

United Nations

*Job Description for Position requiring official secondment
from national governments of Member States of the United Nations Organization*

Post title and level	<u>Community Policing Adviser, P-4*</u>
Organizational Unit	United Nations Mission in the Republic of South Sudan
Duty Station	Juba
Reporting to	Deputy Police Commissioner
Duration	12 Month (extendible)
Deadline for applications	30 January 2015
Number of posts	One (1)

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

RESPONSIBILITIES

In compliance with the mission mandate and under the supervision and substantive guidance of the Deputy Police Commissioner the Community Policing Adviser will be responsible for, but not limited to, the performance of the following duties:

- Management, accountability and oversight of all Community Policing tasks at a national level. In particular, review of processes, projects and program previously delivered or implemented; assessing the current applications of each and creating systems and procedures to address any needed adjustments or improvements in support of ongoing UNMISS/UNPOL mission strategies and operations;
- Effective monitoring, reporting, and efficiency assessments concerning areas of likely return of IDPs, with particular attention being given to UN Protection of Civilians Community Watch Groups' integration of Community Policing to these and any other areas where the benefits of such programs are likely to be realized;
- Continued support of existing Reform programmes within the Area of Responsibility (AoR) and which are supported under the Human Rights Due Diligence Process (HRDDP)– e.g. formulation of Policy, Procedures and Guidance linked to Community Policing, Media issues supporting Community Policing, Gender, Child and Vulnerable Persons Protection (GCVPP) issues etc.;
- Reinforcement of Human Rights compliance monitoring;
- Identification of potential new projects in support of mission mandate which are HRDDP compliant and deliver support to the development or maintenance of judicial processes; especially those in support of Human Rights and Gender Based Violence;
- Maintenance of standards, internal training, Policy, Procedure and Guidance compliance, effective reporting, incident investigation and resolution linked to Human Rights;

- Line management of all allocated or integrated support functions and staff supporting Community Policing on a national level; efficiency assessment and reporting for all other support or integrated support functions and staff supporting Community Policing on a local or integral component association to the National Program;
- Perform any other duties and assume other responsibilities as may be directed by the UNMISS Police Commissioner through the established chain of command.

COMPETENCIES

- **Professionalism:** Shows pride in work and achievements; 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; 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. Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement; experience in planning, development and implementation of policing guidance, ability to apply technical expertise to resolve police related issues and challenges; strong organizational skills and a demonstrated ability to establish priorities.
- **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.
- **Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Highly developed advisory, coaching/mentoring skills, well-developed consultation, and effective negotiation and written communication skills.
- **Client Orientation:** Considers all those to whom services are provided to be “clients” and seeks to see things from clients’ point of view; establishes and maintain productive partnerships with clients by gaining their trust and respect, identifies clients’ needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients’ environment to be informed and be able to anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client; resolves conflicts by pursuing mutually agreeable solutions.

QUALIFICATIONS

Education: Advanced university degree (Master’s degree or equivalent) in one or more of the following disciplines: Law, Criminal Justice Administration, International Relations, Business or Public Administration, Political Science, Development Studies (particularly in law enforcement) or other relevant field. A first level university degree with a combination of relevant professional level experience in law enforcement, including police management, may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required.

Work Experience: At least 7 years (9 years in absence of advanced university degree) of progressive and active relevant service/experience at the field (region/district) and/or at the national headquarters level, including 5 years of direct involvement in the development and implementation of community policing programs/initiatives; experience in the development of training modules and training delivery; practical experience in policy and guidance development and implementation. Previous experience in UN peacekeeping operations or international policing in the area of community policing is an advantage.

Rank: Lieutenant-Colonel/Superintendent of Police or other service equivalent or higher.

Languages: English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language is an advantage.

Preference will be given to equally qualified women candidates.

Date of Issuance: 16 December 2014

*Post availability is subject to the budget approval.