

# United Nations Nations Unies

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| <b>Posts :</b>               | 2  |
| <b>Job Title :</b>           | Police Planning Officer, P-4             |
| <b>Department / Office :</b> | Strategic Policy and Development Section |
| <b>Duty station :</b>        | NEW YORK                                 |
| <b>Posting period :</b>      | 08/03/2024 - 07/06/2024                  |
| <b>Job Opening Number :</b>  | DPO/SEC2401P/P-4/03                      |

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

### **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 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 operations. Additional information available in <https://police.un.org/en>.

### **Responsibilities :**

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

- 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,
- Collaborate with others in providing a coherent strategic planning framework clearly articulating the scope of resource requirements, coordination and modalities.
- Responsible for assisting in all United Nations 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.
- Responsible for planning for police components in one of the main regional groupings of field missions.
- 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.
- Providing planning support to police components in ongoing and future Special Political Missions (SPM); 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.

- Collaborating in an efficient and timely manner with counterparts in Mission Management and Support Section (MMSS) and Selection and Recruitment Section (SRS) by providing support and advice on all operational planning needs (e.g. election planning, crisis management, etc.)
- 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.
- Undertake research and analysis to support these tasks; prepare new documents to assist in the formulation of United Nations Police (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 political science, criminal justice, law, or another relevant field is required. A first level university degree with combination of relevant academic qualifications and extensive experience in police and peace operations 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 :**

Seven years of experience in active national police service, with a rank of Superintendent, Lt. Colonel, or service equivalent rank. Graduate of a national police academy or relevant police training institution is required. Practical experience in police planning and formulating policies of thematic relevance is required. Headquarters, peacekeeping or other international experience is desirable. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution.

### **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 another official UN language, 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 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.

The 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 two year Fixed-Term appointment which, based on performance and operational needs, may be extended to a third year or in exceptional circumstances to a fourth and final year.

Currently serving seconded active-duty officers under a UN contract are not eligible to apply or to be nominated for another seconded positions in the UN until separated for at least one year from any last secondment on a UN contract with the UN Secretariat. As a result, the nomination of currently serving seconded active-duty police officers under a UN contract will not be considered.

Nominations from women candidates are highly encouraged.