



Razzaq Ahmed <capricorn4523@gmail.com>

Fwd: VA for Darfur PCC in UNITAMS

1 message

Raja Atfal Ahmad <pakmushir@gmail.com>
To: Razzaq Ahmed <capricorn4523@gmail.com>

Wed, Jan 19, 2022 at 9:00

Dear Razzaq

AOA

Please inf the attached FAX and related documents to nominate candidates on 2 x Positions of IPOs. Your response is requested no later than **01 March 22**.

----- Forwarded message -----

From: **Sospeter Njue Munyi** <sospeter.munyi@un.org>
Date: Tue, Jan 18, 2022 at 9:10 PM
Subject: VA for Darfur PCC in UNITAMS
To:
CC: Sospeter Njue Munyi <sospeter.munyi@un.org>, Mani Jang Hamal <hamalm@un.org>, Dmytro Oschepkov <oschepkov@un.org>

Dear Sir/Madam,

Please see attached Vacancy Announcement documents calling for nomination of qualified candidates for the **Non-Contracted Posts (NCPs) in UNITAMS (Sudan)**.

The detailed posts requirements are outlined in the attached Job Descriptions.

Below are highlights on the common required/highly desirable experience and expertise for the posts being advertised

- Minimum 7 years of active policing experience in a National/International law enforcement in the field or at the national police Headquarters
- Middle managerial level experience
- Inter-agency coordination
- Police/Security Sector reform
- Community mobilization
- Change and training management
- Extensive experience in Crime management including crime prevention, community policing and investigation of sexual and gender based violence
- project/program management,

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 peace operations and subject to the approval of United Nations General
Assembly and renewal of the UNITAMS' mandate*

Post title and level	PCC Police Liaison Officer (IPO), Non-Contracted
Organizational Unit	United Nations Integrated Transition Assistance Mission in Sudan – Darfur Permanent Ceasefire Committee
Duty Station	Any location within the mission area of Darfur according to the operational needs
Reporting to	UNITAMS Police Commissioner with operational accountability to the Chairman, Darfur Permanent Ceasefire Committee
Duration	12 Months (extendable)
Deadline for applications	02 March 2022

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

Responsibilities:

Under the authority of UNITAMS Police Commissioner with second line of operational accountability to the UNITAMS Chairman, Darfur Permanent Ceasefire Committee (PCC), the PCC Police Liaison Officer shall advise, coordinate and support the UNITAMS PCC's efforts to enhance its close cooperation with the Sudan Police Force (SPF), UNITAMS Police component, UN Country Team and other stakeholders. S/he shall create and expand capacities for cooperation, liaison and support for the achievement of a lasting ceasefire environment in Sudan, and improve the operational ability of security agencies to perform duties in line with international policing standards. In this capacity, s/he will be responsible, but not limited to the performance of the following duties:

- Provide technical advice and support to the Chairman, UNITAMS Darfur PCC on Police related PCC tasks;
- Serve as a Focal Point in UNITAMS Monitoring Component (MC) to the PCC, on the Police-related matters, to liaise with UNITAMS Police in Khartoum and Multi-Functional Teams (MFTs) of Darfur states for utilizing their goodwill, existing capacity, institutional memory, rapport with SPF and other stakeholders to implement the PCC tasks;
- Liaise with SPF authorities of Darfur states and SPF field stations, SPF officers who are the members of PCC, Sectoral Committees (SCs) and field teams (FTs) on Police related matters of the PCC;
- Coordinate among the relevant internal and external stakeholders on Police related matters to support the achievement of PCC mandate;
- Support PCC Planning and Reporting officers in their outputs by providing informed inputs on Police related matters of the PCC tasks;
- Whenever needed, s/he shall be mobilized to PCC Sectoral Committees and Field Teams temporarily to support Police related PCC tasks;
- Carry out any other duties as may be required by the chairman or by the established SOPs.

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 ensures 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; 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.

Communication: Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Demonstrates ability to draft/edit a variety of written reports.

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: Graduation from a certified police academy or other national or international recognized law enforcement training institution is required. A university degree in Law, Criminal Justice Administration, Policing, Security Studies, Business or Public Administration, International Relations, Development Studies or other relevant field is desirable. A first level university degree with a combination of relevant professional experience in police or other law enforcement, including police operations and administration, may be accepted in lieu of the advanced university degree.

Work Experience: Candidate must be in active police service possessing a minimum of 7 years of progressive relevant and active policing experience in a national or international law enforcement agency at the field and/or national police headquarters, including at middle managerial level. Extensive practical experience in crime management, including crime prevention, community policing and investigation of sexual and gender-based violence (SGBV) is required. Experience in one or few of the following areas is highly desirable: interagency coordination, police or security sector reform, organizational, community mobilization, change management (particularly in law enforcement) and training management. Previous experience in ceasefire monitoring or related area of work in UN or other national and international environment is an advantage.

***Rank:** For this position the rank of Chief/Senior Inspector, Major or other equivalent or higher rank is desired.

Languages: For the post advertised, fluency in oral and written English is required. Knowledge of Arabic Language is highly desirable.

Assessment for Mission Service: All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment

will result in candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the country prior to the police personnel deployment.

Preference will be given to equally qualified women candidates.

Date of Issuance: 16 January 2022

In accordance with the Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations are required 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>

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 peace operations and subject to the approval of United Nations General Assembly and renewal of the UNITAMS' mandate

Post title and level	PCC Police Information Officer (IPO) Non-Contracted
Organizational Unit	United Nations Integrated Transition Assistance Mission in Sudan - Darfur Permanent Ceasefire Committee
Duty Station	Any location within the mission area of Darfur according to the operational needs
Reporting to	UNITAMS Police Commissioner with Operational Accountability to the Chairman, Darfur Permanent Ceasefire Committee
Duration	12 Months (extendable)
Deadline for applications	02 March 2022

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

Responsibilities:

Under the authority of UNITAMS Police Commissioner with second line of operational accountability to the Chairman Darfur Permanent Ceasefire Committee (PCC) in UNITAMS, the Police Information Officer shall foster coordination and facilitation of UNITAMS PCC's efforts to enhance close relationship between the UNITAMS Police Component, United Nations Country Team and, Government of Sudan Police Force (SPF) and other Stakeholders. S/he will create and expand capacities for cooperation, liaison and support the establishment of protective environment in Sudan to improve the operational ability to perform duties in line with international policing standards. In this capacity, s/he will be responsible, but not limited to the performance of the following duties:

- Collect, collate and analyze the information and report to PCC Chair and other officials to whom the chairman is mandated to advise regarding violations of Permanent Ceasefire and Final Security Arrangement Protocol (PCFSAP) of Juba agreement of peace for Sudan on Police related matters, major concerns of law and order, human rights violations, humanitarian access and protection of civilians that may impact on the permanent ceasefire;
- Consult and maintain access to a range of sources of information on Police matters of PCC tasks, including UNITAMS Police, SPF, PCC Members, mission components, UNCT, National Civilian Authorities, International Community, International and National Non-Governmental Organizations, media and other key Stakeholders;
- Ensure security of information by executing basic preventive and protective measures;
- Support PCC Information Analyst, Planning and Reporting Officers by providing Police-related information and analysis to contribute to their products;
- Whenever needed s/he shall be mobilized temporarily to Sectoral Committees (SC) and Field Teams (FTs) to collect, analyze and report the Police-related ceasefire violations;

- Perform any other duties consistent with the mission mandate and as required by the chair of the PCC or by the established SOPs.

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 ensures 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; strong organizational skills; experience in the management and administration: ability to review and edit the work of others.

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QUALIFICATIONS:

Education: Graduation from a certified police academy or other national or internationally recognized law enforcement training institution is required. A university degree in Journalism, Law, Criminal Justice Administration, Policing, Security Studies, Business or Public Administration, International Relations, Development Studies or other relevant fields is desirable. A combination of relevant professional experience in police or other law enforcement, including police operations and administration, may be accepted in lieu of the university degree.

Work Experience: Candidate must be in active police service possessing a minimum of 7 years of progressive relevant and active policing experience in a national or international law enforcement agency at the field and/or national police headquarters, at the middle managerial level. Extensive practical experience in crime investigation, management and prevention, including crime prevention, community policing and investigation of sexual and gender-based violence (SGBV) is required. Experience in one or few of the following areas is highly desirable: report writing and presentation, information gathering and management and/or criminal analysis, report editing and coordination, police administration, police or security sector reform, organizational and resource management, change management (particularly in law enforcement) and training management. Previous experience in ceasefire monitoring or related area of work in UN or other national and/or international environment is an advantage.

***Rank:** For this position, the rank of Chief/Senior Inspector, major or other equivalent or higher rank is desired.

Languages: For the post advertised, fluency in oral and written English is required. Knowledge of Arabic Language is an advantage.

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

**APPLICATION PROCEDURES FOR NON-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 for assignment with peacekeeping operations or special political missions requiring secondment from active Police service. 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 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 the deadline specified in each Job Opening announcement or at least 4 months prior to the scheduled rotation. Applications received after the deadline will not be considered.
2. All applications must be submitted on a duly completed (typed) and signed United Nations Electronic Application for Seconded Police (EASP). Applications using other formats will not be accepted, but additional information may be attached to the EASP. For the convenience of the Permanent Missions, an EASP form is enclosed as a sample. The EASP form is to be used for applications for the seconded non-contracted posts only.
3. Copies of candidates' passports or other valid government issued official documents containing the candidates' full name(s) and date of birth, must be submitted along with the EASP forms. Passports validity must be at least 18 months at the date of nomination.
4. In addition to the application forms and passports/ID, the nomination for UNITAMS also requires the submission of passport size pictures of the candidates in JPG format. This is required by the host state national authorities for visa formalities. Each picture should be submitted in a separate file.
5. Selection for service with the United Nations is made on a competitive basis. It is therefore essential that all the application forms are completed with a view to presenting the candidates' qualifications and experiences as they relate to the required skillset/area of expertise or as set out in the relevant Job Descriptions. Permanent Mission is requested to specify the position, against which each candidate is nominated. All sections of the EASP, including the "DECLARATION OF DISCIPLINARY CLEARANCE" (section 12), must be filled out with all necessary details of applicant's career and background.
6. In accordance with the Policy on Human Rights Screening of UN Personnel, Permanent Mission is requested to provide human rights certification for all nominees. The following language must be included in a nomination note verbal: *"The Government of is hereby confirming that none of the nominated candidates has been convicted of, or is not currently under investigation or being prosecuted for any criminal or disciplinary offence, or any violations of international human rights law or international humanitarian law. The Government of also certifies that it is not aware of any allegations against the 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."*
7. The national authorities are also requested to certify that there was no corruption or fraud in the nomination 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. **Nominations without the above-mentioned certification will not be accepted.**
8. Permanent Mission is requested to present its candidates in one single submission under a cover of a note verbale listing the names of the candidates and the corresponding vacancy announcement, in

accordance with the deadline specified in the Job Description, or the rotation schedule of its national police contingent in the specific mission. For the convenience of the Permanent Mission, a table is attached to be used and photocopied as needed for listing its candidates. The table/list must clearly display the skill set(s) of each nominee and category in which he/she is expected to be deployed. **The nominations without the duly filled table will not be accepted.**

9. Applications can be either hand-delivered on a USB drive/CD by Permanent Mission to the Police Division Selection and Recruitment Section, Office of Rule of Law and Security Institutions, Department of Peace Operations at **1 UN Plaza, 7th floor, room DC1 – 0778**, or e-mailed to the respective desk officer of the Selection and Recruitment Section of the Police Division: sospeter.munyi@un.org. EASP, passport, appropriate medical form (MS3), vaccination certificate for each nominee should be submitted in separate files; all at the appropriate time. At the initial nomination stage, **only** send the comprehensively filled EASP and a copy of Passport/ID for each candidate. The e-versions of the above documents should be grouped by their type.
10. Upon delivery of the applications, the Selections and Recruitment Section will acknowledge the receipt to the individual making the delivery.
11. Communication regarding this process will be maintained through the Permanent Mission only.

January 2022



Electronic Application for Seconded Police Non-Contracted Post

INSTRUCTIONS

The Electronic Application for Seconded Police (Non-Contracted Post) is designed to provide the United Nations Police Division with all the relevant information about your candidacy for a Police Post. This form must be filled out electronically; no hand-written submissions will be accepted.

If you are submitting a printed version of this completed form, it must be printed on one side of each page.

To facilitate your completion of the EASP, a detailed set of descriptions and instructions are below.

Section 1: Candidate and Application Information

It is imperative that all your personal information is correctly spelled and represented in the fields in this section. Any deviation or mistakes in your basic information could either delay or nullify your candidacy.

- **Family Name, First Name, Middle Name** – please enter your official full name in that order. If you do not have a middle name, leave the field blank. If you have several first or middle names, you may distribute them between First Name and Middle Name.
- **Date of Birth** – your official Date of Birth as dd/MMM/yyyy. Select the appropriate numerical value for DD from the list; next choose the Month from the list. Finally, be sure to input only numerical values for YYYY.
** The official age range to be eligible for deployment as a UN Police Officer is: 25 and 60 years of age.*
- **Nationality** – select your nationality from the list
- **Gender** – select your gender
- **National ID Type** – select the appropriate type of identification from the list. If no match found, select National ID Card.
- **National ID Number** – type the full number (or alphanumeric) as it appears on your ID Card.
- **Marital Status** – select your current marital status
- **Type of Post for which you are applying?** – choose the appropriate category
- **For which UN Mission is this application (if known)?** – select from the list of current Police mandated missions
- **Did you pass an Assessment for Mission Service (A.M.S.)?** – choose Yes or No if you have taken part in an A.M.S. in your home country or in a field mission. The A.M.S. was previously known as S.A.T.
- **If yes, Date (dd/mmm/yyyy)** – input the date of the last A.M.S. (or S.A.T.) in which you took part
- **Place** – please provide the location, either the city or country will suffice
- **Type of National Service** – please indicate the type of police service in which you are currently employed. Examples could be Gendarmerie, National Guard, Municipal, Federal, etc...
- **Current Rank** – please indicate your current rank

Section 2: Contact Information

- **Primary Phone, Office** – please provide two telephone or mobile numbers inclusive of country code (numeric only)
- **Email** – please ensure your primary email address is typed correctly and remains available to receive any possible communications regarding your application. You may want to set your SPAM Filter to allow emails from '@un.org', so that you don't miss any important correspondence from Police Division.
- **City, State/Province, Country** – for purposes of potential deployment, please indicate your current location

Section 3: Police Expertise

For the Police Expertise section, please refer to the table below which outlines Police Skill Sets and Expert Profiles.

- **Preferred Field of Work** – please choose from the list
- **Main Field of Expertise, Additional Expertise** – please choose from the list. The choices are shortened versions from the Expert Profiles listed in the below table.

	Skill Sets	Expert Profiles
1	Management	<ul style="list-style-type: none"> • Supervision/command of police units • Project design and management • Institution building • Organizational planning • Police reform and restructuring
2	Administration	<ul style="list-style-type: none"> • Police infrastructure administration • Fiscal management, budget development, payroll system management, financial auditing • Procurement, logistics, assets management, fleet management, tenders and contracts • Human resources management • Internal affairs, discipline management • Audit and inspection of police units • Legal support and legal drafting
3	Police Operations / Security	<ul style="list-style-type: none"> • Planning and running critical police/security operations (elections, demonstrations, public events, etc.) • Public order (FPU-related) • VIP protection and security • Traffic management • Airport security and security of other strategic infrastructures • Border security, customs, riverside police, immigration, etc. • Transnational crime operations, Interpol, operations to combat trafficking in human beings, drugs and weapons • Special police (SWAT, rapid reaction units, antiterrorist, undercover operations)
4	Crime Management / Crime Prevention	<ul style="list-style-type: none"> • Crime scene management • Suspect/witness interview • Crime investigation (serious crimes, fraud, homicide, burglary, SGBV, etc.) • Criminal records/data base management • Crime/data analysis, crime trend recognition • Criminal intelligence analysis and management • Forensics including crime scene and evidence preservation, fingerprints, ballistics, firearm examination, DNA, pathology, handwriting and fraudulent documents identification, money counterfeiting, etc. • Community policing • Traditional policing (paramount, tribal, nomad-focused, etc.)
5	Training	<ul style="list-style-type: none"> • Training organization and management • Training curriculum and training plans development • General training delivery (including in-service training) in the areas of basic training, leadership training, general policing, police legislation, ethics, etc. • Tactical training including training in self defence, police formations, procedures such as arrest, search, detention, etc. • Weapons handling training (non lethal and fire arms) • Language training
6	Technical Support	<ul style="list-style-type: none"> • Weaponry: armoury management and inspection, gunsmith, weapon safety and storage, shooting range construction, explosives handling, etc. • IT: database development and administration, system design, computer programming, network specialists, etc. • Communication: radio and data communication system establishment and management, police radio network installation and maintenance, etc. • Police surveillance: equipment installation, running operations, use of evidence, etc. • Public information • Civil engineering: construction projects, building standards, architecture, building plan developing, etc. • Medical services
7	Generic	<ul style="list-style-type: none"> • Patrolling • Desk Officer Duties • Duty Officer / Shift Leader Duties • Driver Duties • Office Support / Administration • Generic Logistics • Other

Section 4: Police and Academic Education History

- **When did you join the Police?** – please provide the month and year of when you first entered either police training or active duty.
- **Police Training Institution** – Please provide the details for any Police training institutions you have attended; most recent first. Provide the full institution name if possible, however abbreviations are fine if there is not enough space. Dates Attended should be Month and Year. In the Location column, either city or country would be acceptable. Should you require more than three rows, please use the Academic Institutions subsection below to complete your profile.
- **Academic Institution** – Please provide the full name of the Academic Institution and just below it, either the city or country. For Degree Level, please indicate the original name of the degree if you matriculated.
- **Other Educational Achievement** – Should you require further space to outline other Academic or Police training, please use this space to briefly mention.

Section 5: Previous Work Experience

Kindly indicate if you have previous United Nations experience as well as for how long. If you remember your IMIS Index Number, kindly provide that number as well.

- **Organization** – For the next twenty-two rows, indicate your police specific work experience as well as any international UN experience in reverse chronological order (most recent first). If you have previous United Nations experience, please begin with that information (most recent first) and then continue with your other work experience. If you have held various positions within a single organization, it may be beneficial to your candidacy if you separated each position into it's own entry. If you require more space, there will be a section at the end of the form for you to freely type any further information. Please be brief in your descriptions of your responsibilities.

Section 6: Language Proficiency

This section is for you to explain any special linguistic skills and knowledge. The working language in the United Nations is English; however, some duty stations and missions also require the use of French. Some United Nations Field Missions may request the recruitment of Police Officers whom have additional linguistic knowledge, which we refer to as Advantage Language(s) in the Job Opening Announcement.

Section 7: Vehicular Proficiency

For deployment to a United Nations Field Mission, all United Nations Police Officers must have a valid vehicular driving license. All UNPOL Officers will be tested for driving proficiency upon arriving to the Field Mission, unless they took part and successfully passed an A.M.S. (formally known as S.A.T.) prior to recruitment.

- **Year Began Driving** – please provide the year in which you first began driving a motor vehicle
- **Frequency of Driving** – please type in how often you drive (for example: daily, weekly, infrequently, etc.)
- **Driver License Number** – enter the full number of your current driver's license
- **Category** – please choose from the list provided
- **Date of Issue, Expiry** – please enter the day, month, and year of the issue and expiry information on your Driver License

Section 8: Technology Proficiency

Working knowledge of productivity technology has become essential for all organizations. Police Division requests you truthfully answer your proficiency in Word Processing (creating, editing, managing documents using software such as Microsoft Word), Presentation (creating, editing, designing presentations using software such as Microsoft Powerpoint), Spreadsheet (creating, editing, writing formulas, using software such as Microsoft Excel), General Internet (browsing and researching information from the World Wide Web using a web browser such as Internet Explorer or Firefox). Please also provide any additional technological knowledge that may be relevant.

Section 9: Certifications

This section provides you an opportunity to highlight any specialized certifications you have may have received in your career in either law enforcement or any other subject matter in which you pursued further study, relevant to the position for which you are applying.

Section 10: Other Relevant Information

Please utilize this free space to type in any additional information you were unable to include or expand upon earlier.

Section 11: Conditions of Service

This section is required. Please answer both questions and explain if you have answered “Yes” to any of them.

Section 12: Declaration of Disciplinary Clearance

This section is required. Check the box and provide the current date as day, month, year. Upon printing the document, **be sure to sign where indicated.**

Section 13: Declaration of Authenticity

This section is required. Check the box and provide the current date as day, month, year. Upon printing the document, **be sure to sign where indicated.**