

United Nations Nations Unies

Posts : 2

Job Title : Policy Coordination Officer, P-4

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-4/06

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

Organizational Setting and Reporting :

This position is located in the Strategic Policy and Development Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division is to effectively direct police components in peace operations and special political missions; 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 operations. Additional information is available in <https://police.un.org/en>

Responsibilities :

Within delegated authority, the Policy Coordination Officer will be responsible for the following duties:

- Develop the full range of policies, guidelines, directives and procedures related to the deployment of police to peace operations, including those policies designed to facilitate the rapid deployment of police during the start-up phase of a peace operation.
- Participate in drafting principles and guidelines for the development and capacity enhancement of host-state police institutions, and the coordination of UN police, with host-state police and UN military.
- Participate in the Division's lessons learned activities and will be responsible for preparing detailed lessons learned reports so that policy developments incorporate best practices.
- Be responsible for on-going long- and short-term projects, including liaison with the Standing Police Capacity and to support the development of the Strategic Guidance Framework for International Police Peacekeeping, as well as other projects related to police reform and restructuring.
- With regard to the police components of peace operations, be responsible for developing new policies, directives and revising existing ones so that they respond to the actual needs of the police components.
- Provide advice to police components on implementation of policies, procedures and on mandate implementation.
- Coordinate closely with the Selection and Recruitment Section to continuously assess and revise the administrative, personnel and management policies and procedures of police components.
- Maintain regular contact with mission-based police components and will be required to work closely with the other elements of the Office of Rule of Law and Security Institutions as well as with Regional Offices, the Office of Military Affairs and Policy, Evaluation and Training Division of DPO, the Department of Operational Support and Department of Political and Peacebuilding Affairs, and particularly the UN Development

- Programme as part of the Global Focal Point for Police, Justice and Corrections areas in the rule of law in post-conflict and other crisis situations.
- Performs other related duties as required.

Competencies :

Professionalism: 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. Proven research, analytical and evaluative skills, ability to draft policies, directives and guidelines; and ability to conduct independent research and analysis, identify issues, formulate concepts and options and make conclusions and recommendations. An ability to produce high quality work with limited supervision often in unfamiliar environments. 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 inputs 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: Graduation from a national police academy or similar law enforcement institution is required. Advanced university degree (Master Degree or equivalent) in the field of police science, criminal justice, law, international security studies or another related field is required. First level university degree in combination with relevant academic qualifications and experience may be accepted in lieu of the advanced university degree.

Experience :

A minimum of seven years of progressively responsible experience in active police service with a rank of Superintendent or Lt. Colonel, with a significant specialization in policy development for police or other law enforcement agencies is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Experience in peace operations is desirable.

Languages :

English and French are the working languages of the United Nations Secretariat. For this post, fluency in written and spoken English is required. Working knowledge of another UN official languages is an asset.

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 include. 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.