

United Nations



*Job Description for Position requiring official secondment
from national governments of Member States of the United Nations Organization*

Post title and level	Senior UN Police Adviser (Chief of Operations), P-5
Organizational Unit	United Nations Mission in Liberia
Duty Station	Monrovia
Reporting to	UNMIL Police Commissioner
Duration	12 Month (extendable)
Deadline for applications	15 January 2016
Job Opening number	2015-UNMIL-7060-DPKO

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

RESPONSIBILITIES:

Under the guidance and supervision of the UNMIL Police Commissioner (PC) and subject to the requirements of the mission, the incumbent will be responsible for:

- Overall management and supervision of the UNPOL Operational Capacity Building (OCB) Department;
- Acting as principal adviser to the PC and Deputy PC on matters pertaining to capacity building of the Liberian National Police (LNP), Bureau of Immigration and Naturalization (BIN), Drug Enforcement Agency (DEA) and Transnational Crime Unit (TCU);
- Ensuring coordination and integration between the various teams in OCB as well as between police advisers in OCB and UNMIL FPU's in the delivery of their respective tasks and responsibilities under UNMIL's mandate, including but not limited to: crime management; intelligence-led investigations; community-oriented policing; command, control and coordination; and immigration and border security;
- Oversight and management of the Transition Implementation Activity Plans (TIAPs, Action Plans) of OCB's sections; ensuring alignment with the overarching UNPOL Transition Implementation Plan (TIP, strategic plan); and reporting on progress made against the TIAPs in regards to the established UNPOL reporting mechanisms;
- Supervising UNPOL reporting procedures and practices, assuring quality control for accuracy, completeness and timeliness; including coordination and cooperation with UNMIL Force and Joint Operations and Analysis Centre;
- Formulating UNPOL strategies and initiatives in support of UNMIL's mandate, the Government of Liberia's Plan for UNMIL Transition and the LNP and BIN TIPs and strategic plans;
- Advising and mentoring LNP and BIN Operations senior leadership in professional, efficient planning, development and implementation of strategic level operational activities: deployment, operational plans, intelligence-based operations, investigations, procedures, policies and practices;

- Advising and collaborating with the LNP in terms of their strategic, operational development including strengthening systems of command, control and coordination throughout Liberia;
- Analyzing trends and implications of emerging criminality and other security related issues and develop and/or recommend and advise the LNP on possible strategies and counter-measures;
- Extending the above support and assistance to the BIN, DEA and TCU through the respective Heads of Sections and UNPOL specialized advisers, as appropriate.
- Preparing written materials including reports, meeting notes, operational plans, and other reports on substantive operational issues, including recommendations for effective and efficient mandate implementation within OCB's areas of responsibility to support decision-making by the PC and DPC;
- Participating in meetings representing the police component of UNMIL and perform other tasks as directed by the PC;
- Fostering coordination and alignment in implementation across UNPOL departments, Mission components and partners in relation to projects and activities in support of operational capacity building of the LNP and the BIN.
- Performing any other tasks as mandated by the PC and/or the DPC within the incumbent's experience and areas of expertise.

COMPETENCIES:

Professionalism: Expert knowledge, understanding, management and supervision of police operations; demonstrated in-depth understanding of the role of international policing in support of national law enforcement in peacekeeping operations; analytical skills combined with good judgment, proven ability to review, assess and edit the work of others; commitment to implementing the goal of gender equality by ensuring equal participation and full involvement of women and men in all aspects of substantive work and in peace operations in general. In-depth understanding of the PKO Police Component mandate, strong analytical skills combined with good judgment, sound knowledge of the challenges of peacekeeping, including an understanding of police operations within the context of security sector and law enforcement reform, restructuring and development. 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.

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.

Accountability: Takes ownership of all responsibilities and honors commitments; delivers outputs for which one has responsibility within prescribed time, cost and quality standards; operates in compliance with organizational regulations and rules; supports subordinates, provides oversight and takes responsibility for delegated assignments; takes personal responsibility for his/her own shortcomings and those of the work unit.

where applicable.

Leadership: Serves as a role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent), preferably in Criminal Justice, Police Science, International Relations, Public Administration, Law or related field is required. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required.

Work Experience: Minimum of 10 years (12 years in absence of advanced degree) of active and progressively responsible policing experience - required; 6 years of active police experience at policy making level in the area of senior police management of all facets of police operations, with an emphasis on democratic policing, community oriented policing, tactical interventions and disorder control, police accountability, command, control and coordination - required; proven report writing experience. Previous UN or international experience is an advantage.

Rank: Senior/Chief Superintendent of Police, Deputy Police Commissioner, Colonel, other equivalent or higher rank

Language: Fluency in spoken and written English is required. Knowledge of a second UN language is an advantage.

Preference will be given to equally qualified women candidates.
Date of Issuance: 09 November 2015

In accordance with the new Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations are requested to make "self-attestation" that s/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The exact wording of the self-attestation is outlined in para. 5.2 of the above mentioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.