

তারিখঃ ২৬/৩/২৪

ডায়েরী নং-

আইসিটি আইসিটি

অতিরিক্ত

অতিঃ এসপি (আইসিটি)

এসপি (আইসিটি)

গণপ্রজাতন্ত্রী বাংলাদেশ সরকার  
বাংলাদেশ পুলিশ  
পুলিশ হেডকোয়ার্টার্স, ঢাকা  
www.police.gov.bd

স্মারক নং- ৪৪.০১.০০০০.০৩৯.১১.০১০.২৪- ৩৪০

তারিখঃ- ২৬ ফাল্গুন ১৪৩০ বঙ্গাব্দ  
২২ মার্চ ২০২৪ খ্রিস্টাব্দ

বিষয়ঃ Standing Police Capacity Recruitment Campaign 2024 (UNLB)

সূত্রঃ PD, DPO, UNHQ Reference: Recruitment Campaign/0019, Dated: 08 March 2024

উপর্যুক্ত বিষয় সূত্রোক্ত স্মারকের পরিশ্রেফিকিতে সদয় অবগতির জন্য আদিষ্ট হয়ে জানানো যাচ্ছে যে, The Standing Capacity of the Police Division, with its duty station in the United Nations Logistics Base (UNLB), Brindisi, Italy-এ নিম্নবর্ণিত পদসমূহে Secondment নিয়োগের জন্য আগ্রহী উপযুক্ত কর্মকর্তাগণকে জাতিসংঘ সদর দপ্তর কর্তৃক মনোনীত করার অনুরোধ করা হয়েছে।

SL	Post Title and Level	Vacancy Announcement Number	Eligible Rank
1.	Chief of the Standing Police Capacity, D-1	2024-SPC-75903-DPO	DIG and above
2.	Team Leader, P-5	2024-SPC-75905-DPO	Addl. DIG and above
3.	Police Reform Adviser, P-4	2024-SPC-75911-DPO	SP and above
4.	Transnational Crime Adviser, P-4	2024-SPC-75914-DPO	SP and above
5.	Community Policing (Reform) Officer, P-3	2024-SPC-75924-DPO	Addl. SP and above
6.	Logistics Planning Officer, P-3	2024-SPC-75773-DPO	Addl. SP and above

২। এমতাবস্থায়, উপর্যুক্ত পদে আগ্রহী Job Opening-এ বর্ণিত যোগ্যতা ও জাতিসংঘ শান্তিরক্ষা মিশনে কাজ করার অভিজ্ঞতা সম্পন্ন কর্মকর্তাগণের নিকট হতে পূরণকৃত P-11, Employment and Academic Certification এবং Employment Record-Supplementary Sheet (পূর্ণাঙ্গ ও সঠিকভাবে পূরণকৃত হতে হবে)-সহ আবেদন/মনোনয়ন আগামী ১৫ মে ২০২৪ পুনঃ ১৫ মে ২০২৪ তারিখের মধ্যে প্রেরণের প্রয়োজনীয় ব্যবস্থা গ্রহণের জন্য আদিষ্ট হয়ে অনুরোধ করা হলো। বিষয়টি সংশ্লিষ্ট উপযুক্ত কর্মকর্তাগণকে অবহিত করার জন্য নির্দেশক্রমে অনুরোধ করা হলো। নির্ধারিত তারিখের পর প্রাপ্ত বা অসম্পূর্ণ আবেদন গ্রহণযোগ্য হবে না। উপর্যুক্ত কর্মকর্তা পাওয়া না গেলে শূন্য প্রতিবেদন প্রেরণের জন্য নির্দেশক্রমে অনুরোধ করা হলো।

৩। Job Description and Requirements, P-11, Employment and Academic Certification এবং Employment Record-Supplementary Sheet পুলিশ ওয়েবসাইটের <http://www.police.gov.bd/BP> in 'UN Missions/UN Career Opportunity' হতে ডাউনলোড করে সংগ্রহ করতে হবে এবং সকল ইউনিট প্রধানের ই-মেইলে প্রেরণ করা হয়েছে।

৪। ইউনিট হতে মনোনীত/আবেদনকারী সদস্যের বিরুদ্ধে কোন বিভাগীয়/ফৌজদারী মামলা চলমান/মুলতবী/ প্রক্রিয়াধীন নেই কিংবা চাকুরী জীবনে তিনি কখনো গুরুদণ্ড প্রাপ্ত হন নাই বা আদালত কর্তৃক কোন ফৌজদারী অপরাধের দায়ে সাজাপ্রাপ্ত হননি এবং International Human Rights Law অথবা International Humanitarian Law ভঙ্গ করেননি মর্মে ইউনিট প্রধান কর্তৃক পৃথকভাবে প্রত্যেকের প্রত্যয়নপত্র প্রেরণ করতে হবে (কপি সংযুক্ত)।

সংযুক্তিঃ ১৪ পাতা

(নাসিফুল ওয়াজেদ, বিপিএম, পুলিশএম)

বিপি-৭৮০৩০২৭৮১৬

অ্যাডিশনাল ডিআইজি (ওয়ারিস অ্যান্ড ইউএন অপারেশনস), বাংলাদেশ পুলিশ  
পুলিশ হেডকোয়ার্টার্স, ঢাকা  
ফোনঃ ০২২২৩৩৮১৭৩০

১। মহাপরিচালক, র‍্যাংক, র‍্যাংক ফোর্সেস, হেডকোয়ার্টার্স, ঢাকা

২। অতিরিক্ত আইজি, এসবি, বাংলাদেশ পুলিশ, ঢাকা

৩। অতিরিক্ত আইজি, এন্টি টেররিজম ইউনিট, বাংলাদেশ পুলিশ, ঢাকা

৪। রেজিষ্টার, পুলিশ স্টাফ কলেজ, মিরপুর-১৪, ঢাকা

৫। অতিরিক্ত আইজি, পিবিআই, বাংলাদেশ পুলিশ, ঢাকা

৬। অতিরিক্ত আইজি, হাইওয়ে পুলিশ, বাংলাদেশ পুলিশ, ঢাকা

৭। অতিরিক্ত আইজি, পুলিশ টেলিকম সংস্থা, বাংলাদেশ পুলিশ, ঢাকা





গণপ্রজাতন্ত্রী বাংলাদেশ সরকার  
ইউনিটের নামঃ.....  
ইউনিটের ঠিকানাঃ .....  
ওয়েব সাইটঃ.....

### প্রত্যয়ন পত্র

এই মর্মে প্রত্যয়ন করা যাচ্ছে যে, নামঃ....., বিপিঃ..... পদবী,  
....., ইউনিটঃ..... এর বিরুদ্ধে কোন বিভাগীয়/ফৌজদারী সংক্রান্ত মামলা  
চলমান/তদন্তাধীন/প্রক্রিয়াধীন নেই কিংবা চাকুরী জীবনে তিনি কখনো গুরুদণ্ড প্রাপ্ত হননি বা আদালত কর্তৃক কোন ফৌজদারী  
অপরাধে সাজাপ্রাপ্ত হননি।

এছাড়া, তিনি কখনো International Human Rights Law/International Humanitarian Law ভঙ্গ করেননি বা  
ভঙ্গের অভিযোগে সাজাপ্রাপ্ত হননি। ইতিপূর্বে কোন মিশনে নিয়োজিত থাকাকালে কোনরূপ বিরূপ মন্তব্য পাননি।

আমি তাঁর সর্বাঙ্গীন সাফল্য কামনা করি।

(ইউনিট প্রধান/প্রত্যয়নকারী কর্মকর্তা)

স্বাক্ষরঃ.....

নামঃ.....

বিপিঃ.....

পদবীঃ.....

ঠিকানাঃ.....

ফোনঃ.....

ই-মেইলঃ.....

 ২২/০৭/১৪

United Nations  Nations Unies

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

REFERENCE: SPC24, Recruitment Campaign/0019

*Unit 1*

The Secretariat of the United Nations presents its compliments to the Permanent Mission of Member State to the United Nations and has the honor to refer to the requirement for the services of Police Officers in active service. In this regard, the Department of Peace Operations (DPO) is seeking the nomination of candidates for appointment on secondment to specific positions within the Police Division Standing Police Capacity in Brindisi (SPC) for an initial period of one year. There are seven posts available through the issuance of six Job Openings which are posted for a period of 90 days effective 8 March 2024. The closing date for all Job Openings will be 07 June 2024.

The nomination procedures together with all forms to be completed are included in this package. It is kindly requested that all documentation be submitted electronically to the Selection and Recruitment Section (SRS) to the following email addresses: [oschepkov@un.org](mailto:oschepkov@un.org) and [ablavi.nodjigno@un.org](mailto:ablavi.nodjigno@un.org).

Applications received after the deadline specified on the Job Opening will not be accepted.

In as much as the posts require the expertise of police officers in active service, the Permanent Mission of Member State is kindly requested to confirm that selected candidates will be released, in a timely manner, from their national police service obligations for service with the United Nations. The Permanent Mission of Member State is also requested to ensure that the rank of each candidate submitted is clearly indicated on the application.

In addition, it is strongly recommended that the Permanent Mission of Member State carefully submits only those candidates meeting all requirements for the positions as described in the Job Openings.

The United Nations Secretariat would like to inform the Permanent Mission of Member State that in an effort to streamline and expedite the procedures of recruiting seconded officers, candidates approved for placement in the roster, may be selected for positions with similar functions (same functional title and level), without a new Job Opening being issued. Candidates shall be retained in the roster for a period of two years after the first day of the month following the selection decision by the Head of Department.

It should be noted that during the period of their secondment to the United Nations, police officers cannot be reassigned or transferred to any other position in the Department of Peace Operations (DPO) or other parts of the United Nations Secretariat. Successful candidates will be offered a one-year fixed-term appointment which, based on performance and operational needs, may be extended for a second and third year or, in exceptional circumstances, a fourth and final year but not longer. Currently serving seconded active-duty officers under a United Nations contract are not eligible to apply or be nominated for another seconded position in the United Nations until after at least one year of separation from their last secondment on a contract with the United Nations Secretariat. As a result, nominations of currently serving seconded active-duty police officers under a United Nations contract will not be considered. Nominations of women candidates are strongly encouraged.

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 peace operations 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

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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. In this context your attention is drawn to Staff Regulation 1.2 (j), whereby "[no] staff member shall accept any honor, decoration, favor, gift or remuneration from any Government".

The Permanent Mission of Member State is encouraged to nominate qualified women candidates.

This request is being transmitted to all Member States.

The Secretariat expresses its appreciation to the Permanent Mission of Member State to the United Nations for its cooperation in this project.

08 March 2024



**APPLICATION PROCEDURES FOR POSITIONS IN  
THE STANDING POLICE CAPACITY OF THE UNITED NATIONS POLICE  
DIVISION  
REQUIRING OFFICIAL SECONDMENT FROM  
NATIONAL GOVERNMENTS OF MEMBER STATES OF THE UNITED NATIONS**

Outlined below are the procedures to be followed by Permanent Missions for the presentation of candidates to posts requiring secondment from active Police service, which are open for recruitment within the Standing Police Capacity of the United Nations Police Division, with its duty station in the UNLB in Brindisi, Italy. 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. Applications received after the deadline specified in each Job Opening will not be considered.**
2. All applications must be submitted on a duly completed (typed) and signed United Nations Personal History Form (P.11) along with Academic and Employment Certification Form (EAC), which is an attachment to P.11 form. Applications using other formats will not be accepted, but additional information may be attached to the P. 11. For the convenience of the Permanent Missions, a P. 11. form is enclosed as a sample to be photocopied as needed. Also enclosed is the P.11 supplementary sheet and the EAC form.
3. Selection for service with the United Nations is made on a competitive basis. It is therefore essential that all the Personal History Forms be completed with a view to presenting the candidates' qualification and experience as they relate to the requirements as set out in the relevant Job Opening. In the event a Permanent Mission wishes to recommend a candidate for several posts, a separate Personal History Form should be submitted for each post.
4. 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."***
5. 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 self-attestation must be

attached to the P-11 form and contain the following wording: *I attest that I have not committed, been convicted of, nor prosecuted for, any criminal or disciplinary offence. I attest that I have not been involved, by act or omission, in any violation of human rights law or international humanitarian law.* The applications without signed individual self-attestations will not be accepted.

6. The Government is also requested to certify that there was no corruption or fraud in the nomination procedures of police officers on secondment to the United Nations.
7. Permanent Mission is requested to confirm the level of the educational degree obtained by each nominee, and/or it's equivalency to a 1st or other level university degree.
8. Rank in application form (EAC) should be outlined in candidate's original language with literal translation in English. No equating to military ranks should be made.
9. Permanent Mission are requested to present their candidates in one single submission, in accordance with the deadline date of the Job Opening, under cover of a Note Verbale listing the names of the candidates and the corresponding vacancy announcements.
10. Applications must be forwarded by e-mail to [oschepkov@un.org](mailto:oschepkov@un.org) in accordance with the specific directions in the relevant Note Verbale.
11. The Selections and Recruitment Section will acknowledge the receipt of the documentation to the sender.
12. Communication regarding this process will be maintained through the Permanent Mission only. No personal queries from individual applicants will be entertained.

23 February 2024

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Unit 9

Protocol for Electronic Submission of Nominations for SPC posts:

1. Each Permanent Mission will be requested to submit in one single submission and in accordance with the deadline date of the job openings to the email addresses: [oschepkov@un.org](mailto:oschepkov@un.org) and [ablavi.nodjigno@un.org](mailto:ablavi.nodjigno@un.org)  
The following documents in the file type as indicated below:
  - A. Official note verbale – Format : Adobe PDF
  - B. Duly completed Excel sheet form “Application Sheet - List of Candidates by PM. SPC xls”, listing the names of the nominated candidates for each job opening – Format: Microsoft Excel or Adobe PDF
  - C. Duly completed and signed word sheet form “List of entitlements and benefits for Member States for campaign” – Format: Adobe DPF
  - D. Application form package to be submitted for each nominated candidate in Adobe PDF Format:
    - i) United Nations Personal History Profile (PHP) Form (P.11) - duly completed and signed by the nominated candidate.
    - ii) Supplementary Sheet as an attachment to Personal History Profile (PHP) Form (P.11/Supplementary Sheet), when more employment records need to be presented.
    - iii) Employment and Academic Certification Form (EAC) duly completed and signed by:
      - o the nominated candidate and
      - o stamped by relevant member state’s local authority.
2. In the event the size of the attachments is too big to be submitted in one single message then the message can be divided into parts. The first part will clearly indicate the total number of submissions that will follow.
3. Upon receipt of the electronic submission, the Selection and Recruitment officer, whose email is above will confirm receipt of the complete submission.
4. Incomplete submissions will not be accepted.



5. Nominations of police officers who are currently on secondment (holding a professional post or higher) to the UN (HQ and/or field) will not be accepted.
6. In case of incomplete submissions, the Selection and Recruitment officer in charge of SPC in the Police Division will indicate and request the missing documents. Acceptance of the submission will occur only once all documents have been submitted. The recruitment officer will acknowledge acceptance of the submission.
7. Missing documents submitted after the deadline date of the job openings will not be accepted.
8. Late submissions or submissions that are sent by ordinary mail - courier will not be accepted.

8 March 2024

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SL-1

United

Nations Secretariat

Vacancy Announcement for Positions in the Department of Peace Operations  
requiring official secondment from national governments of Member States of the United Nations Organization

**VACANCY ANNOUNCEMENT NUMBER**

2024-SPC-75903-DPO

**DEADLINE FOR APPLICATIONS**

7 June 2024

**POST TITLE AND LEVEL**

Chief of the Standing Police Capacity, D-1

**DUTY STATION**

BRINDISI

**ORGANIZATIONAL UNIT**

DEPARTMENT OF PEACE OPERATIONS

**INDICATIVE MINIMUM GROSS ANNUAL**

U.S. Dollars 1 37,021.00

**REMUNERATION (NOT INCLUDING POST ADJUSTMENT)**

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACEKEEPING OPERATIONS.

**RESPONSIBILITIES:** The Chief of the Standing Police Capacity (SPC) works under the direct supervision of the director of the Police Division in the Department of Peace Operations (DPO). S/he leads all activities of the SPC and provides leading law enforcement advice, assistance and expertise on a wide range of international policing activities relevant to the assignments of the SPC, which is a UN Police mechanism for starting up new police components in UN peace operations as well as assisting existing operations on a continual basis. At her/his duty-station in Brindisi, the incumbent leads the overall pre-mission analysis, training and planning activities of the SPC in preparation for its assignments, in accordance with the guidelines of the director of the Police Division and in close consultation and co-operation with other relevant director and senior staff in DPO. In the field, the incumbent acts as the interim Head of the Police Component of UN peace operations during the immediate start-up phase of new police operations, reporting to the Head of Mission or his/her relevant representative. S/he formulates and leads implementation of mandate plans and concepts of operations for UN Police. In existing UN peace operations, the incumbent makes specific recommendations and provides expert SPC advisory and technical assistance to Heads of Police Components in the development and implementation of indigenous law enforcement support activities, primarily with regard to supporting the strategic mission of UN Police which is to build institutional law enforcement capacity in post-conflict environments. If specifically directed, s/he directs the SPC in the planning and execution of operational evaluations and assessments of UN Police operations. As a regular activity in the field, the Chief of the SPC infuses his/her senior law enforcement knowledge and know-how and provides direct advice to senior-level officials in indigenous law enforcement agencies, focusing in particular on the creation and implementation of leadership development schemes that focus on teaching law enforcement decision-making, negotiation, strategic planning, discipline, integrity and others.

**COMPETENCIES:**

**Professionalism:** Demonstrates competency for and mastery of policing activities, including theories and techniques in law enforcement, community safety and capacity-building. Conscientious and efficient in meeting commitments, observing deadlines and focusing on achieving results. Shows pride in work and in achievements; demonstrates persistence when faced with difficult problems and challenges; excellent conceptual, analytical and evaluation skills and ability to conduct research and analysis; strong knowledge of capacity-building from the perspective of law enforcement development and other rule of law issues. Motivated by professional rather than personal concerns; remains calm in stressful situations. Ability to understand the functioning and needs of international policing operations in conflict and post-conflict environments, including familiarity with the concepts of conflict prevention, conflict resolution and peace-building. Ability to apply UN rules, regulations, policies and guidelines in work situations and prepare reports or rationale with respect to key administrative decisions. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. **Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; 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. **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. **Leadership:** Serves as a role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing. **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 degree or equivalent) in Law, Public Administration, Criminology, Social Sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive senior management experience in law enforcement and community safety issues may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required. **Work Experience:** A minimum of 15 years of progressively responsible experience in national or international law enforcement or police work with currently active rank of Deputy/Assistant Commissioner, Deputy/Assistant Inspector General, Deputy Chief of Police, other rank equivalent to Brigade-General in the military or higher rank is required. Experience in leading and managing multi-disciplinary teams at strategic and policy-making level is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Experience in UN peacekeeping missions or other similar international organizations is required. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language, preferably French, is desirable.

**SPECIAL NOTICE:** Circulation of this Job Opening is limited to Member States. Only police officers currently employed in their national service and who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointment is limited to service within the Department of Peace Operations on posts financed by the support account for peace operations requiring active police service. During their tenure, seconded officers cannot be transferred or be reassigned to other positions within DPO or the UN Secretariat. It should be noted that successful candidates will be offered a one year fixed-Term appointment which, based on performance and operational needs, may be extended. Currently serving seconded active-duty officers are not eligible to apply or be nominated for new seconded positions until separated for at least one year from any last secondment with the UN Secretariat. Member States are strongly encouraged to nominate qualified female police officers.

Date of Issuance: 8 March 2024

Preference will be given to equally qualified female candidates.

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United



Nations Secretariat

**Vacancy Announcement for Positions in the Department of Peace Operations**  
*requiring official secondment from national governments of Member States of the United Nations Organization*

**VACANCY ANNOUNCEMENT NUMBER**  
**DEADLINE FOR APPLICATIONS**  
**POST TITLE AND LEVEL**  
**DUTY STATION**  
**ORGANIZATIONAL UNIT**  
**INDICATIVE MINIMUM GROSS ANNUAL REMUNERATION (NOT INCLUDING POST ADJUSTMENT)**

2024-SPC-75905-DPO (2 posts available)  
7 June 2024  
Team Leader, P-5  
BRINDISI  
DEPARTMENT OF PEACE OPERATIONS  
U.S. Dollars 115,134.00

**CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.**

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

**RESPONSIBILITIES:** Under the direct supervision of the Chief of the Standing Police Capacity (SPC), the Team Leader acts as one of three principal managers in the office. The SPC is a UN Police mechanism that provides support for start-up police components in new UN peace operations, as well as assists existing operations on a continual basis. The Team Leader manages and contributes to a wide portfolio of law enforcement operational issues. S/he supervises SPC personnel, including other advisers and specialists, on matters concerning police reform, community policing, transnational organized crime, public order, police planning, crime investigation and training. Specific duties include: It is expected that the incumbent works and leads SPC police teams as well as police component in a field mission from a period varying from one week up to three months and beyond. The Team Leader will also be from time to time involved in technical and strategic assessment missions in new and current peace operations.

When at the SPC Headquarters, the incumbent, in co-operation with other Team Leaders and the Special Assistant to the Chief of the SPC, sets and monitors detailed work plans for his/her team in order to prepare SPC personnel for field assignments. S/he interacts closely with relevant Heads of Section in the Police Division, DPKO in conceptualizing and planning field assignments for SPC and identifying specific needs and challenges of police components in UN peace operations. When deployed to the field, the incumbent manages a team to ensure the implementation of SPC's specific terms of reference for its assignments, both during the start-up phase of police components in new UN peace operations and while assisting police components in existing operations. Under the direction of the Chief/SPC, the incumbent works to infuse the relevant Security Council resolutions, policies and directives of DPKO as well as the applicable Terms of Reference in all aspects of SPC's work and identifies and ensures the implementation of best police practices into the day-to-day activities of his/her team. From the perspective of police operational issues, the incumbent provides advice, assistance and expertise on building national law enforcement institutions and capacity, including, among others, police patrols, investigations, searches and seizures, community policing, crowd control management, and emergency services. It is also expected from the incumbent to manage a team while at the HQ up to a large team of staff including non-SPC staff members who deployed in the field.

**COMPETENCIES:**

**Professionalism:** Competency and mastery of policing activities, including theories and techniques in law enforcement, community safety and capacity-building; conscientious and efficient in meeting commitments, observes deadlines and focuses on achieving results; persistent when faced with difficult problem and challenges; excellent conceptual, analytical and evaluative skills and able to conduct research and analysis; understanding of the functioning and needs of international policing operations in conflict and post-conflict environments, including familiarity of the concepts of strategic planning, strategic foresight, conflict prevention, conflict resolution and peace-building; knowledge of capacity-building from the perspective of law enforcement, development and other ru of law matters which encompass modern trends. 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. **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 input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; 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 organizations and people to understand needs and gain support; anticipate and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing. **Managing Performance:** Delegates the appropriate responsibility, accountability and decision-making authority; makes sure that roles, responsibilities and reporting lines are clear to each staff member; accurately judges the amount of time and resources needed to accomplish a task and matches task to skills; monitors progress against milestones and deadlines; regularly discusses performance and provides feedback and coaching to staff; encourages risk-taking and supports staff when they makes mistakes; actively supports the development and career aspirations of staff; appraises performance fairly.

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**QUALIFICATIONS:**

**Education:** Advanced university degree (Master's degree or equivalent) in Law, Police Management, Law Enforcement, Security Studies, Criminal Justice, Business or Public Administration, Human Resources Management, Change Management or other related area. A first level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Advanced training for command/senior staff is highly desirable. Graduation from a certified police academy or similar 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 both at the field and national police headquarters level is required. Seven (7) years of active police experience at senior police making level with extensive strategic planning and management experience in one or few of the following areas: police operations, human and financial resource management, crime management, police administration, police training and development, change management (particularly in law enforcement), reform and restructuring or related field – required. Practical direct experience in commanding a regional or state level police units or heading a department at national police HQ – required. Must be a senior professional police officer on active duty with the minimum rank of Senior/Chief Superintendent, Deputy Police Commissioner or rank equivalent to a full Colonel or above. Peacekeeping or other international experience in the UN or other international organizations is an advantage.

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

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**Date of Issuance: 8 March 2024**

**Preference will be given to equally qualified women candidates.**

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United



Nations Secretariat

Vacancy Announcement for Positions in the Department of Peace Operations requiring official secondment from national governments of Member States of the United Nations Organization

VACANCY ANNOUNCEMENT NUMBER
DEADLINE FOR APPLICATIONS
POST TITLE AND LEVEL
DUTY STATION
ORGANIZATIONAL UNIT
INDICATIVE MINIMUM GROSS ANNUAL REMUNERATION (NOT INCLUDING POST ADJUSTMENT)

2024-SPC-75911-DPO
7 June 2024
Police Reform Adviser, P-4
BRINDISI
DEPARTMENT OF PEACE OPERATIONS
U.S. Dollars 94,268

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.

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

RESPONSIBILITIES: The incumbent shall provide assistance and support on a wide range of law enforcement reform matters with focus on strategic development and institution building including for host states with missions in transition as they pertain to support provided by and activities of the Standing Police Capacity (SPC). The Police Reform Adviser reports directly to the designated Team Leader of the SPC. The SPC is a part of the UN Police Division that supports the starting up of police components in new UN peace operations and/or special political missions as well as provides support and assistance to existing operations and partners on a continual basis. The incumbent is expected to deploy to peace operations for a period from 3 up to 6 months away from his/her duty station. In line with the decisions and guidelines of the Police Division and the Chief of the SPC, the incumbent provides a wide range of expert advisory with focus on strategic development and institution building. S/he will provide assistance activities on law enforcement reform matters relevant to supporting new and existing police components in UN peace operations. When at SPC's duty-station in Brindisi, the incumbent reviews respective UN Police operations from the perspective of supporting national law enforcement institutional development and capacity-building, identifying as required best practices in international policing. Particular focus is placed on ascertaining business management gaps in national law enforcement, wherein the SPC can be of assistance in filling, including deficiencies in strategic planning, organization and structure human resources and skills development, asset management and use of technology. When deployed to the field, the incumbent works in close cooperation with UN Police and other international actors to address chronic business management gaps in local law enforcement that may include the identification of specific tasks upon which the SPC can channel and impart its expertise and know-how - programmatic, advisory or otherwise.

COMPETENCIES:

Professionalism: Wide knowledge of theories, concepts and approaches in the field of law enforcement relevant to democratic policing, community safety, capacity-building and development, civilian oversight mechanisms, human rights, gender mainstreaming etc.; good research analytical and problem-solving skills; ability to identify and participate in the resolution of complex issues and problems; ability to provide sound advice and assistance to the UN Police as well as national police. 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. 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 input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; 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 degree (Master's degree or equivalent) in the applied sciences, social sciences or relevant field. A first level university degree with a relevant combination of academic qualifications and experience in rule of law and police reform may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required. Work Experience: A minimum of seven years of progressively responsible experience in rule of law developmental matters, including experience in police reform, law enforcement development and capacity-building is required. Three-year experience of management and policy making is also required. Rank: The candidate must be in active service possessing the rank of at least Superintendent or Lt. Colonel, equivalent or higher rank. Peacekeeping or other international experience in the UN or other organizations is required. Experience in the use of modern Internet-based research methodologies and sources is desired. Languages: English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of French is highly desirable.

SPECIAL NOTICE: Circulation of this Job Opening is limited to Member States. Only police officers currently employed in their national service and who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointment is limited to service within the Department of Peace Operations on posts financed by the support account for peace operations requiring active police service. During their tenure, seconded officers cannot be transferred or be reassigned to other posts within DPO or the UN Secretariat. It should be noted that successful candidates will be offered a one year Fixed-Term appointment which, based on performance and operation needs, may be extended. Currently serving seconded active-duty officers are not eligible to apply or be nominated for new seconded positions until separated for at least one year from any last secondment with the UN Secretariat Member States are strongly encouraged to nominate qualified female police officers.

Date of Issuance: 8 March 2024

Preference will be given to equally qualified women candidates

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# United

# Nations Secretariat

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*Vacancy Announcement for Positions in the Department of Peace Operations  
requiring official secondment from national governments of Member States of the United Nations Organization*

**VACANCY ANNOUNCEMENT NUMBER**  
**DEADLINE FOR APPLICATIONS**  
**POST TITLE AND LEVEL**  
**DUTY STATION**  
**ORGANIZATIONAL UNIT**  
**INDICATIVE MINIMUM GROSS ANNUAL  
REMUNERATION (NOT INCLUDING POST ADJUSTMENT)**

2024-SPC-75914-DPO  
7 June 2024  
Transnational Crime Adviser, P-4  
BRINDISI  
DEPARTMENT OF PEACE OPERATIONS  
U.S. Dollars 94,268.00

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

**RESPONSIBILITIES:**

Under the direct supervision of the Team Leader, Standing Police Capacity (SPC), Police Division, Office of Rule of Law and Security Institutions, DPO, the Transnational Crime Adviser at P4 level provides a wide spectrum of advisory support and assistance in the field of combating transnational crime, organized crime, and other emerging crime issues, especially in post-conflict environments. Within the confines of SPC management and the strategic mission of UN Police, which is to help build institutional national police and other law enforcement capacities in post conflict environments, the incumbent works closely with various international and national actors at headquarters and in the field to help design strategies, as well as develops and implements projects and programme activities. When at SPC headquarters, the incumbent assists in strategic and operational planning tasks, represents the UN Police in expert forums, and evaluates the needs and requirements of UN Police, national police and other law enforcement agencies that the UN Police are mandated to support. Within the framework of overall PD/SPC activities related to combating transnational organized crime, strengthening domestic police and other law enforcement capacities in the respective countries or mission areas, the incumbent formulates proposals for the use of SPC and designs and supports in the implementation of programmes and projects to be launched. In the field, the incumbent works closely with UN Police and other entities working in these thematic and cross cutting areas advises and supports the national police and other law enforcement officials in planning, developing, and implementing strategies, programmes and activities to deal with transnational crime; and, prepares proposals to support the host nations sustainable specialized institutional capacity-building initiatives.

**COMPETENCIES:**

**Professionalism:** Knowledge of theories, concepts and approaches relevant to transnational crime, organized crimes and related law enforcement related matters; as well as analyzing gaps, identifying standards and developing plans for capacity-building of law enforcement agencies; ability to plan, develop, implement and monitor strategies, programmes, projects and activities in the field of combating transnational and organized crime; basic knowledge of the impact of Artificial Intelligence and transnational organized crime, knowledge of the current trends and developments in the field of transnational and organized crime including current trends on counter-terrorism; good research, analytical and problem-solving skills; and, ability to identify and participate in the resolution of complex issues and problems. 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. **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 input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; 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 degree or equivalent) in Law, Criminology, Social Sciences, or another relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in combating serious and organized crime may be acceptable in lieu of the advanced University degree. Graduation from a certified police academy or other similar law enforcement training institution is required. **Work Experience:** A minimum of seven years of progressively responsible experience in active national police or other law enforcement agency with a rank of Superintendent or Lt. Colonel, other service equivalent or higher rank, including at least three years of direct operational experience in combating transnational and organized crime, as well as experience in policy making in the above areas is required. Experience in UN peacekeeping missions, other similar international organizations, or regional forums is also required. Experience in the use of modern Internet-based research methodologies and sources is desirable. **Language:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of French is highly desirable.

**SPECIAL NOTICE:** Circulation of this Job Opening is limited to Member States. Only police officers currently employed in their national service and who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointment is limited to service within the Department of Peace Operations on posts financed by the support account for peace operations requiring active police service. During their tenure, seconded officers cannot be transferred or be reassigned to other positions within DPO or the UN Secretariat. It should be noted that successful candidates will be offered a one year Fixed-Term appointment which, based on performance and operational need may be extended. Currently serving seconded active-duty officers are not eligible to apply or be nominated for new seconded positions until separated for at least one year from any last secondment with the UN Secretariat Member States are strongly encouraged to nominate qualified female police officers.

Date of Issuance: 8 March 2024

Preference will be given to equally qualified women candidates

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United



Nations Secretariat

Vacancy Announcement for Positions in the Department of Peace Operations  
requiring official secondment from national governments of Member States of the United Nations Organization

**VACANCY ANNOUNCEMENT NUMBER**  
**DEADLINE FOR APPLICATIONS**  
**POST TITLE AND LEVEL**  
**DUTY STATION**  
**ORGANIZATIONAL UNIT**  
**INDICATIVE MINIMUM GROSS ANNUAL**  
**REMUNERATION (NOT INCLUDING POST ADJUSTMENT)**

2024-SPC-75924-DPO  
7 June 2024  
Community Policing (Reform) Officer, P-3  
BRINDISI  
DEPARTMENT OF PEACE OPERATIONS U.S. Dollars  
US Dollars 75,972

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.

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

**RESPONSIBILITIES:** The incumbent reports directly to the Community Policing Officer in the Standing Police Capacity (SPC), while being under the overall supervision of a Team Leader. The SPC is a UN Police mechanism for starting up police components in UN peace operations as well as assisting existing operations on a continual basis. S/he assists in the development and implementation of community policing strategies and programmes within the terms of reference of respective SPC assignments. When required, a particular focus of the incumbent is on isolating and supporting the linkages between community policing and the processes of disarmament, demobilization and reintegration of former combatants. The incumbent also assists other SPC members as directed in other law enforcement thematic areas outside of his/her own area of focus. When at headquarters, the incumbent provides community policing input into the SPC's pre-mission planning and preparatory activities, including undertaking analytical and technical reviews and surveys of community policing practices in UN peace operations. This work is done through the prism of developing various community policing strategies and programmes that the SPC can support once deployed on the ground, embracing an 'SPC Community Policing Framework'. When in the field, the incumbent works closely with UN Police and other international and local rule of law development actors and assists local law enforcement with community policing activities, keeping in mind the strategic mission of UN Police which is to build institutional law enforcement capacity in post conflict environments. As such, the incumbent aims both in devising overarching strategies and providing technical recommendations on how local law enforcement can be supported in the community policing sector from the development perspective including organization, structure, training and resources required to support grass-roots level community policing.

**COMPETENCIES:**

**Professionalism:** Demonstrates professional competence and mastery of subject matter; is motivated by professional rather than personal concern; knowledge of democratic policing, law enforcement, community safety and capacity-building; ability to remain calm in stressful situations; good research, analytical and problem-solving skills. 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 in the face of 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. **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 input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; 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 degree or equivalent) in the applied sciences, social sciences or relevant field. A first level university degree with a relevant combination of academic qualifications and extensive experience may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other similar law enforcement training institution is required.

**Work Experience:** A minimum of five years of progressive responsible experience in law enforcement matters including community policing, is required with a rank of Chief Inspector or Major, other service equivalent or higher rank. Experience in the use of modern Internet-based research methodologies and sources is required. Basic knowledge of the climate change and the security nexus is desirable. Peacekeeping or other international experience in the UN or other organizations is desirable. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Fluency in French is desirable.

**SPECIAL NOTICE:** Circulation of this Job Opening is limited to Member States. Only police officers currently employed in their national service and who have received authorization by the National Authorities to apply for this Job Opening will be considered. Appointment is limited to service within the Department of Peace Operations on posts financed by the support account for peace operations requiring active police service. During their tenure, seconded officers cannot be transferred or be reassigned to other positions within DPO or the UN Secretariat. It should be noted that successful candidates will be offered a one year Fixed-Term appointment which, based on performance and operational needs, may be extended. Currently serving seconded active-duty officers are not eligible to apply or be nominated for new seconded positions until separated for at least one year from any last secondment with the UN Secretariat. Member States are strongly encouraged to nominate qualified female police officers.

Date of Issuance: 8 March 2024

Preference will be given to equally qualified women candidates

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# United



# Nations Secretariat

*Vacancy Announcement for Positions in the Department of Peace Operations  
requiring official secondment from national governments of Member States of the United Nations Organization*

**VACANCY ANNOUNCEMENT NUMBER**  
**DEADLINE FOR APPLICATIONS**  
**POST TITLE AND LEVEL**  
**DUTY STATION**  
**ORGANIZATIONAL UNIT**  
**INDICATIVE MINIMUM GROSS ANNUAL  
REMUNERATION (NOT INCLUDING POST ADJUSTMENT)**

2024-SPC-78773-DPO  
7 June 2024  
Logistics Planning Officer, P-3  
BRINDISI  
DEPARTMENT OF PEACE OPERATIONS  
U.S. Dollars 75,972

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.

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

**RESPONSIBILITIES:** Under the direct supervision of a Team Leader of the Standing Police Capacity (SPC), the Logistics Planning Officer provides assistance and know-how in the field of logistics and the field of new technologies as pertaining to improving the overall effectiveness and efficiency of law enforcement operations. The SPC is a UN Police mechanism for starting up police components in new UN peace operations as well as assisting existing operations and partners on a continual basis. When at the duty station, the incumbent works with all staff and logistical and other administrative experts in the Department of Peace Operations to ensure that logistical planning for law enforcement is adequate included into the terms of reference of respective SPC assignments as well as other UN Police operations in the planning stage. S/he will coordinate UN efforts in key working groups in the field of new and/or advanced technologies. This involves undertaking analyses and surveys of UN Police logistical needs and practices with a view to preparing a series of varied logistical support analyses and plans for the SPC to execute once deployed on the ground. When deployed in the field, s/he assists UN Police and logistical experts in support of the purchasing, transport, delivery and storage of law enforcement equipment and material to the mission area and analyses the local environment to determine procurement and other logistical needs and possibilities for national law enforcement. S/he identifies and assists all possible sources of logistical assistance and funding to help realize the creation of base-line logistical capacity in local law enforcement agencies, including the creation and maintenance of a core fleet of vehicles, law enforcement personal gear, non-lethal and other weapons, crowd management equipment, communications systems, training facilities and equipment and others as required.

**COMPETENCIES:**  
**Professionalism:** Knowledge of theories, concepts and approaches relevant to police logistics and new or advanced technologies in regard to democratic policing, law enforcement, community safety, capacity-building and logistics in the field of law enforcement; good research, analytical problem-solving skills. 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. **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 input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decision 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 degree or equivalent) in the applied sciences, social sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement operational and administrative matters, including logistical support and procurement may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required.  
**Work Experience:** A minimum of five years of active law enforcement experience in a national law enforcement agency on a wide range of operational, administrative and management issues, including three years of logistical support and procurement for law enforcement agencies is required. Being in active national police service with a rank of Major or Chief Inspector, other service equivalent or higher rank is required. Knowledge and experience of new and/or advanced technologies are highly desirable. Peacekeeping or other international experience in the UN or other organizations is desirable. **Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and

**SPECIAL NOTICE:** Circulation of this Job Opening is limited to Member States Only police officers currently employed in their national service and who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointment is limited to service within the Department of Peace Operations on posts financed by the support account for peace operations requiring active police service. During their tenure, seconded officers cannot be transferred or be reassigned to other positions within DPO or the UN Secretariat. It should be noted that successful candidates will be offered a one year Fixed-Term appointment which, based on performance and operational needs, may be extended. Currently serving seconded active-duty officers are not eligible to apply or be nominated for new seconded positions until separated for at least one year from any last secondment with the UN Secretariat. Member States are strongly encouraged to nominate qualified female police officers.

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Preference will be given to equally qualified women candidates

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