



Job Opening

Job Title: Police Standards Compliance and Audit Officer, P-4 (1 Post)

Department/ Office: Department of Peacekeeping Operations, Office of Rule of Law and Security Institutions, Police Division

Location: NEW YORK

Posting Period: 24 August 2012 - 21 November 2012

Job Opening number: DPKO1201-POL-P4-02

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

Organizational Setting and Reporting:

Organizational Setting and Reporting: This position is located in the front office of the Police Adviser, Police Division in the Office of Rule of Law and Security Institutions (OROLSI), Department of Peacekeeping Operations. The incumbent reports directly to the Police Adviser.

The overall objectives of the Police Division are to effectively direct police components in peacekeeping operations and special political missions; to strengthen the strategic direction, planning, and management of police components in peacekeeping operations; and, to work towards a shared understanding among all stakeholders on the future direction of police peacekeeping. Additional information available in <http://www.un.org/en/peacekeeping/sites/police/division.shtml>

Responsibilities: Within delegated authority, the Police Standards Compliance and Audit Officer will be responsible for the following duties:

- Assists in ensuring that peacekeeping and special political missions comply with the regulatory statutes provided by the Police Division as regards the deployment of highly qualified personnel, strategic guidance and coordination, mandate implementation and other operational support.
- The incumbent develops proper compliance and audit guidance and concepts for the Police Division and field missions.
- Evaluates and recommends courses of action on all issues of compliance by the police component of field missions.
- Works closely with the Sections of the Police Division to review operational and management aspects of police activities conducted by the field missions, and provides analytical assessment reports to the Police Adviser; and,

recommends steps that need to be taken on any critical issues to the Head of Police Components through the Police Adviser in DPKO.

- S/he ensures the implementation of compliance and audit guidance provided by the Division; conducts regular visits to field missions and, in close consultation with the Head of Police Components and their teams, reviews their operational effectiveness and compliance with the strategic frameworks, as well as with the safety, security and welfare provisions.
- Consults with other relevant components of field missions and acquires feedback on the overall performance and operational effectiveness of the police component.
- Assesses the measures taken by the field missions to ensure the preparation of United Nations police personnel for their mission-specific tasks and duties.
- Evaluates the level of guidance provided by the Division to the field missions along with the timeliness and quality of support that the field missions have requested; monitors the quality and appropriateness of the police officers provided to the field missions to achieve their respective mandates.
- Liaises closely with other oversight and audit bodies to follow up on the recommendations; and, drafts comprehensive evaluation reports on all field mission inspections, and follows up on the proposed recommendations.

Competencies:

Professionalism: Knowledge of auditing standards and practices and ability to apply this knowledge to develop compliance concepts and policies. Ability to identify issues, formulate opinions and present conclusions and recommendations. Shows pride in work and in achievements; demonstrates professional competence and mastery of auditing and compliance principles; 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.

Accountability: Takes ownership of all responsibilities and honours 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.

Qualifications:

Education: Advanced university degree (Master's Degree or equivalent) in the field of Criminal Justice, Police Administration, Management or other relevant field. Graduation from a police academy or similar law enforcement training institution is required. A first level university degree with a combination of relevant academic qualifications and qualifying work experience may be accepted in lieu of the advanced university degree.

Experience: Minimum of seven years of progressively responsible experience in active national police service with a rank of Superintendent, Lt. Colonel, equivalent rank or higher, including five years of experience in auditing and developing compliance concepts and policies, and the application thereof. Peacekeeping or other international assignment 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.

Other skills: Ability to operate databases, project management software and develop spreadsheets and complex text documents is required.

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 Member States. Only serving police officers who have received authorization by their National Authorities to apply for this Job Opening will be considered. Appointments are limited to service on posts reserved for active police officers who serve on secondment financed by the support account of peacekeeping operations.