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-75924-DPO**
DEADLINE FOR APPLICATIONS	**7 June 2024**
POST TITLE AND LEVEL	**Community Policing (Reform) Officer, P-3**
DUTY STATION	**BRINDISI**
ORGANIZATIONAL UNIT	**DEPARTMENT OF PEACE OPERATIONS U.S. Dollars**
INDICATIVE MINIMUM GROSS ANNUAL REMUNERATION (NOT INCLUDING POST ADJUSTMENT)	**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 developmental 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 concerns; 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 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 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 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 women candidates**