

United Nations Nations Unies

Job Title : Training Officer, P-4
Department / Office : Office of the Police Adviser
Duty station : NEW YORK
Posting period : 16/02/2023 - 17/05/2023
Job Opening Number : DPO/SEC2301P/P-4/05

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

Organizational Setting and Reporting:

This position is located in the Office of the Police Adviser of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Police Adviser or his/her designate

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 <https://police.un.org/en>

Responsibilities:

Within delegated authority, the Training Adviser will be responsible for the following duties:

- The incumbent provides advice and assistance on law enforcement training initiatives within the context of the field assignments of the Police Division and SPC.
- Focuses on supporting the development of police academies and other law enforcement training facilities by researching and designing focused and time-limited training initiatives through the use of appropriate Training Needs Analyses (TNAs) and modern adult education models, as required.
- Devises specialized training actions of targeted middle and senior management law enforcement officials in order to maximize their learning and improve their job performance.
- The incumbent will develop and implement strategic training plans for both the UN police components and the national police when appropriate.
- The incumbent reviews law enforcement training curricula and programmes and designs training courses and other initiatives that the Police Division and SPC are expected to support once deployed to a UN peace operation.
- Undertakes comparative assessments of contemporary training needs in UN peace operations in the rule of law field as well as identifying and codifying best training practices and the respective terms of reference for the assignments that it is given.
- The incumbent isolates the educational and technical updates required by indigenous law enforcement leaders and managers and designs and supports implementation of relevant corrective and supplementary training initiatives in co-operation with national and international partners, including measures to improve overall law enforcement recruitment and vetting procedures.
- The incumbent pays attention to facilitating donor engagement in pursuit of increasing financial support to law enforcement training matters.
- Works in close collaboration with counterparts from the Shared Offices (especially Integrated Operational Teams), Office of Military Affairs, Policy Evaluation and Training Division, Department of Operational Support and other offices in the Secretariat UN agencies.
- Liaise closely with the Standing Police Capacity and coordinate the work of the Police Division and the Standing Police Capacity.
- The incumbent must be prepared to travel to the field at short notice. Deployment to field missions for longer or shorter periods may occur.

Competencies:

Professionalism: In-depth knowledge of theories, concepts and approaches relevant to training and curriculum design; good research, analytical and problem-solving skills; ability to identify and participate in the resolution of complex issues and problems; very good negotiation skills; ability to incorporate gender perspectives into substantive work. Excellent conceptual, analytical and evaluative skills; ability to conduct independent research and analysis, identify issues, formulate opinions 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.

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. Good interpersonal skills and ability to establish and maintain effective partnerships and working relations in a multi-cultural environment with sensitivity and respect for diversity.

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 combination of relevant academic qualifications and extensive experience in law enforcement/organization training may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required.

Experience:

A minimum of seven years of progressively responsible experience in an active national police service with a current rank of at least Superintendent or Lt. Colonel, or higher. At least three years of specialization in police/law enforcement training including design and implementation of training courses/programmes/curricula is required. Experience in the use of modern internet-based research methodologies and sources are required. Peacekeeping or other international experience in the UN or other organizations 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 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 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 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 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.

Nominations from women candidate are highly encouraged.