

গণপ্রজাতন্ত্রী বাংলাদেশ সরকার  
বাংলাদেশ পুলিশ  
পুলিশ হেডকোয়ার্টার্স, ঢাকা  
www.police.gov.bd

আইসিটি শাখা পুলিশ হেডকোয়ার্টার্স, ঢাকা	
তারিখঃ ১০/৫/২৩	ডায়েরী নং- ২৪৬৫
এআইজি আইসিটি	অতিঃ এসপি (আইসিটি)
এএসপি (আইসিটি)	অতীব জরুরি

স্মারক নং- ৪৪.০১.০০০০.০৩৯.১১.০০৭.২১- ১০০২

তারিখ:- ২৫ বৈশাখ ১৪৩০ বঙ্গাব্দ  
০৬ মে ২০২৩ খ্রিস্টাব্দ

বিষয়ঃ Vacancy Announcement for two (02) posts in UNMISS.

সূত্রঃ PD, DPO, UNHQ Reference:DPO/OROLSI/PD/2023/060, Dated 2 May 2023

উপর্যুক্ত বিষয়ে সদয় অবগতির জন্য আদিষ্ট হয়ে জানানো যাচ্ছে যে, জাতিসংঘ শান্তিরক্ষা মিশন UNMISS, South Sudan-এ নিম্নবর্ণিত পদসমূহে Secondment নিয়োগের জন্য আগ্রহী উপযুক্ত কর্মকর্তাগণকে জাতিসংঘ সদর দপ্তর কর্তৃক মনোনীত করার অনুরোধ করা হয়েছে।

SL	Post Title and Level	Vacancy Announcement Number
1.	Planning Officer, P-3	2023-UNMISS-82440-DPO
2.	Formed Police Units (FPU) Coordinator, P-3	2023-UNMISS-82656-DPO

২। এমতাবস্থায়, P-4 Level এর পদের জন্য পুলিশ সুপার ও তদুর্ধ্ব পদমর্যাদার এবং P-3 Level এর পদ সমূহের জন্য অতিরিক্ত পুলিশ সুপার ও তদুর্ধ্ব পদমর্যাদার আগ্রহী, Job Opening-এ বর্ণিত যোগ্যতা ও জাতিসংঘ শান্তিরক্ষা মিশনে কাজ করার অভিজ্ঞতা সম্পন্ন কর্মকর্তাগণের নিকট হতে পূরণকৃত P-11, Employment and Academic Certification এবং Employment Record-Supplementary Sheet (পূর্ণাঙ্গ ও সঠিকভাবে পূরণকৃত হতে হবে)-সহ আবেদন/মনোনয়ন আগামী ২০ মে ২০২৩ পুনঃ ২০ মে ২০২৩ তারিখের মধ্যে প্রেরণের প্রয়োজনীয় ব্যবস্থা গ্রহণের জন্য আদিষ্ট হয়ে অনুরোধ করা হলো। বিষয়টি ইউনিটে কর্মরত কর্মকর্তাগণকে সত্ত্বর অবহিত করার জন্য নির্দেশক্রমে অনুরোধ করা হলো। নির্ধারিত তারিখের পর প্রাপ্ত বা অসম্পূর্ণ আবেদন গ্রহণযোগ্য হবে না। উপর্যুক্ত কর্মকর্তা পাওয়া না গেলে শূন্য প্রতিবেদন প্রেরণের জন্য নির্দেশক্রমে অনুরোধ করা হলো।

৩। Job Description and Requirements, P-11, Employment and Academic Certification এবং Employment Record-Supplementary Sheet পুলিশ ওয়েবসাইটের <http://www.police.gov.bd/BP in UN Missions/UN Career Opportunity> হতে ডাউনলোড করে সংগ্রহ করতে হবে।

৪। ইউনিট হতে মনোনীত/আবেদনকারী সদস্যের বিরুদ্ধে কোন বিভাগীয়/ফৌজদারী মামলা চলমান/মুলতবী/ প্রক্রিয়াধীন নেই কিংবা চাকুরী জীবনে তিনি কখনো গুরুদণ্ড প্রাপ্ত হন নাই বা আদালত কর্তৃক কোন ফৌজদারী অপরাধের দায়ে সাজাপ্রাপ্ত হননি এবং International Human Rights Law অথবা International Humanitarian Law ভঙ্গ করেননি মর্মে ইউনিট প্রধান কর্তৃক পৃথকভাবে প্রত্যেকের প্রত্যয়নপত্র প্রেরণ করতে হবে (কপি সংযুক্ত)।

সংযুক্তিঃ ১১ পাতা

(নাসিরুদ্দিন শূয়ায়েদ, পিপিএম)  
বিঃ নং ০২০২৭৮১৬

অ্যাডিশনাল ডিআইজি (ওভারসিস অ্যান্ড ইউএন অপারেশনস), বাংলাদেশ পুলিশ  
পুলিশ হেডকোয়ার্টার্স, ঢাকা  
ফোনঃ ০২২২৩৩৮১৭৩০

- ১। পুলিশ কমিশনার, ডিএমপি, ঢাকা
- ২। মহাপরিচালক, র‍্যাভ, র‍্যাভ ফোর্সেস, হেডকোয়ার্টার্স, ঢাকা
- ৩। অতিরিক্ত আইজি, এসবি, বাংলাদেশ পুলিশ, ঢাকা
- ৪। অতিরিক্ত আইজি, এন্টি টেররিজম ইউনিট, বাংলাদেশ পুলিশ, ঢাকা
- ৫। অতিরিক্ত আইজি, হাইওয়ে পুলিশ, বাংলাদেশ পুলিশ, ঢাকা
- ৬। অতিরিক্ত আইজি, রেলওয়ে পুলিশ, বাংলাদেশ পুলিশ, ঢাকা
- ৭। অতিরিক্ত আইজি, নৌ পুলিশ, বাংলাদেশ পুলিশ, ঢাকা
- ৮। প্রিন্সিপ্যাল, বাংলাদেশ পুলিশ একাডেমী, সারদা, রাজশাহী
- ৯। অতিরিক্ত আইজি, পিবিআই, বাংলাদেশ পুলিশ, ঢাকা

*Asi*

- ১০। অতিরিক্ত আইজি, আর্মড পুলিশ ব্যাটালিয়ন, বাংলাদেশ পুলিশ, ঢাকা
- ১১। অতিরিক্ত আইজি, শিল্পাঞ্চল পুলিশ, বাংলাদেশ পুলিশ, ঢাকা
- ১২। অতিরিক্ত আইজি, সিআইডি, বাংলাদেশ পুলিশ, ঢাকা
- ১৩। অতিরিক্ত আইজি, পুলিশ টেলিকম সংস্থা, বাংলাদেশ পুলিশ, ঢাকা
- ১৪। অতিরিক্ত আইজি, ট্যারিস্ট পুলিশ, বাংলাদেশ পুলিশ, ঢাকা
- ১৫। রেক্টর, পুলিশ স্টাফ কলেজ, মিরপুর-১৪, ঢাকা
- ১৬। পুলিশ কমিশনার, সিএমপি/কেএমপি/আরএমপি/এসএমপি/বিএমপি/গাজীপুর মেট্রোপলিটন পুলিশ/রংপুর মেট্রোপলিটন পুলিশ
- ১৭। পরিচালক, কেন্দ্রীয় পুলিশ হাসপাতাল, রাজারবাগ, ঢাকা
- ১৮। ডিআইজি, ঢাকা/চট্টগ্রাম/খুলনা/রাজশাহী/বরিশাল/ সিলেট/ রংপুর/ ময়মনসিংহ রেঞ্জ/এসপিবিএন, বাংলাদেশ পুলিশ
- ১৯। কমান্ড্যান্ট, ডিটিএস, সিআইডি, ঢাকা/এসবি ট্রেনিং স্কুল, ঢাকা/টিডিএস, মিলব্যারাক, ঢাকা
- ২০। কমান্ড্যান্ট, পিটিসি টাংগাইল/নোয়াখালী/রংপুর/খুলনা/এপিবিএন এন্ড বিশেষায়িত ট্রেনিং সেন্টার, খাগড়াছড়ি
- ২১। অতিরিক্ত ডিআইজি (হেডকোয়ার্টার্স), বাংলাদেশ পুলিশ, পুলিশ হেডকোয়ার্টার্স, ঢাকা
- ২২। অধিনায়ক,..... এপিবিএন (সকল).....
- ২৩। অধিনায়ক, এসপিবিএন-১/এসপিবিএন-২, ঢাকা
- ২৪। কমান্ড্যান্ট, আরআরএফ, ঢাকা/চট্টগ্রাম/খুলনা/রাজশাহী/সিলেট/বরিশাল/রংপুর
- ২৫। পুলিশ সুপার (সকল).....(হাইওয়ে ও রেলওয়েসহ)
- ২৬। পরিচালক, ইন্ডাস্ট্রিয়াল পুলিশ (সকল)
- ২৭। কমান্ড্যান্ট, পিএসটিএস, বেতবুনিয়া, রাঙ্গামাটি
- ২৮। কমান্ড্যান্ট, ইনসার্ভিস ট্রেনিং সেন্টার (সকল)

স্মারক নং- ৪৪.০১.০০০০.০৩৯.১১.০০৭.২১- ১০০২/১/৩)

তারিখ:- ২৫ বৈশাখ ১৪৩০ বঙ্গাব্দ  
০৫ মে ২০২৩ খ্রিস্টাব্দ

- ✓ অনুলিপি অবগতি ও প্রয়োজনীয় ব্যবস্থা গ্রহণের জন্য প্রেরণ করা হলো:
- ১। এআইজি (আইসিটি), বাংলাদেশ পুলিশ, পুলিশ হেডকোয়ার্টার্স, ঢাকা (বার্তাটি সংযুক্ত কাগজপত্রসহ পুলিশ ওয়েবসাইট-এ প্রচার করার জন্য অনুরোধ করা হলো)।
  - ২। এআইজি (মিডিয়া এন্ড পাবলিক রিলেশন্স), বাংলাদেশ পুলিশ, পুলিশ হেডকোয়ার্টার্স, ঢাকা (বার্তাটি বাংলাদেশ পুলিশ এর মিডিয়া হাইলাইটস গ্রুপে প্রচার করার জন্য আদিষ্ট হয়ে অনুরোধ করা হলো)।
  - ৩। ভারপ্রাপ্ত কর্মকর্তা (অপারেশনস্ কন্ট্রোল রুম), পুলিশ হেডকোয়ার্টার্স, ঢাকা (তাকে পত্রটি সংশ্লিষ্ট ইউনিট/কর্মকর্তার নিকট প্রেরণ নিশ্চিতকরত: ডায়েরীভুক্ত করার জন্য অনুরোধ করা হলো)।

সংযুক্তিঃ ২১ পাতা

(নাসিয়াম ওয়াজেদ, পিএম)  
বিপি-৭৮০৩০২৭৮১৬

অ্যাডিশনাল ডিআইজি (ওভারসিস অ্যান্ড ইউএন অপারেশনস্), বাংলাদেশ পুলিশ  
পুলিশ হেডকোয়ার্টার্স, ঢাকা  
ফোনঃ ০২২২৩৩৮১৭৩০

গণপ্রজাতন্ত্রী বাংলাদেশ সরকার  
ইউনিটের নামঃ.....  
ইউনিটের ঠিকানাঃ .....  
ওয়েব সাইটঃ.....

### প্রত্যয়ন পত্র

এই মর্মে প্রত্যয়ন করা যাচ্ছে যে, নামঃ....., বিপিঃ.....  
পদবী, ....., ইউনিটঃ..... এর বিরুদ্ধে কোন বিভাগীয়/ফৌজদারী সংক্রান্ত মামলা  
চলমান/তদন্তাধীন/প্রক্রিয়াধীন নেই কিংবা চাকুরী জীবনে তিনি কখনো গুরুদণ্ড প্রাপ্ত হননি বা আদালত কর্তৃক  
কোন ফৌজদারী অপরাধে সাজাপ্রাপ্ত হননি।

এছাড়া, তিনি কখনো International Human Rights Law/International Humanitarian Law ভঙ্গ  
করেননি বা ভঙ্গের অভিযোগে সাজাপ্রাপ্ত হননি। ইতঃপূর্বে কোন মিশনে নিয়োজিত থাকাকালে কোনরূপ বিরূপ  
মন্তব্য পাননি।

আমি তাঁর সর্বাঙ্গীন সাফল্য কামনা করি।

(ইউনিট প্রধান/প্রত্যয়নকারী কর্মকর্তা)  
স্বাক্ষরঃ.....  
নামঃ.....  
বিপিঃ.....  
পদবীঃ.....  
ঠিকানাঃ .....  
ফোনঃ.....  
ই-মেইলঃ .....

  
১৫/০৬/২০২০

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## APPLICATION PROCEDURES FOR PROFESSIONAL CONTRACTED POSITIONS IN UNITED NATIONS POLICE COMPONENTS IN PEACEKEEPING OPERATIONS OR SPECIAL POLITICAL MISSIONS REQUIRING OFFICIAL SECONDMENT FROM NATIONAL GOVERNMENTS OF UN MEMBER STATES

Outlined below are the procedures to be followed by Permanent Missions for the presentation of candidates to professional posts requiring secondment from active police services, which are open for recruitment within UN peacekeeping operations or special political missions. In the interest of promoting an orderly process and to avoid delay in the consideration of applications, Permanent Missions are respectfully requested to adhere closely to these procedures.

1. The above-mentioned posts are reserved only for candidates recommended by Member States through their Permanent Missions to the United Nations. Candidates applying independently will not be considered. It is requested that applications be submitted as soon as possible but not later than deadline specified in each Job Opening announcement. Applications received after the deadline will not be considered.
2. All applications must be submitted in a duly completed typed (not hand-written) and signed United Nations Personal History Form (P.11) along with Academic and Employment Certification Form (attachment to P-11 form). Applications using other formats will not be accepted, but additional information may be attached to the P. 11. For the convenience of the Permanent Mission, a P-11 form, and attachment are enclosed as samples to be photocopied as needed.
3. Selection for service with the United Nations is made on a competitive basis. It is therefore essential that all the Personal History Forms be completed with a view to presenting the candidates qualifications and experiences as they relate to the requirements as set out in the relevant Job Opening. In the event a Permanent Mission wishes to recommend a candidate for several posts, a separate Personal History Form should be submitted for each post.
4. In accordance with the Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations, are requested to make "self-attestation" that s/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The self-attestation must be attached to the P-11 form and contain the following wording: **I attest that I have not committed, been convicted of, nor prosecuted for, any criminal or disciplinary offence. I attest that I have not been involved, by act or omission, in any violation of human rights law or international humanitarian law.** The applications without signed individual self-attestations will not be accepted.
5. Permanent Mission are requested to present their candidates in one single submission, in accordance with the deadline date specified in the Job Opening, under cover of a note verbale listing the names of the candidates, post title(s) they are nominated for and the corresponding vacancy announcements.
6. Applications should be sent by Permanent Mission to the Police Division Selection and Recruitment Section, Office of Rule and Law and Security Institutions, Department of Peacekeeping Operations through email address: [agnessa.ryabikina@un.org](mailto:agnessa.ryabikina@un.org) in accordance with the specific directives in the relevant Note Verbale.
7. Upon receipt of the applications, the Selection and Recruitment Section will acknowledge through email.
8. Communication regarding this process will be through the Permanent Mission only. The Secretariat will not entertain personal queries from individual applicants.

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# United Nations

*Job Opening for Position requiring official secondment  
from national governments of Member States of the United Nations Organization  
Appointments are limited to service on posts financed by  
the support account of peacekeeping operations*

<b>Post title and level</b>	<b>Formed Police Units (FPU) Coordinator, P-3</b>
<b>Organizational Unit</b>	<b>United Nations Mission in the Republic of South Sudan (UNMISS)</b>
<b>Duty Station</b>	<b><u>Juba</u></b>
<b>Reporting to</b>	<b>Police Commissioner through the Chief of Operations</b>
<b>Duration</b>	<b>12 Month (extendible)</b>
<b>Deadline for applications</b>	<b>19 June 2023</b>
<b>Job Opening number</b>	<b>2023-UNMISS-82656-DPO</b>

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

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## **RESPONSIBILITIES:**

Under the overall direction of the Police Commissioner, the FPU Coordinator will have overall managerial responsibility for FPUs and manage the FPU support office. Additionally, the incumbent will liaise with all partnering agencies and relevant UNMISS and other UN components present in South Sudan regarding administrative and operational issues related to the deployment of the FPUs throughout the mission. The FPU Coordinator will also be responsible, but not limited to, the performance of the following duties:

- Plan and coordinate all FPU mandated activities to ensure that they are in accordance with FPU Policy (Public Order Management within and outside POC sites, support of humanitarian activities, dynamic patrols, and other pertinent tasks directed by the Police Commissioner);
- Ensure effective and efficient operational deployment and functioning of the FPUs within and throughout the Mission area in close consultation with the UNPOL leadership through the established chain of command.
- Attend as tactical commander and operational advisor, the scene of any operation in which more than one FPUs are involved, unless authority has been otherwise delegated.
- Establish through the Chief of Operation a close relationship and coordination with the UNMISS military in order to facilitate effective coordination in the event of mutual supportive operations.
- Facilitate effective coordination and collaboration with counterparts to create conducive environment on humanitarian assistance within and outside PoC sites.
- On a regular basis, conduct in-mission assessments to verify the operational readiness and performance of deployed FPUs through permanent liaison with the FPU Commanders and regular tactical exercises.
- Coordinate with the Chief of Integrated Mission Training Cell (IMTC), to ensure that sessional training on the role of FPUs in Protections of Civilians (POC) sites on UNMISS installations, will be delivered.
- In coordination with Chief of Operations coordinate activities and operational performance of FPUs deployed in their respective areas of responsibility.
- In collaboration with the Chief of Operations, respective UNPOL POC Site Coordinators and FPU Commanders, monitor the welfare and medical condition of all FPU members; produce recommendations on their improvement if necessary.

- Monitor the level of serviceability of the Contingent Owned Equipment (COE) and inform the Police Division (PD) accordingly in case action is to be taken by Police Contributing Countries (PCCs) and will conduct monthly operational inspections to deployed FPUs as directed by DPO;
- Monitor and coordinate all arrangements related to the timely deployment, rotations, and redeployment of FPU staff.
- In collaboration with the respective UNPOL POC Site Coordinators and the FPU Commanders, ensure that all FPU members are treated in accordance with United Nations rules, regulations, and other issuances.
- In collaboration with the respective UNPOL POC Site Coordinators and FPU Commanders, ensure that all FPU members are aware of their responsibilities, including through induction, to adhere, both in and off duty, to UN rules, regulations, and guidelines as well as other mission directives and issuances. Ensure strict adherence of FPU personnel to the UN Police Directives and Code of Conduct.
- In collaboration with the respective UNPOL State Advisors and the FPU Commanders, support any investigations that may be required to address incidents that are of public concern involving the FPU personnel.
- Regularly consult and advise the UNMISS Police Commissioner in formulating operational planning and directives regarding the FPU operations. Advise appropriate stakeholders on the proper management of civil unrest and employment of crowd control tactics and techniques, with reference to the POC sites on UNMISS installations and outside when required.
- Develop in-mission training in crowd control, firearms, and ammunition deployment exercises according to the revised FPU policy, including exercises to increase the inter-operability among different units and components.
- Ensure confiscated weapons are stored in the safe storage with respective FPU control.
- Perform any other duties and assume other responsibilities as may be directed by the UNMISS Police Commissioner.

### **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 programs, management, and administration; Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills and a demonstrated ability to establish priorities and to plan, coordinate, and monitor the work of others.

**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 other's ideas and expertise; is willing to learn from others; 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 or equivalent) in Law enforcement, Criminal Justice, Security, Public Administration, Security Sciences, Human Resources Management, Social Sciences, Development Studies (particularly in law enforcement), Change Management or another relevant field. A first

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level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including public order management, police unit commanding and planning police operations 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:** A minimum of 5 years (7 years in absence of advanced degree) of progressive and active relevant service/experience at the field level (region/district) including direct practical experience in commanding special units including formed (anti-riot) police units, gendarmerie units, and/or training of FPU personnel, policy and standard operating procedures development experience is required. Experience in organizational and resource management, operational planning and policy development is highly desirable. Peacekeeping or other international experience in the UN or other international organizations is an advantage.

**Rank:** Rank required for a P-3 is Major, Chief Inspector, its equivalent or a higher rank.

**Languages:** For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language (Arabic) is an advantage.

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Preference will be given to equally qualified women candidates.

Date of Issuance: 2 May 2023

<http://www.un.org/en/peacekeeping/sites/police>

In accordance with the Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations are requested to make "self-attestation" that s/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The exact wording of the self-attestation is outlined in para. 5.2 of the above-mentioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.

# United Nations



*Job Opening for Position requiring official secondment  
from national governments of Member States of the United Nations Organization  
Appointments are limited to service on posts financed by  
the support account of peacekeeping operations*

Post title and level	Planning Officer, P-4
Organizational Unit	United Nations Mission in the Republic of South Sudan
Duty Station	Juba
Reporting to	Chief of Staff
Duration	12 Month (extendible)
Deadline for applications	19 June 2023
Job Opening number	2023-UNMISS-82440-DPO

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 Police Chief of Staff the Planning Officer will be responsible for, but not limited to, the performance of the following duties:

- Collaborates with other stakeholders in the mission in providing a coherent strategic planning framework clearly articulating the scope of resource requirements, coordination, and modalities.
- Assists and advise the UNPOL Leadership in the areas of plans and programs related to organizational development, special studies, research, and project management which includes inter-agency and international affairs and other requirements that are needed for the effective and efficient administration and operation of the host-state Police.
- With other UNPOL components develops the performance framework in line with expectations of the mandate and CONOPS with timely reviews when the mandate and CONOPS are changed. Ensures timely reporting on the performance outcomes and outputs to the UNPOL Leadership.
- Contributes to the development of budget proposals related to the UNPOL component activities.
- Monitors performance outcomes against the allocated UNPOL budget (RBB) ensuring value for money and efficient budgeting.
- Gives direction on the implementation phase of mission planning, developing organizational structures, providing advice in relation to efficient and economic use of human and logistical resources including addressing gender related aspects.
- Assists in all UN 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.
- Establish and maintain effective mechanism of service documentation recording and regular reviewing to ensure all UNPOL documents are up to date.
- Performs any additional duties as may be directed by the Head of Police Component or his/her Deputy in fulfilment of the mandate.

## **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. Displays commitment to human rights and the ability to give the necessary prominence to human rights. Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement, public order policing, experience in planning, development and implementation of policing guidance, operational orders; ability to apply technical expertise to resolve police related issues and challenges; strong organizational skills and a demonstrated ability to establish priorities and to plan, coordinate, and monitor the work of others.

**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. Ability to communicate effectively with a wide range of international and national agencies and partners, as well as with the people of different national and cultural backgrounds.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing other's ideas and expertise; is willing to learn from others; 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 or equivalent) in Law enforcement, Criminal Justice, Public Administration, Human Resources Management, Social Sciences, Development Studies (particularly in law enforcement), Change Management or another relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including planning and administration 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:** A minimum of 7 years (9 years in absence of advanced degree) of progressively relevant and active policing service/experience in a national or international law enforcement agency at the field or national police headquarters level - required; 5 years of active police experience at policy making level with strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management, police administration, police training and development, change management (particularly in law enforcement), police reform and restructuring or related field - required. Previous UN or international experience is an advantage.

**Rank:** Rank required for a P-4 is Lieutenant-Colonel/ Superintendent of Police or other service equivalent or higher.

**Languages:** For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language (Arabic) is an advantage.

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Preference will be given to equally qualified women candidates.

Date of Issuance: 2 May 2023

<http://www.un.org/en/peace/sites/police>

In accordance with the new Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations are requested to make "self-attestation" that s/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The exact wording of the self-attestation is outlined in para. 5.2 of the above-mentioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.



REFERENCE: DPO/OROLSI/PD/2023/060

The Secretariat of the United Nations presents its compliments to the Permanent Mission of Member State to the United Nations and has the honor to invite its Government to nominate individual police officers in active service for appointment on secondment to the United Nations Mission in South Sudan (UNMISS), for a period of one year. Any further contract extension can be granted on an exceptional basis provided there is a mission mandate requirement and the incumbent displays good performance, dedication, professionalism, and the achieved results. The final decision on the extension is subject to approval by the United Nations and concurrence by the national authorities.

Details regarding the posts for which the Secretariat is seeking qualified applicants are provided in the attached job openings Nos: **2023-UNMISS-82656-DPO** and **2023-UNMISS-82440-DPO**. Also attached are the "Application Procedures for Positions in United Nations Police Components in Peacekeeping Operations and Special Political Missions Requiring Official Secondment from National Governments of Member States of the United Nations".

The Secretariat kindly requests the Permanent Mission to submit a **separate application for each nominee for each job opening to the Selection and Recruitment Section/ Police Division/OROLSI/DPO through email address: agnessa.ryabikina@un.org**, in accordance with the above-referenced procedures, certifying that the nominee/s meet/s the requirements in the attached job openings. **Applications submitted after the deadline specified in the job opening will not be considered.**

The Permanent Mission is also requested to confirm that selected candidates will be released, in a timely manner, from the national police service obligations for service with the United Nations. It is also requested to ensure that the rank of each candidate submitted is indicated on the application. In addition, it is strongly recommended that Member States carefully pre-screen their applicants and submit only those candidates meeting all requirements for the position as described in the job openings.

Member States are strongly encouraged to nominate qualified female police officers. Preference will be given to equally qualified women candidates.

The Secretariat wishes to inform the the Permanent Mission of Member State that, in an effort to streamline and expedite the procedures of recruiting seconded officers, candidates placed on a roster following the selection process may be considered for posts with similar functions within a period of two years and if recommended for deployment, further arrangements will be coordinated with the Permanent Mission in due course.

It should be noted that during the period of their secondment, officers may not transfer to alternative positions within the United Nations. As a result, the nomination of



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police officers who are currently United Nations staff members on secondment, will not be considered.

The Secretariat wishes to reiterate that promoting and encouraging respect for human rights is a core purpose of the United Nations and central to the delivery of its mandates. Should the Secretariat become aware of grave human rights violations which give rise to concerns as to the record and performance of [country] police personnel, this may constitute grounds to revoke its acceptance of such personnel to serve in UN peace operations. In the case of nominees who have been investigated for, charged with, or prosecuted for any criminal offence, except for minor traffic violations (driving while intoxicated or dangerous or careless driving are not considered minor traffic violations for this purpose), but were not convicted, the Government is requested to provide information regarding the investigation(s) or prosecutions concerned. The Government is also requested to certify that it is not aware of any allegations against its nominated candidates that they have committed or been involved, by act or omission, in the commission of any acts that may amount to violations of international human rights law or international humanitarian law.

The Secretariat recalls that it has a zero-tolerance approach to fraud and corruption. The Government is therefore requested to certify that there was no corruption or fraud in the nomination and extension procedures of police officers on secondment to the United Nations. Should the Secretariat become aware of allegations of corruption or fraud in the nomination or extension procedures of police officers on secondment, this may constitute grounds to revoke its acceptance of such personnel to serve in the United Nations as well as suspension of any future police deployments from the contributing country concerned.

The Secretariat also recalls that the responsibilities of those personnel who are appointed to serve in United Nations peacekeeping or special political missions are exclusively international in character. They perform their functions under the authority of, and in full compliance with, the instructions of the Secretary-General of the United Nations and persons acting on his behalf and are duty-bound not to seek or accept instructions regarding the performance of their duties from any government or from other authorities external to the United Nations. Seconded personnel should carry out their functions in accordance with all applicable regulations, rules, and procedures of the Organization.

The Secretariat of the United Nations avails itself of this opportunity to renew to the Permanent Mission of Member State to the United Nations the assurances of its highest consideration.

A handwritten signature in dark ink, appearing to be a stylized name or set of initials.

2 May 2023

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# UNITED NATIONS

## Employment and Academic Certification Attachment to Personal History Profile (P11)

**TO BE COMPLETED BY CANDIDATE:**

**Personal Data:**

Family Name:	Given name:	Middle names:	Gender: M/F
e-mail address:			

<b>Position for which you are applying:</b> (Note: if you are applying for more than one position, please submit separate P11 and P11 attachment for each Job Opening)
<b>Job Opening Number:</b>

**Military Service History/Police Service History**

Date of Commission (for military officers) or date of enlistment/entry to service (for police officers):			
Current rank	Date Last Promoted	Date eligible for promotion to next rank	Projected Retirement date from current rank
Branch/Corp/Mustering			
Sub Specialisation/additional qualifications			

**Degrees and Academic Distinctions Obtained:**

	NAME of INSTITUTION, PLACE AND COUNTRY. Please give complete address.	ATTENDED:		DEGREES and ACADEMIC DISTINCTIONS OBTAINED
		FROM: Month/Year	TO: Month/Year	
Graduation from the Staff/War College or Police Academy (and/or similar law enforcement institution)				
University Degree/s				

**Experience in peacekeeping operations:**  
Specify UN or other International Experience, starting with your most recent experience and list in reverse order



**INSTRUCTIONS**

Please answer each question clearly and completely. TYPE OR PRINT LEGIBLY.  
Read carefully and follow all directions.

**UNITED NATIONS**



Do not Write in This Space

**PERSONAL HISTORY**

1. Family name		First name		Middle name		Maiden name, if any					
2. Date of (day/month/yr) Birth		3. Place of birth		4. Nationality(ies) at birth		5. Present Nationality(ies)		6. Sex			
7. Height	8. Weight	9. Marital Status: Single <input type="checkbox"/> Married <input type="checkbox"/> Separated <input type="checkbox"/> Widow(er) <input type="checkbox"/> Divorced <input type="checkbox"/>									
10. Entry into United Nations service might require assignment to any area of the world in which the United Nations might have responsibilities. (a) Are there any limitations on your ability to perform in your prospective field of work? YES <input type="checkbox"/> NO <input type="checkbox"/> (b) Are there any limitations on your ability to engage in all travel? YES <input type="checkbox"/> NO <input type="checkbox"/>											
11. Permanent address				12. Present address				13. Office Telephone No. ( )		14. Office Fax No. ( )	
Telephone No. ( )				Telephone/Fax No. ( )				E-mail:			
15. Do you have any dependent children? YES <input type="checkbox"/> NO <input type="checkbox"/> If the answer is "yes", give the following information:											
Name of Children		Date of Birth (day/mo/year)		Place of Birth		Nationality		Gender			
15. (a) Name of Spouse											
16. Have you taken up legal permanent residence status in any country other than that of your nationality? YES <input type="checkbox"/> NO <input type="checkbox"/> If answer is "yes", which country?											
17. Have you taken any legal steps towards changing your present nationality? YES <input type="checkbox"/> NO <input type="checkbox"/> If answer is "yes", explain fully:											
18. Are any of your relatives employed by a public international organization? YES <input type="checkbox"/> NO <input type="checkbox"/> If answer is "yes", give the following information:											
NAME			Relationship			Name of International Organization					
19. What is your preferred field of work?											
20. Would you accept employment for less than six months? YES <input type="checkbox"/> NO <input type="checkbox"/>					21. Have you previously submitted an application for employment and/or undergone any tests with U.N.? YES <input type="checkbox"/> NO <input type="checkbox"/> If so, when?						
22. KNOWLEDGE OF LANGUAGES. What is your mother tongue?											
OTHER LANGUAGES	READ		WRITE		SPEAK		UNDERSTAND				
	Easily	Not Easily	Easily	Not Easily	Fluently	Not Fluently	Easily	Not Easily			
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
23. For clerical grades only Indicate speed in words per minute								List any office machines or equipment and computer programmes you use.			
English		French		Other languages							
Typing											
Shorthand											