination NV)
  - P-11 form should contain names of the positions/posts titles occupied - not to be confused with ranks (e.g. not a "Superintendent" but "Region Commander", "Unit Commander", "Head of Department", "Staff Officer" etc.)
3. Human rights certification must be in the nomination NV.
4. There is no need to forward MS2 forms or passport copies at this stage.

This vacancy announcement is also being posted on the Police Division website: <https://police.un.org/en/un-police-division>

Best regards



Dmytro Oschepkov

Recruitment Officer

Selection and Recruitment Section

Gmail - Fwd: Vacancy announcement for the post of UN Police Officer/Crossing Management Expert (P-3) in UNRGID - doadline for appl...

**Police Division, OROLSI**

**Department of Peace Operations**

**DC1-0776 United Nations, 1 UN Plaza, New York, NY 10017**

**E-mail: [oschepkov@un.org](mailto:oschepkov@un.org)**








**Tel: 917-367-5172 Fax: 917-963-2222**

**UNPOL**  
UNITED NATIONS POLICE



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**7 attachments**

-  **JO Police- Crossing Management Officer (2019) - FINAL.docx**  
47K
-  **NV Vacancy Announcement - Border Crossing Expert (P-3).pdf**  
2639K
-  **APPLICATION PROCEDURES P POSTS (ENG).doc**  
28K
-  **Employment and Academic Certification Form.doc**  
68K
-  **Guidance on filling P-11.pdf**  
1111K
-  **P-11 form.doc**  
186K
-  **P-11 from - supplementary sheets.doc**  
94K

UNITED NATIONS



NATIONS UNIES

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

REFERENCE: DPO/OROLSI/PD/2019/0016

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 Representative to the Geneva International Discussions (UNRGID), 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-UNRGID/IPRM-03. 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/DPO, 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.

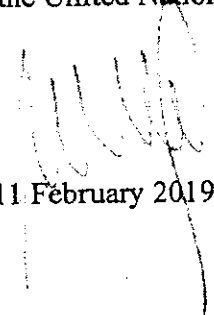
The Secretariat recalls that it has a zero-tolerance approach to fraud and corruption. The Government is therefore requested to certify that there was no corruption or fraud in the nomination and extension procedures of police officers on secondment to the United Nations. Should the Secretariat become 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.



11 February 2019

# United Nations

*Job Opening for Position 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	<b><u>Police Officer/ Crossing Management Expert, P-3</u></b>
Organizational Unit	<b>United Nations Representative to the Geneva International Discussions (UNRGID)</b>
Duty Station	<b>Zugdidi, Georgia (with frequent travel to Gali and Sukhumi, as well as to Geneva as required)</b>
Reporting to	<b>United Nations Representative (UNR)</b>
Duration	<b>12 Month (extendible, based on availability of funds)</b>
Deadline for applications	<b>29 March 2019</b>
Job Opening number	<b>2019-UNRGID/IPRM- 03</b>

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

## **RESPONSIBILITIES:**

Under the overall supervision of the United Nations Representative to the Geneva International Discussions (GID) and direct supervision of the Senior Political Affairs Officer, the Police Officer/Crossing Management Expert will be responsible for, but not limited to, the performance of the following duties:

- Providing support and advice to the UNR and Political Advisors on crossings and security related issues, including in the context of preparation and follow up of the meetings of the Joint Incident Prevention and Response Mechanism (IPRM);
- Preparing background materials on security matters and crossings ahead of each GID rounds and IPRM meetings; preparing survey of the crossing situation and trends before each GID rounds;
- Preparing weekly security and crossing related report and contribution to the monthly assessment with an emphasis on major events on the ground; submitting spot reports immediately when incidents occur;
- Participating in the preparation and timely submission of draft Internal Notes after each IPRM meeting;
- Maintaining regular contact with the local police/law-enforcement authorities as well as European Union Monitoring Mission (EUMM) and follow up on reported security and crossing related incidents and other security related matters raised during the IPRM meetings;
- In coordination with the Senior Political Advisor and cooperation with other Team members, providing advice and assistance to the UNR in her role as the Co-Chair of the GID and the Chair of the IPRM meetings;
- Acting as holder of and assisting in the effective operation of the "hotline" between all IPRM participants;

- Advising and assisting the local police/law-enforcement actors in developing crossing procedures as required or requested and assisting in addressing the shortcomings; drafting suggestions on how to improve crossing procedures in order to improve freedom of movement of the local population;
- If and when asked, identifying training needs and assisting local counterparts in developing specialized training and developing strategies and performance benchmarks related to the management of crossing points;
- In consultation with the Senior Political Advisor, cooperating and coordinating his/her activities with the Team's Political and Humanitarian Affairs Officers;
- Performing all other duties assigned to him/her by the UNR.

### **COMPETENCIES:**

**Professionalism:** In-depth knowledge of theories, concepts and approaches relevant to democratic policing and law enforcement in general; border management and policing issues in general and in specific areas of peacekeeping; demonstrated in-depth understanding of peacekeeping operations; in-depth theoretical knowledge of international policing activities; ability to apply crossings or border management expertise to analyzing diverse range of highly complex issues and problems and in developing innovative and creative solutions; strong analytical and evaluative skills combined with sound judgment and decision-making skills; diplomacy and tact; good research, analytical and problem-solving skills; ability to identify and participate in the resolution of issues/problems; demonstrated ability to provide advice in a broad range of strategic, managerial and administrative issues, lead integrated processes; and, ensure the timely delivery of a program of work. Excellent report writing skills. Good knowledge of the United Nations system, in particular the United Nations' work in peacekeeping. Displays commitment to human rights and the ability to give the necessary prominence to human rights. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**Planning and Organizing:** Develops clear goals that are consistent with agreed strategies. Identify priority activities and assignments; adjust priorities as required; allocate appropriate amount of time and resources for completing work; foresees risks and allow contingencies when planning; monitor and adjusts plans and actions as necessary.

**Communication:** Speaks and writes clearly and effectively; listen to others, correctly interpret messages from others and responds appropriately; ask questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrate openness in sharing information and keeping people informed.

**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.

### **QUALIFICATIONS:**

**Education:** Advanced University Degree (Master's or equivalent) in Law enforcement, Criminal Justice, Public Administration, Social Sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including planning and administration may be accepted in lieu of the advanced university degree. Specialized training in the area of incumbent's responsibility is highly desirable. Graduation from a certified police academy, or other law enforcement training institution is also required.

**Work Experience:** A minimum of five years (seven years in absence of advanced university degree) of progressive responsible experience in a national law enforcement or border security agency or

international organization at the strategic, operational, and managerial level – required; substantive and diverse experience in all facets of the border management, including border security situation and trend analysis, carrying out border operations – required. Practical experience in development and implementation of community oriented policing programs, management and administration; policy development, training management, strategic planning – highly desirable. Previous experience in peacekeeping operations or other international arrangements is an asset.

**Rank:** Major or senior/chief inspector, equivalent or higher rank.

**Languages:** Fluency in oral and written English and Russian is required.

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Preference will be given to equally qualified women candidates.

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.

Date of Issuance: 11 February 2019

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