

United Nations Nations Unies

Posts : 2

Job Title : Police Planning Officer, P-3

Department / Office : Strategic Policy and Development Section

Duty station : NEW YORK

Posting period : 04/12/2025 - 04/03/2026

Job Opening Number : DPO/SEC25P/P-3/08

United Nations Core Values: Inclusion, Integrity, Humility and Humanity

Organizational Setting and Reporting :

This position is located in the Strategic Policy and Development Section (SPDS) of the Police Division in the Office of Rule of Law and Security Institutions (OROLSI), Department of Peace Operations (DPO). The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division (PD) are to effectively direct police components in peace operations and special political missions (SPM); to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operation. Additional information available in <https://police.un.org/en>.

Responsibilities :

Within delegated authority, the Police Planning Officer will be responsible for the following duties:

- Will be involved in establishing thematic doctrinal guidance and templates for use by field missions to ensure uniformity of mission plans when applying a holistic approach which incorporates all relevant cross cutting elements such as justice, corrections and other aspects of policing,
- Will collaborate with others in providing a coherent strategic planning framework clearly articulating the scope of resource requirements, coordination and modalities.
- Will be responsible for assisting in all UN police planning activities, including provision of expert police advice during integrated assessments and technical survey missions to develop and prepare strategic plans, concepts of operation and other planning options.
- Will be primarily responsible for one of the four main regional groupings of field missions in Africa, Asia and Middle East, Europe and Latin America, or other changed composition.
- She/he will be responsible for carrying out all planning priorities of field missions through close interaction with internal and external stakeholders; providing complementary support to the appropriate Integrated Operational Teams (IOT) in all aspects of planning, including accurate and coherent police planning advice; developing and updating of strategic concepts; ensuring that all planning parameters are fully established during the development and review of the concept of police operations of prospective and current field missions; and, establishing collaborative relations with key national counterparts, officials of the criminal justice chain, and other internal and external stakeholders.
- Will be responsible for providing planning support to police components in ongoing and future special political missions; developing police planning, monitoring and evaluation tools and assessment templates; ensuring efficient dissemination of the same to field missions; and, providing appropriate orientation, training, and application support.
- Will need to collaborate in an efficient and timely manner with counterparts in Mission

Management and Support Section (MMSS) by providing support and advice on all operational planning needs (e.g. election planning, crisis management, etc.)

- Will also be required to maintain close collaboration with the components/units of DPO and Department of Operational Support (DOS), other UN Secretariat departments, and UN family agencies as and when required.
- Will also be required to undertake research and analysis to support these tasks; prepare new documents to assist in the formulation of UNPOL doctrine needed to support such plans; and, to support the changing role of police in peace operations, particularly in the area of host state police development and capacity enhancement.

Competencies :

Professionalism: Demonstrated professional competence and mastery of police administration and police operational planning; knowledge of administrative, budgetary, financial or human resources policies and procedures; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; ability to conduct independent research and analysis, identify issues, formulate options and make conclusions and recommendations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Ability to operate databases, project management software and develop spreadsheets and complex text documents is required.

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 field of police science, criminal justice, law, or other relevant field is required. A first level university degree in combination with qualifying experience in policing or other law enforcement reform matters, including strategic planning and development, may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other similar law enforcement training institution is also required.

Experience :

A minimum of five years of progressively responsible experience in active police, law enforcement, or other related policy/criminal justice work with the rank of Major or Chief Inspector, other service equivalent or higher rank, including at least three years of experience in police planning, management or policy-making is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Peacekeeping, other international or Headquarters planning experience is desirable.

Languages :

English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

Assessment Method :

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

Special Notice :

Circulation of this Job Opening is limited to the Member States of the United Nations. Only police personnel who are currently employed in their national police service and who have received authorization from their respective national authority to apply for this Job Opening will be considered.

Please note that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other position within the Department of Peace Operations (DPO) or other parts of the UN Secretariat. Active-duty seconded personnel may serve under a UN Secretariat staff contract for a period of up to three years (cumulative), which, in exceptional cases, can be extended for a fourth and final year subject to operational needs and satisfactory performance. This service limit includes periods of any prior services with the United Nations as an active-duty seconded officer under a UN Secretariat staff contract.

Candidates who have previously served as active-duty seconded personnel may reapply after a break in service of at least one year from their last secondment under a UN Secretariat staff contract, subject to the contract limitation as indicated above.

Nominations of currently serving active-duty seconded police personnel on a UN Secretariat staff contract will not be considered.

Candidates must meet all the requirements of the Job Opening at the time of nomination in order to be considered for the position.

Nominations from women candidates are strongly encouraged.