

স্মারক নং- ৪৪.০১.০০০০.০৩৯.১১.০০৬.১৯- ২৬ ৫১/১(৩)

তারিখ:- ২৫ কার্তিক ১৪২৬ বঙ্গাব্দ  
০৭ নভেম্বর ২০১৯ খ্রিস্টাব্দ

- সদয় অবগতি ও প্রয়োজনীয় ব্যবস্থা গ্রহণের জন্য প্রেরণ করা হলো:
- ✓ ১। অতিরিক্ত ডিআইজি (আইসিটি), বাংলাদেশ পুলিশ, পুলিশ হেডকোয়ার্টার্স, ঢাকা (বার্তাটি সংযুক্ত কাগজপত্রসহ পুলিশওয়েবসাইট-এ প্রচার করার জন্য অনুরোধ করা হলো)।
  - ২। এআইজি (মিডিয়া এন্ড পাবলিক রিলেশন্স), বাংলাদেশ পুলিশ, পুলিশ হেডকোয়ার্টার্স, ঢাকা (বার্তাটি বাংলাদেশ পুলিশ এর অফিসিয়াল ফেইসবুক পেইজে 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 পাতা।

(নাসিয়ান-ওয়ার্জেদ, পিপিএম)  
বিপি-৭৮০৩০২৭৮১৬

এআইজি (ইউএন অ্যাফেয়ার্স), বাংলাদেশ পুলিশ  
পুলিশ হেডকোয়ার্টার্স, ঢাকা।  
ফোন- ৯৫৬১৭৩০



AIG UN Affairs PHQ, Bangladesh <aigunphq@gmail.com>

Handwritten signature/initials

**Fwd: BINUH Job Opening: UN Police Commissioner D-1**

defence adviser <odapmbny@gmail.com>  
To: AIG Police HQ BD G Mail <aigunphq@gmail.com>

Sat, Nov 2, 2019 at 12:50 AM

Dear AIG  
Forwarded

Brigadier General Khan Firoz Ahmed, afwc, psc  
Defence 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

এজাইজি (বিউএম আফিসার)	
স্বাক্ষর	<i>[Signature]</i>
ডায়েরী নং	২২৬০
তারিখ	০৬/১১/১৯
<input type="checkbox"/> এসপি	Mahbus
<input type="checkbox"/> অডিঃ এসপি	
<input type="checkbox"/> ইন্সপেক্টর	Mamun
<input type="checkbox"/> প্রধান সহকারী	
<input type="checkbox"/> উচ্চমান সহকারী	
<input type="checkbox"/>	

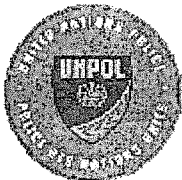
----- Forwarded message -----  
From: Laure Meyer <meyer3@un.org>  
Date: Thu, Oct 31, 2019 at 6:28 PM  
Subject: BINUH Job Opening: UN Police Commissioner D-1  
To:

Dear Sir/Madam,

Please find attached for your attention.

With best regards,

Handwritten signature and date: ০৬/১১/১৯



Laure Kouassi Meyer (Ms.)  
Selection and Recruitment Section  
Police Division, OROLSI  
Department of Peace Operations (DPO)  
DC1-0716 United Nations, New York, NY 10017

E-mail: meyer3@un.org

Tel: 212-963-4628



*Handwritten signature*

scan\_lmeyer\_2019-10-31-17-59-22.pdf  
761K

United Nations

DEPARTMENT  
OF PEACE OPERATIONS



Nations Unies

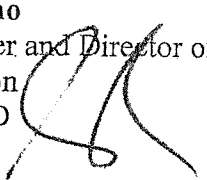
DEPARTEMENT  
DES OPERATIONS DE PAIX

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OUTGOING FACSIMILE

Date: 31 October 2019

Reference: PD/2384/19

<b>TO:</b> The Permanent Mission of the United Nations	<b>FROM:</b> Mr. Luis Carrilho UN Police Adviser and Director of the Police Division DPO/OROLSI/PD UNHQ
<b>ATTN:</b> Military/Police Adviser or relevant Officer-in-Charge	<i>FOR</i> 
<b>FAX NO:</b>	<b>FAX NO:</b> 917 367 2222
<b>TEL NO:</b>	<b>TEL NO:</b> 212 963 6628
<b>SUBJECT:</b> EXTENSION OF DEADLINE: UN Police Commissioner, D1 (BINUH)	
<b>Total number of transmitted pages including this page: 9</b>	
<ol style="list-style-type: none"><li>1. The Police Division expresses its gratitude to the Permanent Mission to the United Nations for the dedicated, collaborative and sustained support in providing UN police officers for the service in peace operations.</li><li>2. Reference is made to Note Verbale DPO/OROLSI/PD/2019/157/19 of 19 August 2019 inviting Member States to nominate candidates for the position of Police Commissioner, D1 in BINUH (attached to this fax). The Police Division wishes to advise that the deadline for receiving nominations for the position <b>has been extended until 15 November 2019</b>. This extension is to seek the nominations of female candidates.</li><li>3. This is in line with the Secretary-General's effort to increase female representation in the Organization and the Police Division strongly recommends that at least 20% of the nominated candidates be women.</li><li>4. The Secretariat of United Nations avail itself of its opportunity to renew to police contributing countries the assurance of its highest consideration.</li></ol> <p>Best regards,</p>	

1208

<p><b>Drafted by:</b> Ms. Laure Kouassi Meyer Police Division/SRS OROLSI/DPO Room: DC1- 0716 e-mail: meyer3@un.org</p>	<p><b>Cleared by:</b> Mr. Ata Ye Chief Selection and Recruitment Police Division/SRS OROLSI/DPO</p>
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United Nations



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DPO/OROLSI/PD/2019/157/19

The Secretariat of the United Nations presents its compliments to the Permanent Mission of Member State to the United Nations and has the honour to invite its Government to nominate individual police officers in active service for appointment on secondment to the United Nations Integrated Office in Haiti (BINUH), 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 display 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 post/s for which the Secretariat is seeking qualified applicants are provided in the attached job openings. Also attached are the "Application Procedures for Positions in United Nations Police Components in Peacekeeping Operations and Special Political Missions Requesting Official Secondment from National Governments of Member States to 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, 2nd floor, 7<sup>th</sup> floor, room DC1-0716, in accordance with the above-referenced procedures, certifying that the nominee/s meet/s the requirements in the attached job opening/s. 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 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 applicants and submit only those candidates meeting all requirements as described in the job opening/s.

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

The Secretariat wishes to inform the Permanent Mission of Member State that, in an effort to streamline and expedite the procedures of secondment

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United Nations  National Police

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

The Secretariat wishes to reiterate that promoting and protecting respect for human rights is a core purpose of the United Nations. It is central to the delivery of its mandates. Should the Secretariat become aware of human rights violations which give rise to concerns as to the recruitment and performance of [country] police personnel, this may constitute grounds to refuse the acceptance of such personnel to serve in UN peace operations. In the event that such personnel have been investigated for, charged with or prosecuted for a 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 prosecution(s). The Government is also requested to certify that it is not aware of any allegations involving, by act or omission, in the commission of any acts that may amount to a violation of international human rights law or international humanitarian law.

The Secretariat recalls that it has a zero-tolerance policy with respect to fraud and corruption. There are no exceptions for police officers. The Government is therefore requested to ensure that there is no corruption or fraud in the nomination and extension process. Should the Secretariat be aware of allegations of corruption or fraud in the nomination or extension process of police officers on secondment, this may constitute grounds to refuse the acceptance of such personnel to serve in the United Nations. The Government is also requested to ensure that there are no allegations of corruption or fraud in the nomination or extension process of any future police deployments from the contributing country.

The Secretariat also recalls that the responsibilities of police personnel who are appointed to serve in United Nations peacekeeping missions are exclusively international in character. They are to be performed under the authority of, and in full compliance with, the instructions of the Secretary-General of the United Nations and persons acting under his authority. They are duty-bound not to seek or accept instructions in regard to the performance of their

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United Nations  Nations *Services*

duties from any government or from other authorities of the United Nations. Seconded personnel should carry out their functions in accordance with all applicable regulations, rules and procedures of the Organization.

the United Nations in accordance with the provisions of the Charter of the United Nations.

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.

opportunity to the United Nations.

*[Handwritten signature]*



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# United Nations



*Position requires official secondment from national governments of Member States of the United Nations Organization.*

<b>Post title and level</b>	<b>UN Police Commissioner, D-1</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Office in Haiti (BINUH)</b>
<b>Duty Station</b>	<b>Port-au-Prince</b>
<b>Reporting to</b>	<b>Special Representative of the Secretary-General</b>
<b>Duration</b>	<b>12 Month (subject to final approval of BINUH's budget)</b>
<b>Deadline for application</b>	<b>18 October 2019</b>
<b>Job Opening number</b>	<b>2019-BINUH-00001-DPPA</b>

United Nations Core Values: Integrity, Professionalism and Gender Diversity

## Organizational Setting and Reporting:

This position is located in the United Nations Integrated Office in Haiti. The Security Council adopted resolution 2476 (2019) authorizing the mandate of the United Nations Integrated Office in Haiti (BINUH) to assist the Government of Haiti in promoting and strengthening political stability, including the rule of law, preserving and advancing a peaceful and stable society, supporting an inclusive inter-Haitian national dialogue, and protecting human rights. The incumbent will assist the Government of Haiti with its efforts to plan and execute free, fair and transparent elections; reinforce the capacity of the Haitian National Police (HNP), including training and crowd control, to respond to gang violence and sexual and gender-based violence; Develop an inclusive approach with all sectors of society, including the private sector, academia, and civil society, in particular, gang violence; Address human rights abuses and violations, including human rights obligations; Improve Penitentiary Administration management and facilities to ensure proper treatment of detainees in accordance with international standards; Strengthen the justice sector, including by adopting and implementing judicial reform, improving internal oversight and accountability, particularly addressing prolonged pretrial detention, and ensuring merit-based judicial appointments and renewal of judicial mandates.

The incumbent will be based in Port-au-Prince and will report to the Special Representative of the Secretary General (SRSG). BINUH Police Commissioner will be responsible for the performance of the following duties:

## RESPONSIBILITIES:

- The effective and efficient strategic leadership of all personnel assigned to the Police and Corrections Unit of BINUH in accordance with the United Nations Strategic Guidance Framework and Mission mandate;
- Providing advisory support to national authorities to develop the Haitian National Police (HNP) institution to function in accordance with international standards of democratic policing;

(BINUH). The United Nations Integrated Office in Haiti (BINUH) which is to advise and assist the Government of Haiti in promoting good governance, including through promoting human rights; and promoting and transparent elections; providing training on human rights and violence, and to maintain peace and community violence and to comply with international standards of oversight of prison management and standards; and to facilitate to promote justice and accountability to corruption, human rights and the timely renewal of judicial mandates.

Special Representative of the Secretary-General, but not limited to, the

assigned to the Police and Corrections Unit of BINUH in accordance with the United Nations Strategic Guidance Framework and Mission mandate;

Haitian National Police (HNP) institution to function in accordance with international standards of democratic policing;

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- Advising the SRSG and other UN mission leaderships on police and corrections provide regular reports on key issues and findings related to police and corrections;
- Advising and assisting the Director General of the National Police and the Director General of the Prison Administration (DAP) in all aspects of management and administration and
- Advising the SRSG on matters relating to the assistance for the development of the HNP and the DAP in line with international and police practice; treatment needs for the Police and Human Rights
- Developing the Police and Corrections Unit's mission statement in accordance with the overall objectives of BINUH and emphasizing the management of personnel; Assisting the HNP leadership in leading and implementing the HNP Strategic Development Plan through a wide-ranging consultation process which will engage international and national
- Assisting the national authorities in the development of policies and plans to enhance the law and order and public security and the responsibility and operationally support in their implementation of corrections operational
- Advise the HNP leadership in the management of police operations to maximize police effectiveness and reduce gang related violence; activities of
- Developing mechanisms for the collection and institutionalization of lessons learned by the Police and Corrections Unit; practices and
- Assisting national authorities towards a meaningful and effective participation while
- Regularly consulting and collaborating with UN agencies, bilateral and national NGOs, judicial authorities, correction officers, bilateral/multilateral organizations of civil society, and members of the national government in performing the UN mandate;
- Coordinating and supporting the initiatives of the BINUH in police monitoring, development of accountability mechanisms and training; activities relating to police and corrections
- Regularly communicates and liaise with the UN Police and the Chief of the Justice and Corrections Service (DPC) and the Department of Justice and the Department of the mandate;
- Performing such other functions as are consistent with the UN Security Council Resolution and as may be required by the SRSG in the management of the Police and Corrections Unit.

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**COMPETENCIES:**

**Professionalism:**

Shows pride in work and achievements; demonstrates professional conduct in all matters; is conscientious and efficient in meeting commitments; is motivated by professional rather than personal concerns; solves problems or challenges; remains calm in stressful situations; utilizes advanced skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

and mastery of subject matter in achieving results; is able to deal with difficult and conflict-resolution situations and participation of

**Client Orientation:**

Establishes and maintains productive partnerships with clients by identifying clients' needs and matches them to appropriate solutions; identifies and utilizes resources inside and outside the clients' environment to keep informed and anticipate progress and setbacks in projects; meets time line for delivery of products.

with trust and respect; identifies and utilizes resources inside and outside the clients' environment to keep informed of the needs of clients.

**Planning and Organizing:**

Develops clear goals that are consistent with agreed strategies and assignments; adjusts priorities as required; allocates appropriate resources for completing work; foresees risks and allows for contingencies; develops plans and actions as necessary; uses time efficiently.

identifies and utilizes resources for completing work and adjusts plans

**Leadership:**

Serves as a role model that other people want to follow; exercises initiative; is proactive in developing strategies to accomplish objectives; works with a broad range of people to understand needs and gain support; pursues mutually agreeable solutions; drives for change and improvement; shows the courage to take unpopular stands. Provides leadership in incorporating gender perspectives and ensuring the equal participation in work; demonstrates knowledge of strategies and commitment to the organization.

translates vision into results; identifies and utilizes resources; resolves conflicts by negotiation; accepts the status quo; demonstrates responsibility for the organization in all areas of work; demonstrates knowledge of strategies and commitment to the organization in staffing.

**Vision:**

Identifies strategic issues, opportunities and risks; clearly communicates the organization's strategy and the work unit's goals; generates and communicates broad direction, inspiring others to pursue that same direction; communicates effectively.

communicates the Organization's strategy and the work unit's goals; generates and communicates broad direction, inspiring others to pursue that same direction; communicates effectively.

**QUALIFICATIONS:**

**Education:** Advanced university degree (Masters or equivalent) in public administration, human resources management, financial management or related field. A degree in combination with qualifying experience may be accepted. Education from a police academy is required.

Advanced university degree (Masters or equivalent) in public administration, business or human resources management or related field. A degree in combination with qualifying experience may be accepted. Education from a police academy is required.

**Work Experience:** A Minimum of 15 years of progressive experience in the field and national police headquarters level including 10 years at policy making level, with extensive strategic planning and management experience in operations, human and financial resources, crime management and development; practical command level experience of managing police units, Highly developed advisory, coaching/mentorship skills; effective negotiation and written communication skills; In-depth planning and organizational skills especially working in a multicultural environment. Previous experience working in a multinational organization is an advantage.

Minimum of 15 years of progressive experience both at the field and national police headquarters level including 10 years at policy making level, with extensive strategic planning and management experience in operations, human and financial resources, crime management and development; practical command level experience of managing police units, Highly developed advisory, coaching/mentorship skills; effective negotiation and written communication skills; In-depth planning and organizational skills especially working in a multicultural environment. Previous experience working in a multinational organization is an advantage.

**Rank:** Rank required for a D-1 is Senior Chief Superintendent of Police, Commissioner, Deputy/Assistant Inspector General, equivalent to or higher rank.

Rank required for a D-1 is Senior Chief Superintendent of Police, Commissioner, Deputy/Assistant Inspector General, equivalent to or higher rank.

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**Languages:** English and French are the working language  
fluency in oral and written French and English is required.

Preference will be given to equally qualified women candidates.  
Date of Issuance: 4 October 2019

In accordance with the new Policy on Human Rights Screening of  
the United Nations are requested to make "self-attestation" that s/he  
and has not been involved in violations of international human rights  
wording of the self-attestation is outlined in para. 5.2 of the above  
of an individual to serve with the United Nations will also be subject  
<http://www.un.org/en/peacekeeping/sites/police>

the UN

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The exact  
the selection

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 তার সর্বাঙ্গীন সাফল্য কামনা করি।

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