

আইসিটি শাখা	
পুলিশ হেডকোয়ার্টার্স, ঢাকা	
তারিখঃ	০৮/৭/২৫
ডায়েরী নং-	৩৩০৬
এআইজি আইসিটি	
অতিঃ এসপি (আইসিটি)	৫
এএসপি (আইসিটি)	

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

অতীত জরুরি

স্মারক নং- ৪৪.০১.০০০০.০৩৯.১১.০০১৩.২১-১০২

তারিখ:- ২৬ আষাঢ় ১৪৩২ বঙ্গাব্দ
০৭ জুলাই ২০২৫ খ্রিস্টাব্দ

বিষয়ঃ Extension of the deadline for the application for the post of MONUSCO Police Reform and Restructuring Coordinator-78300-DPO-DPPA at P-4 level.

সূত্রঃ PD, DPO, UNHQ Reference: PD/729/25, Dated 01 July 2025.

উপর্যুক্ত বিষয়ে সদয় অবগতির জন্য আদিষ্ট হয়ে জানানো যাচ্ছে যে, জাতিসংঘ কর্তৃক জাতিসংঘ শান্তিরক্ষা মিশন MONUSCO, DR Congo তে Police Reform and Restructuring Coordinator, P-4 পদে Secondment নিয়োগের জন্য আবেদন আহ্বান করা হয়েছে।

২। এমতাবস্থায়, উপর্যুক্ত পদের জন্য পুলিশ সুপার ও তদূর্ধ্ব পদমর্যাদার অফিসী, 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 জুলাই ২০২৫ পুনঃ ২০ জুলাই ২০২৫ তারিখের মধ্যে প্রেরণের প্রয়োজনীয় ব্যবস্থা গ্রহণের জন্য অনুরোধ করা হলো। বিষয়টি ইউনিটে কর্মরত সকল কর্মকর্তাকে অতি সত্ত্বর অবহিত করার জন্যও নির্দেশক্রমে অনুরোধ করা হলো। উল্লেখ্য, আবেদনকারী কর্মকর্তাগণকে French ও English উভয় ভাষায় দক্ষ হতে হবে। French Language কোর্সের সনদপত্র প্রদান করতে হবে। French Language এ দক্ষতা না থাকলে আবেদন করার প্রয়োজন নেই। নির্ধারিত তারিখের পর প্রাপ্ত বা অসম্পূর্ণ আবেদন গ্রহণযোগ্য হবে না। উপর্যুক্ত/অফিসী কর্মকর্তা না থাকলে শূন্য প্রতিবেদন প্রেরণের জন্যও 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/মূলতবী/ 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 (সংযুক্তি-১)।

৫। মনোনীত কর্মকর্তাগণ যদি আলোচ্য পদে Shortlist হন তাহলে জাতিসংঘ কর্তৃক গৃহীত Assessment/Interview-এ অংশগ্রহণে বাধ্য থাকবে মর্মে পৃথকভাবে প্রত্যেকের অঙ্গীকারনামা প্রেরণ করতে হবে (সংযুক্তি-২)।

সংযুক্তি: ১৪ পাতা।

(মোঃ আবদুল্লাহ আল-মামুন)

বিপি-৭৬০৫১০৫১১২

অতিরিক্ত ডিআইজি

ফোনঃ ০২২২৩৩৮১৭৩০

ই-মেইল: aigunphq@gmail.com

(জ্যেষ্ঠতার ভিত্তিতে নয়):

- ১। পুলিশ কমিশনার, ডিএমপি, ঢাকা
- ২। মহাপরিচালক, র‍্যাংক, র‍্যাংক ফোর্সেস, হেডকোয়ার্টার্স, ঢাকা
- ৩। অতিরিক্ত আইজি, রেলওয়ে পুলিশ, বাংলাদেশ পুলিশ, ঢাকা
- ৪। অতিরিক্ত আইজি, হাইওয়ে পুলিশ, বাংলাদেশ পুলিশ, ঢাকা
- ৫। রেবুর, পুলিশ স্টাফ কলেজ, মিরপুর-১৪, ঢাকা
- ৬। অতিরিক্ত আইজি, এসবি, বাংলাদেশ পুলিশ, ঢাকা
- ৭। অতিরিক্ত আইজি, পুলিশ টেলিকম সংস্থা, বাংলাদেশ পুলিশ, ঢাকা
- ৮। অতিরিক্ত আইজি, শিল্পাঞ্চল পুলিশ, বাংলাদেশ পুলিশ, ঢাকা
- ৯। অতিরিক্ত আইজি, পিবিআই, বাংলাদেশ পুলিশ, ঢাকা
- ১০। অতিরিক্ত আইজি, সিআইডি, বাংলাদেশ পুলিশ, ঢাকা
- ১১। অতিরিক্ত আইজি, আর্মড পুলিশ ব্যাটালিয়ন, বাংলাদেশ পুলিশ, ঢাকা


- ১২। প্রিন্সিপ্যাল, বাংলাদেশ পুলিশ একাডেমী, সারদা, রাজশাহী
- ১৩। অতিরিক্ত আইজি, নৌ পুলিশ, বাংলাদেশ পুলিশ, ঢাকা
- ১৪। অতিরিক্ত আইজি, এন্টি টেররিজম ইউনিট, বাংলাদেশ পুলিশ, ঢাকা
- ১৫। অতিরিক্ত আইজি, ট্যুরিস্ট পুলিশ, বাংলাদেশ পুলিশ, ঢাকা
- ১৬। পরিচালক, কেন্দ্রীয় পুলিশ হাসপাতাল, রাজারবাগ, ঢাকা
- ১৭। ডিআইজি, ঢাকা/চট্টগ্রাম/খুলনা/রাজশাহী/বরিশাল/ সিলেট/ রংপুর/ ময়মনসিংহ রেঞ্জ/এসপিবিএন/এমআরটি, বাংলাদেশ পুলিশ
- ১৮। পুলিশ কমিশনার, সিএমপি/কেএমপি/আরএমপি/এসএমপি/বিএমপি/গাজীপুর মেট্রোপলিটন পুলিশ/রংপুর মেট্রোপলিটন পুলিশ
- ১৯। কমান্ড্যান্ট, পিটিসি টাঙ্গাইল/নোয়াখালী/রংপুর/খুলনা/এপিবিএন এন্ড বিশেষায়িত ট্রেনিং সেন্টার, খাগড়াছড়ি
- ২০। কমান্ড্যান্ট, ডিটিএস, সিআইডি, ঢাকা/এসবি ট্রেনিং স্কুল, ঢাকা/টিডিএস, মিলব্যারাক, ঢাকা
- 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, রেলওয়ে, ট্যুরিস্ট পুলিশ ও নৌপুলিশসহ)
- ২৬। পরিচালক, ইন্ডাস্ট্রিয়াল পুলিশ (সকল).....
- ২৭। কমান্ড্যান্ট, পিএসটিএস, বেতুনিয়া, রাঙ্গামাটি
- ২৮। কমান্ড্যান্ট, ইনসার্ভিস ট্রেনিং সেন্টার (সকল).....

স্মারক নং- ৪৪.০১.০০০০.০৩৯.১১.০০১৩.২১-১০২(২)৬

তারিখ:- ২৬ আষাঢ় ১৪৩২ বঙ্গাব্দ
০৭ জুলাই ২০২৫ খ্রিস্টাব্দ

- ১। অনুলিপি অবগতি ও প্রয়োজনীয় ব্যবস্থা গ্রহণের জন্য প্রেরণ করা হলো:
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)।

সংযুক্তি: ০৪ পাতা।


০৭.০৭.২৫

(মোঃ আবদুল্লাহ আল-মামুন)

বিপি-৭৬০৫১০৫১১২

অতিরিক্ত ডিআইজি

ফোনঃ ০২২২৩৩৮১৭৩০

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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, 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 সর্বসঙ্গীন সাফল্য কামনা করি।

(ইউনিট প্রধান/প্রত্যয়নকারী কর্মকর্তা)

স্বাক্ষরঃ.....

নামঃ.....

বিপিঃ.....

পদবীঃ.....

ঠিকানাঃ.....

ফোনঃ.....

ই-মেইলঃ.....



অঙ্গীকারনামা

আমি নিম্ন-স্বাক্ষরকারী জাতিসংঘ শান্তিরক্ষা মিশনএ.....পদে Secondment
নিয়োগের জন্য আবেদন করেছি।

আমি এ মর্মে অঙ্গীকার করছি যে, আমি যদি জাতিসংঘ শান্তিরক্ষা মিশনএ.....পদে
Shortlist হলে জাতিসংঘ কর্তৃক গৃহীত Assessment/Interview-এ অংশগ্রহণ করবো। এ সংক্রান্তে দেশের ভাবমূর্তি ক্ষুণ্ণ হয়
এমন কোন কাজ করব না।

আমার বিরুদ্ধে বিভাগীয়/ফৌজদারী মামলা চলমান/তদন্তাধীন/প্রক্রিয়াধীন নেই কিংবা চাকুরী জীবনে কখনো গুরুদণ্ড
প্রাপ্ত হয়নি বা আদালত কর্তৃক কোন ফৌজদারী অপরাধের দায়ে সাজাপ্রাপ্ত হয়নি; International Human Rights Law অথবা
International Humanitarian Law ভঙ্গ করার অপরাধের সাথে জড়িত ছিলাম না বা বর্তমানে জড়িত নই এবং ইতোপূর্বে মিশনে
কর্মরত থাকাকালে বিরূপ মন্তব্য পাইনি।

আমি উপর্যুক্ত শর্ত সাপেক্ষে বর্ণিত পদে আবেদন করলাম।

তাং-

স্বাক্ষরঃ

নামঃ

বিপি নম্বরঃ

পদবীঃ

ইউনিটঃ

প্রতিস্বাক্ষরকারী কর্মকর্তার স্বাক্ষর ও সীল মোহরঃ



Addl DIG Overseas & UN Ops Bangladesh Police <aigunphq@gmail.com>

Fwd: Extension of the deadline for the application for the post of MONUSCO Reform Coordinator-78800-DPO-DPPA at P-4 level

1 message

defence adviser <odapmbny@gmail.com>
To: AIG Police HQ BD G Mail <aigunphq@gmail.com>
Cc: Def Wg-1 <odapmbny1@gmail.com>

Sat, Jul 5, 2025 at 11:51 AM

Dear,

Assalamualaikum and Good Morning.

The trailing mail has been forwarded for information and necessary action.

Best Regards

**Brigadier General Mohammad Golam Rabbani, SGP, SUP, ndc, hdmc, psc
Military and Police Adviser**

Permanent Mission of Bangladesh to the United Nations

Diplomat Center, 820, 2nd Avenue, 4th Floor

Between 43rd and 44th Street

New York, NY 10017

Telephone:

Office: 212-867-3434 Ext: 108

Cell: 917-972-4804

Fax: 212-972-4038

Email: odapmbny@gmail.com

UD/Kanner
D-2868
9/9/25

প্রাথমিক তথ্য (প্রাথমিক তথ্য)	
সাক্ষর	
তারিখ	১৬/৮
তারিখ	০৭/৭/২৫
সাক্ষর	৯
সাক্ষর	

----- Forwarded message -----

From: Mam Bintou Ndongo <ndongom@un.org>

Date: Thu, Jul 3, 2025 at 12:49 PM

Subject: Extension of the deadline for the application for the post of MONUSCO Reform Coordinator-78800-DPO-DPPA at P-4 level

To: Mam Bintou Ndongo <ndongom@un.org>

Cc: Ata Yenigun <yenigun@un.org>

Dear Police Adviser/Military Adviser,

I hope this email finds you well.

We are writing to inform you that the deadline for submitting qualified candidates for the position of Reform Coordinator at the P-4 level in MONUSCO has been extended by one month. This extension aims to encourage a broader pool of applicants and to attract qualified and suitable individuals for this crucial role.

New Deadline: AUGUST 01, 2025.

We encourage all interested candidates to submit their applications by the revised deadline.

Please ensure all necessary documentation is included with your nominations to facilitate a smooth selection process.

As a reminder, please note the following guidelines when submitting your nominations:

- Only nominations received by the specified deadline will be accepted.
- Applications submitted using forms other than those provided will not be considered.
- Permanent missions are requested to submit their candidates in a single note verbale.
- We encourage the nomination of qualified women candidates to promote greater gender balance among police officers.

Please refer to the attached VA package for further details regarding the job opening and application process. Thank you for your understanding and willingness to participate in this vital recruitment campaign.

If you have any questions or concerns, please don't hesitate to contact us.

I look forward to hearing back from you. Thank you.

Best regards

Mam Bintou Ndongo

Selection and Recruitment Officer


Selection and Recruitment Section

Police Division, DPO

ndongom@un.org

GA 3B, United Nations, New York



 JO Package.zip
1030K

**NOMINATION PROCEDURES FOR PROFESSIONAL CONTRACTED POSITIONS IN
UNITED NATIONS POLICE COMPONENTS IN PEACEKEEPING OPERATIONS,
SPECIAL POLITICAL MISSIONS OR OTHER UN ENTITIES 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 contracted posts requiring secondment from active police services, which are open for recruitment within UN peacekeeping operations, special political missions or other UN entities. 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 the candidates nominated 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 the deadline specified in the Job Opening. Applications received after the deadline will not be considered.
2. It should be noted that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other seconded position in peace operations or the UN Secretariat. Active-duty seconded personnel may serve under a UN staff contract for a period of up to three years (cumulative), which, in exceptional cases, can be extended for a fourth and final year subject to operational needs and satisfactory performance. This service limit includes periods of any prior services with the United Nations as an active-duty seconded officer under a UN staff contract.
3. Candidates who have previously served as active duty seconded personnel, may reapply for another seconded position in the United Nations after a break in service of at least one year from their last secondment under a UN staff contract, subject to the contract limitation as indicated above.
4. Nomination of currently serving active-duty seconded officers on a United Nations staff contract will not be considered.
5. All nominations must be forwarded in one single submission using a duly completed typed (not hand-written) and signed United Nations Personal History Form (P-11) along with Academic and Employment Certification Form (EAC), which is attachment to P-11 form. EAC must be duly completed and signed by the nominated candidate and stamped by relevant Member State's national authority. Applications using other formats will not be accepted. For the convenience of the Permanent Mission, a P-11 form and EAC are enclosed as samples to be photocopied as needed.
6. In the event a candidate wishes to be recommended for several posts, he/she must list each post in section 2 "Position/s to which you are applying" of the EAC. Candidate needs to submit only one PHP and one EAC even if they apply for several positions.
7. Selection for service with the United Nations is made on a competitive basis. It is therefore essential that all application documents 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.
8. As per the Report of the Special Committee (C-34) on Peacekeeping Operations (A/78/19) presented at the 78th Session of the General Assembly, the Secretariat was requested to

explore the possibility to limit the number of Member States' applications for each vacancy. In this regard, the Member States are requested to consider limiting overall number of nominations for each post within recruitment campaign.

9. In accordance with the Policy on Human Rights Screening of UN Personnel, Permanent Mission is requested to provide human rights certification for all nominees. The following language must be included in a nomination note verbal: *"The Government of is hereby confirming that none of the nominated candidates has been convicted of, or is not currently under investigation or being prosecuted for, any criminal or disciplinary offence, or any violations of international human rights law or international humanitarian law. The Government of also certifies that it is not aware of any allegations against the 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."*
10. 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.
11. The Government is also requested to certify that there was no corruption or fraud in the nomination procedures of police officers on secondment to the United Nations.
12. Permanent Mission is requested to confirm the level of the educational degree obtained by each nominee, or it's equivalency to a 1st or other level university degree.
13. Rank in application form (EAC) should be outlined in candidate's original language with literal translation in English. No equating to military ranks should be made.
14. Permanent Mission is requested to present their candidates 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.
15. Applications must be forwarded by e-mail to the Police Division Selection and Recruitment Section, Office of Rule and Law and Security Institutions, Department of Peace Operations on the following e-mail address: ndongom@un.org in accordance with the specific directions in the relevant Note Verbale. In the event the size of the e-mail with attachments is too big to be submitted in one single message, then the message can be divided into few parts. The first part should clearly indicate the total number of submissions that will follow.
16. Upon receipt of the applications, the Recruitment Officer, whose e-mail is provided above, will acknowledge the receipt of the documents.
17. Communication regarding this process will be maintained through the Permanent Mission only. No personal queries from individual applicants will be entertained.

01 July 2025

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	Police Reform and Restructuring Coordinator, (P-4)
Organizational Unit	United Nations Organization for the Stabilization in the Democratic Republic of Congo, MONUSCO
Duty Station	Kinshasa
Reporting to	Deputy Police Commissioner
Duration	12 Months (extendible)
Deadline for applications	01, August 2025
Job Opening number	2024-MONUSCO-78800-DPO

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

RESPONSIBILITIES:

In compliance with the UN mandate and under the guidance and supervision of the MONUSCO Deputy Police Commissioner, the Police Reform and Restructuring Coordinator (P-4) will be responsible for the development of police services in the Democratic Republic of Congo (DRC) conforms with modern democratic principles and operational efficiency and effectiveness. Within the limits of delegated authority and under the guidance and supervision of the Deputy Police Commissioner, the Police Reform and Restructuring Coordinator will be performing the following duties:

- Reviewing the existing local police structure and systems, including in-depth analysis of personnel and skills requirements, evaluation of the criminal justice system and local police operational capabilities, as the basis for making a comprehensive analysis and recommendations for the overall reform, restructuring, and institutional development of the local police service.
- Development of short and medium-term plans and programs for the reform and restructuring, and the longer-term institutional development of the local police service.
- Advising and assisting local counterparts on issues related to the national police reform initiatives to bring them to internationally accepted standards of democratic policing.
- Periodically conducting evaluation and assessment of all reform, restructuring, and institutional development activities and provide guidance and support to other police initiatives.
- Assist and advise the local counterpart in developing and implementing recruitment, vetting, and selection policies and procedures.
- Developing reform and restructuring plans for the local police service in coordination and consultation with the UN Mission, government, and local police leadership.
- Coordinating bilateral and multilateral support initiatives relating to security sector reform and capacity enhancement of local security services.

- Production and timely submission of reports relating to the overall reform and restructuring, and institutional development of the local police.
- Liaising with senior local police officials and other relevant government officials on matters related to restructuring the existing or setting up a new police service.
- Regularly consulting and collaborating with UN agencies, international and national NGOs, judicial officers, correction officers, bilateral/multilateral donors, civil society members, and host state national government on police issues relevant to 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 complex 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 work areas. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in management and administration; ability to review and edit 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.

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 maintains 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 keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

QUALIFICATIONS:

Education: Advanced university degree (Masters or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management, or related area. A first-level university degree, in combination with qualifying experience, may be accepted in lieu of the advanced university degree. Specialized training in the area of incumbent's responsibility (operations, reform, administration, training, etc.) is highly desirable. Graduation from a certified Police Academy or other national or international Law Enforcement Training Institution is required.

Work Experience: A minimum of 7 years (9 years in the absence of an advanced degree) of progressively relevant and active policing service/experience in a national or international law enforcement agency both at the field and 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), reform and restructuring or

related field - required; practical direct experience in commanding a regional or a state level police units, or heading a department at national police HQ level—is highly desirable. Previous UN or international experience is an advantage. Previous UN or international experience is an advantage.

Rank: The rank required for a P-4 is Superintendent of Police, Lieutenant Colonel, or other equivalent or higher rank.

Languages: English and French are the UN's working languages. Fluency in oral and written French is required for the post advertised, and fluency in English is desirable.

Preference will be given to equally qualified women candidates.

Date of Issuance: 08 August 2024

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 offenses 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.

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

Special Notice: *Circulation of this Job Opening is limited to the Member States of the United Nations. Only police personnel who are currently employed in their national police service and who have received authorization from their respective national authority to apply for this Job Opening, will be considered.*

Please note that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other seconded position in peace operations or the UN Secretariat.

Active-duty seconded personnel may serve under a UN staff contract for a period of up to three years (cumulative), which, in exceptional cases, can be extended for a fourth and final year subject to operational needs and satisfactory performance. This service limit includes periods of any prior services with the United Nations as an active-duty seconded officer under a UN staff contract.

Candidates who have previously served as active-duty seconded personnel may reapply after a break in service of at least one year from their last secondment under a UN staff contract, subject to the contract limitation as indicated above.

Nominations of currently serving active-duty seconded police personnel on a UN staff contract will not be considered.

Candidates must meet all the requirements of the Job Opening at the time of nomination in order to be considered for the position.

Nominations of women candidates are strongly encouraged.

United Nations Nations Unies

HEADQUARTERS | SIEGE | NEW YORK, NY 10017

REFERENCE: DPO/OROLSI/PD/099/2024

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 refer to the requirement for the services of Police Officers in active service. In this regard, the Department of Peace Operations (DPO)/Department of Political and Peacebuilding Affairs (DPPA) is seeking the nomination of candidates for appointment on secondment to the United Nations Organization Stabilization Mission in the Democratic Republic of Congo MONUSCO for an initial period of one year with a possibility of extension in that position for a second and third year. In exceptional circumstances, the secondment to that position may be extended for a fourth year, but not longer. Post is available through the issuance of the Job Opening 2024 MONUSCO-78800-DPO/DPPA, which is posted for 60 days, effective 08 August 2024. The closing date for the Job Openings is 08 October 2024.

The nomination procedures together with all forms to be completed are included in this package. It is kindly requested that all documentation be submitted electronically to the Selection and Recruitment Section (SRS) to the following email address: ndongom@un.org.

Applications received after the deadline specified on the Job Opening will not be accepted.

In as much as the posts require the expertise of police officers in active service, the Permanent Mission of Member State is kindly requested to confirm that selected candidate(s) will be released, in a timely manner, from their national police service obligations for service with the United Nations. The Permanent Mission of Member State is also requested to ensure that the rank of each candidate submitted is clearly indicated on the application.

In addition, it is strongly recommended that the Permanent Mission of Member State carefully submits only those candidates meeting all requirements for the positions as described in the Job Opening.

The United Nations Secretariat would like to inform the Permanent Mission of Member State that in an effort to streamline and expedite the procedures of recruiting seconded officers, candidates approved for placement in the roster may be selected for positions with similar functions (same functional title and level), without a new Job Opening being issued. Candidates shall be retained on the roster for a period of two years after the first day of the month following the decision of the Head of the Department regarding the selection.

It should be noted that during the period of their secondment to the United Nations, police officers cannot be reassigned or transferred to any other position in the Department of Peace Operations (DPO) or other parts of the United Nations Secretariat. Successful candidates will be offered a one-year fixed-term appointment, which, based on performance and operational needs, may be extended for a second and third year or, in exceptional circumstances, a fourth and final year. Currently serving seconded active-duty officers under a United Nations contract are not eligible to apply or be nominated for another seconded officer position in the United Nations until after at least one year of separation from their last secondment on a contract with the United Nations Secretariat. As a result, nominations of currently serving seconded active-duty police officers under a United Nations contract will not be considered.

Nomination of women candidates is strongly encouraged.

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, with the exception of minor traffic violations (driving while intoxicated or dangerous or careless driving are not considered minor traffic violations

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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 United Nations Secretariat would like to avail of this opportunity to inform the Permanent Mission of Member State that staff members are subject to the authority of the Secretary-General and thereby are subject to the United Nations Staff Regulations and Staff Rules. In this context, your attention is drawn to Staff Regulation 1.2 (j), whereby "[n]o staff member shall accept any honor, decoration, favor, gift or remuneration from any Government."

The Permanent Mission of Member State is encouraged to nominate qualified women candidates.

This request is being transmitted to all Member States.

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



08 August 2024

United Nations



Nations Unies

FACSIMILE

Date: 01 July 2025

Reference: PD /729/ 25

TO: The Permanent Missions of of the United Nations	FROM: Commissioner Faisal Shahkar Police Adviser and Director DPO/OROLSI/PD United Nations Headquarters New York
ATTN: Military/Police Adviser or relevant Officer-in-Charge	For
FAX NO: Via email	FAX NO:
TEL NO:	TEL NO:
SUBJECT: MONUSCO- Extension of deadline for submission of qualified candidates for the post of Police Reform and Restructuring Coordinator, P-4	
Total number of transmitted pages, including this page: 3	
<ol style="list-style-type: none">1. The Police Division expresses its gratitude to Permanent Missions of the United Nations for the support in providing police officers for service in UN peace operations and refers to Note Verbale DPO/ORLOSI/PD/099/2024 regarding the invitation to nominate Seconded Police officers, for the post of Police Reform and Restructuring Coordinator (P-4).2. Please be informed that the deadline for submitting nominations for the post has been extended until 01 AUGUST 2025.3. The nomination procedures, together with all forms to be completed, are included in this package. It is kindly requested that all documentation be submitted electronically to the Selection and Recruitment Section (SRS) to the following email address: ndongom@un.org.4. Applications received after the deadline specified on the Job Opening will not be accepted.5. In as much as the posts require the expertise of police officers in active service, the Permanent Mission of the Member State is kindly requested to confirm that selected candidate(s) will be released, in a timely manner, from their national police service obligations for service with the United Nations. The Permanent Mission of the Member State is also requested to ensure that the rank of each candidate submitted is clearly indicated on the application.6. Additionally, it is strongly recommended that the Permanent Mission of the Member State carefully submit only those candidates who meet all the requirements for the positions as described in the Job Opening.	

STATEMENT OF CONFIDENTIALITY: The information contained in this document is intended only for the addressee. If you are not the addressee, any disclosure, photocopying, distribution, or use of this information is strictly prohibited. If you have received this facsimile in error, please notify the sender by telephone immediately.

7. The United Nations Secretariat would like to inform the Permanent Mission of Member State that in an effort to streamline and expedite the procedures of recruiting seconded officers, candidates approved for placement in the roster, may be selected for positions with similar functions (same functional title and level), without a new Job Opening being issued. Candidates shall be retained in the roster for a period of two years after the first day of the month following the selection decision by the Head of the Department.
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9. Candidates who have previously served as active-duty seconded personnel may reapply after a break in service of at least one year from their last secondment under a UN staff contract, subject to the contract limitation as indicated above.
10. Nominations of currently serving active-duty seconded police personnel on a UN staff contract will not be considered.
11. Candidates must meet all the requirements of the Job Opening at the time of nomination in order to be considered for the position.
12. Nomination of women candidates is strongly encouraged.
13. As per the Report of the Special Committee (C-34) on Peacekeeping Operations (A/78/19) presented at the 78th Session of the General Assembly, the Secretariat was requested to explore the possibility to limit the number of Member States' applications for each vacancy. In this regard, the Member States are requested to consider limiting the overall number of nominations for each post within the recruitment campaign.
14. 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, with the exception of 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.

15. 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.
16. The United Nations Secretariat would like to avail of this opportunity to inform the Permanent Mission of Member State that staff members are subject to the authority of the Secretary-General and thereby are subject to the United Nations Staff Regulations and Staff Rules. In this context your attention is drawn to Staff Regulation 1.2 (j), whereby "[n]o staff member shall accept any honor, decoration, favor, gift or remuneration from any Government".
17. The Permanent Mission of Member State is encouraged to nominate qualified women candidates.
18. This request is being transmitted to all Member States.
19. 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.

Best regards,

Drafted by: Ms. Mam Bintou Ndongo
Police Recruitment Officer
GA 3B, UNHQ
ndongom@un.org



Approved by: Mr. Ata YENIGUN
Chief Selection and Recruitment Section
Police Division/OROLSI/DPO
UNHQ