

আইসিটি শাখা	
পুলিশ হেডকোয়ার্টার্স, ঢাকা	
তারিখ: ২৭/১২/২৫	
১৬৫৫	
উপস্থাপিত (স্বাক্ষর)	
উপস্থাপিত (স্বাক্ষর)	

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

অতীব জরুরি

স্মারক নং- ৪৪.০১.০০০০.০৩৯.১১.০১০.২৪-২৫২৭

তারিখ:- ০২ পৌষ ১৪৩২ বঙ্গাব্দ  
২৭ ডিসেম্বর ২০২৫ খ্রিস্টাব্দ

বিষয়: Police Division Standing Police Capacity (SPC), Brindisi, Italy তে বিভিন্ন পদে Secondment নিয়োগের জন্য আবেদন প্রেরণ প্রসঙ্গে।

সূত্র: PD, DPO, UNHQ Reference: DPO/OROLSI/PD/2025/0189, Dated 10 December 2025.

উপর্যুক্ত বিষয় সূত্রের স্মারকের পরিশ্রেফিকিতে সদয় অবগতির জন্য জানানো যাচ্ছে যে, Police Division Standing Police Capacity (SPC), Brindisi, Italy তে নিম্নবর্ণিত পদসমূহে Secondment নিয়োগের জন্য আবেদন আহ্বান করা হয়েছে।

SL	Name of the Posts and Level	Job Opening Number	Eligible Rank
1.	Team Leader, P-5	2025-SPC-78755-DPO and 2025-SPC-75904-DPO	Addl. DIG and above
2.	Police Reform Adviser, P-4	2025-SPC-75908-DPO 2025-SPC-75917-DPO	SP and above
3.	Transnational Crime Officer, P-3	2025-SPC-75927-DPO	Additional SP and above
4.	Community Policing (Reform) Officer, P-3	2025-SPC-75924-DPO	Additional SP and above
5.	Gender Affairs Officer, P-3	2025-SPC-78775-DPO	Additional SP and above

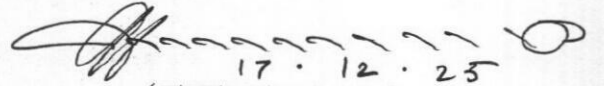
২। এমতাবস্থায়, উপর্যুক্ত পদসমূহে আহ্বান, Job Opening-এ বর্ণিত যোগ্যতা ও জাতিসংঘ শান্তিরক্ষা মিশনে কাজ করার অভিজ্ঞতা সম্পন্ন কর্মকর্তাগণের নিকট হতে পূরণকৃত P-11, Employment and Academic Certification এবং Employment Record-Supplementary Sheet (পূর্ণাঙ্গ ও সঠিকভাবে পূরণকৃত হতে হবে)-সহ আবেদন আগামী ১০ ফেব্রুয়ারি ২০২৬ পুনঃ ১০ ফেব্রুয়ারি ২০২৬ তারিখের মধ্যে প্রেরণের প্রেরণের প্রয়োজনীয় ব্যবস্থা গ্রহণের জন্য অনুরোধ করা হলো। বিষয়টি সংশ্লিষ্ট উপর্যুক্ত কর্মকর্তাগণকে অবহিত করার জন্য অনুরোধ করা হলো। নির্ধারিত তারিখের পর প্রাপ্ত বা অসম্পূর্ণ আবেদন গ্রহণযোগ্য হবে না। উপর্যুক্ত কর্মকর্তা পাওয়া না গেলে শূন্য প্রতিবেদন প্রেরণের জন্য 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 (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: ২১ পাতা।

  
(মোঃ আবদুল্লাহ আল-মামুন)  
বিপি-৭৬০৫১০৫১১২  
অতিরিক্ত ডিআইজি  
ফোনঃ ০২২২৩৩৮১৭৩০  
ই-মেইল: aigunphq@gmail.com

- ১। পুলিশ কমিশনার, ডিএমপি, ঢাকা।
- ২। মহাপরিচালক, র‍্যাংক, র‍্যাংক ফোর্সেস, হেডকোয়ার্টার্স, ঢাকা।
- ৩। অতিরিক্ত আইজি, এসবি, বাংলাদেশ পুলিশ, ঢাকা।
- ৪। অতিরিক্ত আইজি, হাইওয়ে পুলিশ, বাংলাদেশ পুলিশ, ঢাকা।
- ৫। পুলিশ কমিশনার, সিএমপি, চট্টগ্রাম।

- ৬। অতিরিক্ত আইজি, শিল্পাঞ্চল পুলিশ, বাংলাদেশ পুলিশ, ঢাকা।
- ৭। অতিরিক্ত আইজি, এন্টি টেররিজম ইউনিট, বাংলাদেশ পুলিশ, ঢাকা।
- ৮। অতিরিক্ত আইজি, পিবিআই, বাংলাদেশ পুলিশ, ঢাকা।
- ৯। অতিরিক্ত আইজি, সিআইডি, বাংলাদেশ পুলিশ, ঢাকা।
- ১০। অতিরিক্ত আইজি, আর্মড পুলিশ ব্যাটালিয়ন, বাংলাদেশ পুলিশ, ঢাকা।
- ১১। রেকর্ডার, পুলিশ স্টাফ কলেজ, মিরপুর-১৪, ঢাকা।
- ১২। প্রিন্সিপ্যাল, বাংলাদেশ পুলিশ একাডেমী, সারদা, রাজশাহী।
- ১৩। অতিরিক্ত আইজি, নৌ পুলিশ, বাংলাদেশ পুলিশ, ঢাকা।
- ১৪। অতিরিক্ত আইজি, পুলিশ টেলিকম সংস্থা, বাংলাদেশ পুলিশ, ঢাকা।
- ১৫। অতিরিক্ত আইজি, রেলওয়ে পুলিশ, বাংলাদেশ পুলিশ, ঢাকা।
- ১৬। অতিরিক্ত আইজি, ট্যুরিস্ট পুলিশ, বাংলাদেশ পুলিশ, ঢাকা।
- ১৭। পুলিশ কমিশনার, কেএমপি/আরএমপি/এসএমপি/বিএমপি/জিএমপি/আরপিএমপি।
- ১৮। পরিচালক, কেন্দ্রীয় পুলিশ হাসপাতাল, রাজারবাগ, ঢাকা।
- ১৯। ডিআইজি, ঢাকা/চট্টগ্রাম/খুলনা/রাজশাহী/বরিশাল/ সিলেট/ রংপুর/ ময়মনসিংহ রেঞ্জ/এসপিবিএন/এমআরটি, বাংলাদেশ পুলিশ।
- ২০। কমান্ড্যান্ট, ডিটিএস, সিআইডি, ঢাকা/এসবি ট্রেনিং স্কুল, ঢাকা/ডিডিএস, মিলব্যারাক, ঢাকা।
- ২১। কমান্ড্যান্ট, পিটিসি টাংগাইল/নোয়াখালী/রংপুর/খুলনা/এপিবিএন এন্ড বিশেষায়িত ট্রেনিং সেন্টার, খাগড়াছড়ি।
- ২২। অতিরিক্ত ডিআইজি (হেডকোয়ার্টার্স), বাংলাদেশ পুলিশ, পুলিশ হেডকোয়ার্টার্স, ঢাকা।
- ২৩। অধিনায়ক,..... এপিবিএন (সকল).....।
- ২৪। অধিনায়ক, এসপিবিএন-১/এসপিবিএন-২, ঢাকা।
- ২৫। কমান্ড্যান্ট, আরআরএফ, ঢাকা/চট্টগ্রাম/খুলনা/রাজশাহী/সিলেট/বরিশাল/রংপুর।
- ২৬। পুলিশ সুপার (সকল).....(হাইওয়ে, রেলওয়ে, ট্যুরিস্ট পুলিশ ও নৌপুলিশসহ)।
- ২৭। পরিচালক, ইন্ডাস্ট্রিয়াল পুলিশ (সকল).....।
- ২৮। কমান্ড্যান্ট, পিএসটিএস, বেতবুনিয়া, রাঙ্গামাটি।
- ২৯। কমান্ড্যান্ট, ইনসার্ভিস ট্রেনিং সেন্টার (সকল).....।
- ৩০। বাংলাদেশ কন্টিনজেন্ট কমান্ডার, IPOs/FPU.

স্মারক নং- ৪৪.০১.০০০০.০৩৯.১১.০০৯.২৪-২৫স/২৬)

তারিখ:- ০২ পৌষ ১৪৩২ বঙ্গাব্দ  
২৭ ডিসেম্বর 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 অনুরোধ করা হলো)।
- ৩। ভারপ্রাপ্ত কর্মকর্তা (অপারেশন কন্ট্রোল রুম), পুলিশ হেডকোয়ার্টার্স, ঢাকা (তাকে পত্রটি সংশ্লিষ্ট ইউনিট/কর্মকর্তার নিকট প্রেরণ নিশ্চিতকরত: ডায়েরীভুক্ত করার জন্য অনুরোধ করা হলো)।

সংযুক্তি ২১ পাতা।

17.12.25

(মোঃ আবদুল্লাহ আল-মামুন)

বিপি-৭৬০৫১০৫১১২

অতিরিক্ত ডিআইজি

ফোনঃ ০২২২৩৩৮১৭৩০

ই-মেইল: aigunphq@gmail.com

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 সর্বাস্থীন সাফল্য কামনা করি।

(ইউনিট প্রধান/প্রত্যয়নকারী কর্মকর্তা)

স্বাক্ষরঃ.....

নামঃ.....

বিপিঃ.....

পদবীঃ.....

ঠিকানাঃ .....

ফোনঃ.....

ই-মেইলঃ .....



অঙ্গীকারনামা

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

আমি এ মর্মে অঙ্গীকার করছি যে, আমি যদি জাতিসংঘ শান্তিরক্ষা মিশন .....এ.....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 গুরুত্বপূর্ণ  
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 &amp; UN Ops Bangladesh Police &lt;aigunphq@gmail.com&gt;

## Fwd: UN DPO/Police Division/Standing Police Capacity Recruitment Campaign 2025 (UNGSC) - deadline 9 March 2026

1 message

defence adviser &lt;odapmbny@gmail.com&gt;

Tue, Dec 16, 2025 at 10:13 PM

To: AIG Police HQ BD G Mail &lt;aigunphq@gmail.com&gt;

Cc: Def Wg-1 &lt;odapmbny1@gmail.com&gt;

Dear AIG Mamun,

Assalamualaikum and Good Morning.

The trailing email launching the 2025 Police Recruitment Campaign for seconded posts in the Department of Peace Operations/ Police Division has been forwarded for 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

অ্যাডিশনাল ডিআইজি (ইউএন অপারেশনস)	
স্বাক্ষর	<i>[Signature]</i>
ডায়েরী নং	
তারিখ	০৭/১২/২৫
অতিরিক্ত এসপি	
অন্যান্য	

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

From: **Ata Yenigun** <yenigun@un.org>

Date: Fri, Dec 12, 2025 at 5:42 PM

Subject: UN DPO/Police Division/Standing Police Capacity Recruitment Campaign 2025 (UNGSC) - deadline 9 March 2026

To: Ata Yenigun &lt;yenigun@un.org&gt;

Cc: Dmytro Oscshepkov &lt;oscshepkov@un.org&gt;

Excellencies,

Please be advised that the Police Division is hereby launching the 2025 Police Recruitment Campaign for seconded posts in the Department of Peace Operations/ Police Division's Standing Police Capacity, Brindisi, Italy, through the issuance of five (5) Job Openings advertising overall seven (7) posts. Although the formal deadline for nominations submission is 9 March 2026, we will accept application documents until 12 March 2026.

In this regard, please find attached:

- Note Verbale announcing the campaign (in English and French languages)
- 05 Job Openings for 7 posts (in English and French languages)
- Nomination Procedures for Permanent Missions (in English and French languages)
- Presentations guiding and sensitizing on selection and recruitment procedures and requirements
- SPC campaign\_ Protocol for electronic submission
- List of entitlement and benefits\_ Member State form
- "2025 Campaign\_Application Sheet \_ List of Candidates by PM (SPC)"
- Personal History Profile form (P.11) along with supplementary sheets
- Academic and Employment Certification (EAC) form,

*UD/Kannan*

In order to promote greater gender balance among police secondment, we strongly encourage the nomination of qualified female candidates.

**Please note:**

- Nominations received after the deadline specified on the Job Opening, will not be accepted.
- Applications submitted using different forms from the ones provided will not be accepted.
- Permanent Missions are requested to present their candidates in **one single submission** via a Note Verbale.

Applications must be forwarded by e-mail to Mr. Dmytro Oschepkov (oschepkov@un.org) in accordance with the specific directions in the relevant Note Verbale.

The General Assembly in its resolution 75/292 authorized the Secretary-General to continue to enter into agreements with Member States to prevent duplication of salaries, benefits and allowances for the active-duty seconded military and police personnel. In this regard, Member States are strongly encouraged to complete and submit the attached form "List of entitlements and benefits" together with their nominations. The completed form will help the UN Secretariat identify any duplication of entitlements and benefits for the active-duty military and police personnel seconded to the UN. Please note that completion and submission of this form is on a voluntary basis and whether or not a Member State provides such information with their nominations will have no impact on the selection process, nor would nominations be disqualified should a Member State choose not to complete the form.

The Police Division is looking forward to your submissions and stand ready to assist you with any questions.

Best regards,



**Ata Yenigun**

**Chief, Selection and Recruitment Section**

Police Division, OROLSI

Department of Peace Operations (DPO)

GA 3B Swing Space A

United Nations, 801 UN Plaza, New York, NY 10017

E-mail: [yenigun@un.org](mailto:yenigun@un.org)

Tel: 6464692457 Fax: 917-963-2222













**UNPOL**  
UNITED NATIONS POLICE



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**13 attachments**

NV - SPC 7 posts (Nov 2025) - Eng.pdf  
214K

-  **NV - SPC 7 posts (Nov 2025) - Fr.pdf**  
238K
-  **NOMINATION PROCEDURES P POSTS (FR) DEC 2025.pdf**  
145K
-  **Presentations.zip**  
6076K
-  **List of entitlements and benefits - Member States for campaign...docx**  
45K
-  **Protocol for Electronic Submissions of Nominations for SPC posts.pdf**  
527K
-  **EAC Form.doc**  
110K
-  **P-11 form - supplementary sheets.doc**  
126K
-  **P-11 form.doc**  
207K
-  **2025 Campaign\_Application Sheet \_ List of Candidates by PM (SPC).xlsx**  
23K
-  **JOs-Fr.zip**  
973K
-  **JOs-En.zip**  
1181K
-  **NOMINATION PROCEDURES P POSTS (EN) December 2025.pdf**  
170K

REFERENCE: DPO/OROLSI/PD/2025/0189

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) is seeking the nomination of candidates for appointment on secondment to the United Nations Mission within the Police Division Standing Police Capacity (SPC) in Brindisi 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 the positions may be extended for a fourth year, but not longer. There are overall seven (7) posts available through the issuance of five Job Openings, which are posted for a period of 90 days effective 09 December 2025. The closing date for all Job Openings will be 09 March 2026.

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: [oschepkov@un.org](mailto:oschepkov@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 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.

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 within the 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.

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



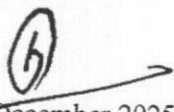
become aware of grave human rights violations which give rise to concerns as to the record and performance of [country] police personnel, this may constitute grounds to revoke its acceptance of such personnel to serve in UN peace operations. In the case of nominees who have been investigated for, charged 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 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 strongly 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 to the Permanent Mission of Member State to the United Nations the assurances of its highest consideration.

  
10 December 2025



REFERENCE: DPO/OROLSI/PD/2025/0189

Le Secrétariat de l'Organisation des Nations Unies présente ses compliments à la Mission Permanente de l'État Membre auprès de l'Organisation des Nations Unies et à l'honneur de porter à leur attention les besoins pour l'Organisation de recourir aux services d'officiers de police en service actif. À cet égard, le Département des opérations de paix (DOP) sollicite la nomination de candidats pour un détachement auprès de la Mission des Nations Unies, au sein de la Capacité permanente de police (SPC) de la Division de la police à Brindisi, pour une période initiale d'un an, avec possibilité de prolongation pour une deuxième et une troisième année sur ce poste. Exceptionnellement, le détachement sur le poste peut être prolongé d'une quatrième année, au maximum. Un total de sept postes sont à pourvoir par la publication de cinq avis de vacance, ouverts pour une période de 90 jours à compter du 09 décembre 2025. La date de clôture pour l'ensemble de ces avis de vacance est fixée au 09 mars 2026.

Les procédures de nominations ainsi que tous les formulaires à remplir sont inclus dans ce dossier. Bien vouloir soumettre tous les dossiers de candidatures par voie électronique à la Section de Sélection et de Recrutement de la Division Police, Département des Opérations de Paix, à l'adresse suivante : [oschepkov@un.org](mailto:oschepkov@un.org)

Les candidatures reçues au-delà de la date limite spécifiée sur la vacance de poste, ne seront pas prises en compte.

Dans la mesure où la position exige les compétences d'officiers de police en service actif, la Mission Permanente de l'État Membre est priée de confirmer que les candidat(e)s recommandé(e)s seront libéré(e)s, dans des délais opportuns, de leurs obligations nationales relevant de leur service d'origine pour leur prise de fonctions aux Nations Unies. La Mission Permanente de l'État Membre est également invitée à s'assurer que le grade de chaque candidat est clairement indiqué sur le formulaire de candidature.

En outre, il est fortement recommandé à la Mission Permanente de l'État Membre de procéder seulement, aux transmissions de candidatures qui répondent scrupuleusement à toutes les conditions énoncées dans la fiche de poste.

Le Secrétariat de l'Organisation des Nations Unies souhaite informer la Mission Permanente de l'État Membre, que dans un souci de rationalisation et afin d'accélérer les procédures de recrutement d'officiers détachés, les candidats ayant été qualifiés et inscrits sur un fichier, pourront être sélectionnés pour des emplois correspondant à des fonctions similaires (même titre et même niveau de poste), sans qu'un nouvel appel à candidature soit publié. Ces candidats seront maintenus dans le fichier pour une durée d'un an à compter du premier jour du mois qui suit la décision de sélection par le chef du Département.

Il convient de noter que pendant la période de leur détachement aux Nations Unies, les policiers ne peuvent pas être réaffectés ou transférés à un autre poste au sein du Département des opérations de paix (DOP) ou d'autres parties du Secrétariat de l'ONU. Le personnel en détachement actif peut servir sous un contrat de personnel du Secrétariat de l'ONU pour une période allant jusqu'à trois ans (cumulés), laquelle peut, dans des cas exceptionnels, être prolongée pour une quatrième et dernière année, sous réserve des besoins opérationnels et d'une performance satisfaisante. Cette limite de service inclut les périodes de tout service antérieur auprès des Nations Unies en tant qu'officier en détachement actif sous contrat de personnel du Secrétariat de l'ONU.

Les candidats ayant déjà servi en tant que personnel détaché en activité peuvent postuler à nouveau après une interruption de service d'au moins un an depuis leur dernier détachement sous contrat de personnel du Secrétariat de l'ONU, sous réserve de la limite de contrat indiquée ci-dessus.

Les nominations de personnel policier en détachement actif actuellement en service sous un contrat de personnel du Secrétariat de l'ONU ne seront pas considérées.

Les candidats doivent satisfaire à toutes les exigences de l'avis de vacance de poste au moment de la nomination pour être pris en considération pour le poste.

Les candidatures féminines sont fortement encouragées.

Le Secrétariat tient à réitérer que la promotion et l'encouragement du respect des droits de l'homme comptent parmi les buts essentiels de l'Organisation des Nations Unies et sont au cœur de l'exécution de ses mandats. Dans l'hypothèse où le Secrétariat serait informé de graves violations des droits de l'homme suscitant des préoccupations quant aux antécédents et à la conduite de membres des services de police de [pays], cela pourrait constituer un motif de retirer son agrément à la participation de ces personnels aux opérations de paix des Nations Unies. S'agissant des candidats ayant fait l'objet d'une enquête, de poursuites ou de mises en accusation pour une infraction pénale, à l'exception de simples infractions au code de la route (la conduite en état d'ivresse ou la conduite dangereuse ou imprudente n'étant pas considérées, aux fins des présentes, comme de simples infractions au code de la route), mais qui n'ont pas été condamnés, il est demandé au Gouvernement de fournir des informations sur l'enquête ou les poursuites en question. Il est également demandé au Gouvernement de certifier qu'il n'a connaissance d'aucune allégation selon laquelle les candidats qu'il propose auraient commis ou auraient pris part, par action ou par omission, à la commission d'actes susceptibles de constituer des violations du droit international des droits de l'homme ou du droit international humanitaire.

Le Secrétariat rappelle qu'il applique une politique de tolérance zéro à l'égard de la fraude et de la corruption. Il est donc demandé au Gouvernement de certifier qu'aucun acte de corruption ou de fraude n'est intervenu dans les procédures de nomination et de prolongation des fonctionnaires de police détachés auprès de l'Organisation des Nations Unies. Dans l'hypothèse où le Secrétariat serait informé d'allégations de corruption ou de fraude dans les procédures de nomination ou de prolongation de fonctionnaires de police détachés, cela pourrait constituer un motif de retirer son agrément à la participation de ces personnels au service de l'Organisation des Nations Unies, ainsi que de suspendre tout futur déploiement de policiers en provenance de l'État contributeur concerné.

Le Secrétariat de l'ONU voudrait saisir cette occasion pour informer la Mission Permanente de [État membre] auprès de l'Organisation des Nations Unies que les personnels sont soumis à l'autorité du Secrétaire général et de fait, au statut du personnel et au règlement du personnel de l'Organisation des Nations Unies. Dans ce contexte, votre attention est appelée sur l'alinéa j) de l'article 1.2 du statut du personnel, aux termes duquel « le fonctionnaire ne peut accepter d'aucun gouvernement ni distinction honorifique, décoration, faveur, ni don ou rémunération quelconques ».

La Mission Permanente de l'État Membre est encouragée à présenter des candidatures de femmes qualifiées.

Cette note est adressée à tous les pays membres.

Le Secrétariat de l'Organisation des Nations Unies saisit cette occasion pour renouveler à la Mission permanente de [État membre] auprès de l'Organisation des Nations Unies les assurances de sa très haute considération.



Le 10 décembre 2025

**PROCÉDURES DE NOMINATION POUR LES POSTES CONTRACTUELS  
PROFESSIONNELS AU SEIN DES COMPOSANTES DE POLICE DES NATIONS  
UNIES DANS LES OPÉRATIONS DE MAINTIEN DE LA PAIX, LES MISSIONS  
POLITIQUES SPÉCIALES OU AUTRES ENTITÉS DE L'ONU REQUIÉRANT UN  
DÉTACHEMENT OFFICIEL DES GOUVERNEMENTS NATIONAUX DES ÉTATS  
MEMBRES DE L'ONU**

Les procédures ci-dessous doivent être suivies par les Missions permanentes pour la présentation des candidats aux postes contractuels professionnels nécessitant un détachement de services de police actifs, ouverts au recrutement dans les opérations de maintien de la paix de l'ONU, les missions politiques spéciales ou autres entités de l'ONU. Afin de promouvoir un processus ordonné et d'éviter tout retard dans l'examen des candidatures, il est demandé aux Missions permanentes de respecter scrupuleusement ces procédures.

1. Les postes mentionnés ci-dessus sont réservés uniquement aux candidats nommés par les États Membres par l'intermédiaire de leurs Missions permanentes auprès des Nations Unies. Les candidatures indépendantes ne seront pas prises en considération. Les candidatures doivent être soumises dès que possible et au plus tard à la date limite indiquée dans l'Annonce de poste. Les candidatures reçues après cette date ne seront pas examinées.
2. La nomination d'officiers actuellement en service actif détachés sous contrat de personnel des Nations Unies ne sera pas prise en considération.
3. Les candidats ayant déjà servi comme personnel détaché en service actif peuvent postuler à un autre poste de détachement après une interruption d'au moins un an depuis leur dernier détachement sous contrat de personnel de l'ONU.
4. Il convient de noter que pendant leur détachement auprès des Nations Unies, le personnel de police n'est pas éligible à une réaffectation ou un transfert vers un autre poste détaché au sein du Département des opérations de paix (DPO) ou d'autres parties du Secrétariat de l'ONU. Le personnel détaché en service actif peut servir sous contrat de personnel de l'ONU pour une période allant jusqu'à trois ans (cumulée), qui peut, dans des cas exceptionnels, être prolongée pour une quatrième et dernière année sous réserve des besoins opérationnels et de performances satisfaisantes. Cette limite inclut toute période de service antérieure auprès des Nations Unies en tant qu'officier détaché en service actif sous contrat de personnel de l'ONU.
5. Pour les postes au sein de la Capacité permanente de police, le personnel sélectionné doit être en mesure d'entreprendre toute affectation, de courte ou de longue durée, dans une mission sur le terrain, conformément à toute modalité de nomination et de recrutement approuvée par les superviseurs.



6. Toutes les nominations doivent être transmises en une seule soumission, comprenant un formulaire de Notice personnelle des Nations Unies (P-11) dûment rempli, tapé (non manuscrit) et signé, ainsi qu'un formulaire de certification académique et professionnelle (EAC), joint au formulaire P-11. L'EAC doit être dûment rempli et signé par le candidat nommé et tamponné par l'autorité nationale compétente de l'État Membre. Les candidatures utilisant d'autres formats ne seront pas acceptées. Pour la commodité de la Mission permanente, un formulaire P-11 et un EAC sont joints en tant qu'exemples à photocopier si nécessaire.
7. Si un candidat souhaite être recommandé pour plusieurs postes, il/elle doit les indiquer dans la section 2 « Poste(s) pour lequel/lesquels vous postulez » de l'EAC. Le candidat doit soumettre un seul PHP et un seul EAC même s'il postule à plusieurs postes.
8. La sélection pour servir auprès des Nations Unies se fait sur une base compétitive. Il est donc essentiel que tous les documents de candidature soient complétés de manière à présenter les qualifications et expériences des candidats en lien avec les exigences définies dans l'Annonce de poste pertinente.
9. Conformément au Rapport du Secrétaire général à la 79e session de l'Assemblée générale sur la mise en œuvre des recommandations du Comité spécial (C-34) sur les opérations de maintien de la paix (A/79/553/Add.1), afin de réduire la durée globale des campagnes de recrutement, le Secrétariat encourage la soumission rapide des documents de candidature selon les exigences établies et limite le nombre de nominations à deux candidats par poste. À cet égard, les États Membres sont priés de limiter le nombre total de nominations pour ce poste à deux candidats, dont une femme.
10. Conformément à la Politique de vérification des antécédents en matière de droits de l'homme du personnel de l'ONU, la Mission permanente est priée de fournir une certification des droits de l'homme pour tous les candidats. La note verbale de nomination doit inclure le texte suivant : *« Le Gouvernement de ..... confirme par la présente qu'aucun des candidats nommés n'a été condamné, ni n'est actuellement sous enquête ou poursuivi pour une infraction pénale ou disciplinaire, ou pour des violations du droit international des droits de l'homme ou du droit international humanitaire. Le Gouvernement de ..... certifie également qu'il n'a connaissance d'aucune allégation selon laquelle les candidats nommés auraient commis ou participé, par action ou omission, à des actes pouvant constituer des violations du droit international des droits de l'homme ou du droit international humanitaire. »*
11. Conformément à la Politique de vérification des antécédents en matière de droits de l'homme du personnel de l'ONU, toutes les personnes souhaitant servir auprès des Nations Unies doivent fournir une « auto-attestation » indiquant qu'elles n'ont commis aucune infraction pénale grave et n'ont pas été impliquées dans des violations du droit international des droits de l'homme ou du droit international humanitaire. L'auto-

attestation doit être jointe au formulaire P-11 et contenir le texte suivant : « *J'atteste que je n'ai commis, été condamné, ni poursuivi pour aucune infraction pénale ou disciplinaire. J'atteste que je n'ai pas été impliqué, par action ou omission, dans aucune violation du droit des droits de l'homme ou du droit international humanitaire.* » Les candidatures sans auto-attestation signée ne seront pas acceptées.

12. Le Gouvernement est également prié de certifier qu'aucune corruption ou fraude n'a eu lieu dans les procédures de nomination des officiers de police détachés auprès des Nations Unies.
13. La Mission permanente est priée de confirmer le niveau du diplôme obtenu par chaque candidat, ou son équivalence à un diplôme universitaire de premier ou autre niveau.
14. Le grade indiqué dans le formulaire de candidature (EAC) doit être mentionné dans la langue originale du candidat avec traduction littérale en anglais. Aucune équivalence avec des grades militaires ne doit être faite.
15. La Mission permanente est priée de présenter ses candidats conformément à la date limite spécifiée dans l'Annonce de poste, sous couvert d'une note verbale listant les noms des candidats, le(s) titre(s) de poste pour lequel/lesquels ils sont nommés et les annonces de vacance correspondantes.
16. Les candidatures doivent être transmises par e-mail à la Section de sélection et de recrutement de la Division de la police, Bureau de l'état de droit et des institutions de sécurité, Département des opérations de paix, à l'adresse suivante : [oschepkov@un.org](mailto:oschepkov@un.org), conformément aux instructions spécifiques de la Note verbale pertinente. Si la taille de l'e-mail avec les pièces jointes est trop importante pour être envoyée en un seul message, le message peut être divisé en plusieurs parties. La première partie doit indiquer clairement le nombre total de soumissions qui suivront.
17. Dès réception des candidatures, le Responsable du recrutement, dont l'adresse e-mail est indiquée ci-dessus, accusera réception des documents.
18. La communication concernant ce processus sera maintenue uniquement par l'intermédiaire de la Mission permanente. Aucune demande personnelle de candidats individuels ne sera prise en compte.

décembre 2025



### **UNHQ (including UNLB) List of entitlements and benefits**

The completion of this Form is optional and if completed by the Permanent Mission, to be returned with the nomination(s)

Member State: \_\_\_\_\_

1. The table below provides the list of United Nations entitlements. Please use the table as a guide to cross reference with the remuneration provided to active-duty seconded officer by the Government while they are in service with the United Nations Secretariat.

2. Government provides entitlements and benefits for the seconded officer while in service with the UN:

Yes ☐ No ☐

3. If the response to point 2 is Yes, please indicate what type of comparable entitlement and benefit the Government provides and the amount by ticking the appropriate box and by providing details on the amounts.

4. If the response to point 2 is No, please sign/stamp the form. The table will not need to be completed.

No	United Nations Entitlements and Benefit	Remuneration provided by the Government for the same or comparable benefit	Amount provided by the Government for the same or comparable benefit and the legal basis
1	Salary	<input type="checkbox"/>	
2	Rental Subsidy, free housing or similar entitlement	<input type="checkbox"/>	
3	Dependency Allowances (spouse allowance, children's allowance, single parent allowance) or similar entitlements	<input type="checkbox"/>	
4	Travel expenses for seconded officer to duty station or similar entitlement.	<input type="checkbox"/>	
5	Travel expenses for family members to duty station.	<input type="checkbox"/>	
6	Home Leave Travel, family visit travel or similar entitlement or similar entitlement	<input type="checkbox"/>	
7	Education Grant or similar entitlement	<input type="checkbox"/>	
8	Education Grant Travel	<input type="checkbox"/>	

9	Relocation Shipment or Shipment of personal effects and household goods or Relocation Grant or similar entitlement	<input type="checkbox"/>	
10	Settling-in grant or similar entitlement, upon arrival at duty station	<input type="checkbox"/>	
11	Repatriation Grant or similar entitlement, for return to home country	<input type="checkbox"/>	
12	Pension Fund Participation	<input type="checkbox"/>	
13	Health Insurance	<input type="checkbox"/>	
14	Hardship allowance or similar entitlement	<input type="checkbox"/>	
15	Mobility allowance or similar entitlement	<input type="checkbox"/>	
16	Non-Family Service Allowance or similar entitlement	<input type="checkbox"/>	
17	Danger Pay or similar entitlement	<input type="checkbox"/>	
18	Please list any additional payment, benefit and/or allowance, or national entitlements provided to active-duty seconded officers while in service with the United Nations	<input type="checkbox"/>	

Name and signature of official from the Permanent Mission: \_\_\_\_\_

Date signed: \_\_\_\_\_

Protocol for Electronic Submission of Nominations for SPC posts:

1. Each Permanent Mission will be requested to submit in one single submission and in accordance with the deadline date of the job openings to the email addresses: [oschepkov@un.org](mailto:oschepkov@un.org)

The following documents in the file type as indicated below:

- A. Official note verbale – Format : Adobe PDF
- B. Duly completed Excel sheet form “Application Sheet - List of Candidates by PM. SPC xls”, listing the names of the nominated candidates for each job opening – Format: Microsoft Excel or Adobe PDF
- C. Duly completed and signed word sheet form “List of entitlements and benefits for Member States for campaign” – Format: Adobe DPF
- D. Application form package to be submitted for each nominated candidate in Adobe PDF Format:
  - i) United Nations Personal History Profile (PHP) Form (P.11) - duly completed and signed by the nominated candidate.
  - ii) Supplementary Sheet as an attachment to Personal History Profile (PHP) Form (P.11/Supplementary Sheet), when more employment records need to be presented.
  - iii) Employment and Academic Certification Form (EAC) duly completed and signed by:
    - o the nominated candidate and
    - o stamped by relevant member state’s local authority.
2. In the event the size of the attachments is too big to be submitted in one single message then the message can be divided into parts. The first part will clearly indicate the total number of submissions that will follow.
3. Upon receipt of the electronic submission, the Selection and Recruitment officer, whose email is above will confirm receipt of the complete submission.
4. Incomplete submissions will not be accepted.

5. Nominations of police officers who are currently on secondment (holding a professional post or higher) to the UN (HQ and/or field) will not be accepted.
6. In case of incomplete submissions, the Selection and Recruitment officer in charge of SPC in the Police Division will indicate and request the missing documents. Acceptance of the submission will occur only once all documents have been submitted. The recruitment officer will acknowledge acceptance of the submission.
7. Missing documents submitted after the deadline date of the job openings will not be accepted.
8. Late submissions or submissions that are sent by ordinary mail - courier will not be accepted.

November 2025

**Military and Police Officers in active service for posts in DPKO and DFS**  
**Details of the candidates nominated for the posts in**  
**Standing Police Capacity**

	LAST NAME	FIRST NAME	Gender M/F	RANK	Date of Commission or of Enlistment					
						SPC Team Leader, P-5 2025-SPC-78755-DPO 2025-SPC-75905-DPO	SPC Transnational Crime Officer, P-3 2025-SPC-75927-DPO	SPC Police Reform Adviser, P4 2025-SPC-75917-DPO 2025-SPC-75908-DPO	SPC Community Policing (Reform) Officer, P3 2025-SPC-75924-DPO	SPC Gender Affairs Officer P-3 2025-SPC-78775-DPO
1										
2										
3										
4										
5										
6										
7										
8										
9										
10										
11										
12										
13										
14										

Total number of candidates: \_\_\_\_\_

\* No applications will be accepted after the deadline.  
\*\* Incomplete submissions will not be accepted.  
\*\*\* Submissions that are faxed or mailed will not be accepted.



**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. Nomination of currently serving active-duty seconded officers on a United Nations staff contract will not be considered.
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 for at least one year from their last secondment under a UN staff contract.
4. 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 the Department of Peace Operations (DPO) or other parts of 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.
5. For the posts within the Standing Police Capacity, the selected staff shall be able to take any long or short term assignment in field mission under any appointment and recruitment procedures as approved by supervisors
6. 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.
7. 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.
8. 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.
9. As per the Secretary-General's Report at the 79th Session of the General Assembly on implementation of the recommendations of the Special Committee (C-34) on Peacekeeping Operations (A/79/553/Add. 1), to reduce the overall time of recruitment campaigns, the

Secretariat encourages the timely submission of application documentation according to the established requirements and a limit of the number of nominations to two candidates per post. In this regard, the Member States are requested to limit overall number of nominations for this post to two applicants, including a woman candidate.

10. 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."***
11. 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.
12. 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.
13. 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.
14. 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.
15. 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.
16. 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: [oschepkov@un.org](mailto:oschepkov@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.
17. Upon receipt of the applications, the Recruitment Officer, whose e-mail is provided above, will acknowledge the receipt of the documents.
18. Communication regarding this process will be maintained through the Permanent Mission only. No personal queries from individual applicants will be entertained.

December 2025

# United



# Nations Secretariat

*Vacancy Announcement for Positions in the Department of Peace Operations  
requiring official secondment from national governments of Member States of the United Nations Organization  
Recruitment closure and onboarding of selected candidate is subject to budgetary availability*

**VACANCY ANNOUNCEMENT NUMBER(s)**  
**DEADLINE FOR APPLICATIONS**  
**POST TITLE AND LEVEL**  
**DUTY STATION**  
**ORGANIZATIONAL UNIT**

2025-SPC-75908-DPO and 2025-SPC-75917-DPO  
9 March 2026  
Police Reform Adviser, P-4  
BRINDISI  
DEPARTMENT OF PEACE OPERATIONS

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE  
SUPPORT ACCOUNT OF PEACE OPERATIONS.

*United Nations Core Values: Inclusion, Integrity, Humility and Humanity*

**RESPONSIBILITIES:** The incumbent shall provide assistance and support on a wide range of law enforcement reform matters with focus on strategic development and institution building including for host states with missions in transition as they pertain to support provided by and activities of the Standing Police Capacity (SPC). The Police Reform Adviser reports directly to the designated Team Leader of the SPC. The SPC is a part of the UN Police Division that supports the starting up of police components in new UN peace operations and/or special political missions as well as provides support and assistance to existing operations and partners on a continual basis. The incumbent is expected to deploy to peace operations for a period from 3 up to 6 months away from his/her duty station. In line with the decisions and guidelines of the Police Division and the Chief of the SPC, the incumbent provides a wide range of expert advisory support with focus on strategic development and institution building. S/he will provide assistance activities on law enforcement reform matters relevant to supporting new and existing police components in UN peace operations. When at SPC's duty-station in Brindisi, the incumbent reviews respective UN Police operations from the perspective of supporting national law enforcement institutional development and capacity-building, identifying as required best practices in international policing. Particular focus is placed on ascertaining business management gaps in national law enforcement, wherein the SPC can be of assistance in filling, including deficiencies in strategic planning, organization and structure, human resources and skills development, asset management and use of technology. When deployed to the field, the incumbent works in close cooperation with UN Police and other international actors to address chronic business management gaps in local law enforcement that may include the identification of specific tasks upon which the SPC can channel and impart its expertise and know-how – programmatic, advisory or otherwise.

#### **COMPETENCIES:**

**Professionalism:** Wide knowledge of theories, concepts and approaches in the field of law enforcement relevant to democratic policing, community safety, capacity-building and development, civilian oversight mechanisms, human rights, gender mainstreaming etc.; good research, analytical and problem-solving skills; ability to identify and participate in the resolution of complex issues and problems; ability to provide sound advice and assistance to the UN Police as well as national police. 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. **Planning and Organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently. **Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

#### **QUALIFICATIONS:**

**Education:** Advanced degree (Master's degree or equivalent) in the applied sciences, social sciences or relevant field. A first level university degree with a relevant combination of academic qualifications and experience in rule of law and police reform may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required. **Work Experience:** A minimum of seven years (9 years in absence of advance degree) of progressively responsible experience in rule-of-law developmental matters, including experience in police reform, law enforcement development and capacity-building is required. Three-year experience of management and policy making is also required. **Rank:** The candidate must be in active service possessing the rank of at least Superintendent or Lt. Colonel, equivalent or higher rank. Experience in peacekeeping or other international experience in the UN or other similar organizations is required. Experience in the use of modern Internet-based research methodologies and sources is desired. **Languages:** English and French are the working languages of the UN Secretariat. For the post advertised, fluency in oral and written English is required. Knowledge of French is highly desirable.

Date of Issuance: 9 December 2025

Preference will be given to equally qualified women candidates



### **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 position within the Department of Peace Operations (DPO) or other parts of the UN Secretariat. Active-duty seconded personnel may serve under a UN Secretariat 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.**

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# United



# Nations Secretariat

*Vacancy Announcement for Positions in the Department of Peace Operations  
requiring official secondment from national governments of Member States of the United Nations Organization  
Recruitment closure and onboarding of selected candidate is subject to budgetary availability*

**VACANCY ANNOUNCEMENT NUMBER**

2025-SPC-75924-DPKO

**DEADLINE FOR APPLICATIONS**

9 March 2026

**POST TITLE AND LEVEL**

Community Policing (Reform) Officer, P-3

**DUTY STATION**

BRINDISI

**ORGANIZATIONAL UNIT**

DEPARTMENT OF PEACE OPERATIONS

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE  
SUPPORT ACCOUNT OF PEACE OPERATIONS.

*United Nations Values: Inclusion, Integrity, Humility and Humanity*

**RESPONSIBILITIES:** The incumbent reports directly to the Community Policing Officer in the Standing Police Capacity (SPC), while being under the overall supervision of a Team Leader. The SPC is a UN Police mechanism for starting up police components in UN peace operations as well as assisting existing operations on a continual basis. S/he assists in the development and implementation of community policing strategies and programmes within the terms of reference of respective SPC assignments. When required, a particular focus of the incumbent is made on isolating and supporting the linkages between community policing and the processes of disarmament, demobilization and reintegration of former combatants. The incumbent also assists other SPC members as directed in other law enforcement thematic areas outside of his/her own area of focus. When at headquarters, the incumbent provides community policing input into the SPC's pre-mission planning and preparatory activities, including undertaking analytical and technical reviews and surveys of community policing practices in UN peace operations. This work is done through the prism of developing various community policing strategies and programmes that the SPC can support once deployed on the ground, embracing an SPC Community Policing Framework. When in the field, the incumbent works closely with UN Police and other international and local rule of law development actors and assists local law enforcement with community policing activities, keeping in mind the strategic mission of UN Police which is to build institutional law enforcement capacity in post conflict environments. As such, the incumbent aims both in devising overarching strategies and providing technical recommendations on how local law enforcement can be supported in the community policing sector from the developmental perspective including organization, structure, training and resources required to support grass-roots level community policing.

#### **COMPETENCIES:**

**Professionalism:** Demonstrates professional competence and mastery of subject matter; is motivated by professional rather than personal concerns; knowledge of democratic policing, law enforcement, community safety and capacity-building; ability to remain calm in stressful situations, good research, analytical and problem-solving skills. Is conscientious and efficient in meeting commitments, observing deadlines and achieving results. 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. **Planning and Organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently. **Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

#### **QUALIFICATIONS:**

**Education:** Advanced university degree (Master's degree or equivalent) in the applied sciences, social sciences or relevant field. A first level university degree with a relevant combination of academic qualifications and extensive experience in community policing may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other similar law enforcement training institution is required. **Work Experience:** A minimum of five years (seven years in absence of advanced university degree) of progressive responsible experience in law enforcement matters including community policing with a current rank of Chief Inspector or Major, other service equivalent or higher rank, is required. Experience in the use of modern Internet-based research methodologies and sources is required. Basic knowledge of the climate change and the security nexus is desirable. Peacekeeping or other international experience in the UN or other similar organizations is desirable. Peacekeeping or other international experience in the UN or other similar international organizations is desirable. **Languages:** English and French are the working languages of the UN Secretariat. For the post advertised, fluency in oral and written English is required. Knowledge of French is highly desirable.

Date of Issuance: 9 December 2025

Preference will be given to equally qualified women candidates



### **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 position within the Department of Peace Operations (DPO) or other parts of the UN Secretariat. Active-duty seconded personnel may serve under a UN Secretariat 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 Secretariat

*Vacancy Announcement for Positions in the Department of Peace Operations  
requiring official secondment from national governments of Member States of the United Nations Organization  
Recruitment closure and onboarding of selected candidate is subject to budgetary availability*

**VACANCY ANNOUNCEMENT NUMBER**

**DEADLINE FOR APPLICATIONS**

**POST TITLE AND LEVEL**

**DUTY STATION**

**ORGANIZATIONAL UNIT**

2025-SPC-75927-DPO

9 March 2026

Transnational Crime Officer, P-3

BRINDISI, ITALY

DEPARTMENT OF PEACE OPERATIONS

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.

*United Nations Values: Inclusion, Integrity, Humility and Humanity*

**RESPONSIBILITIES:**

Under the direct supervision of the SPC Team Leader, Standing Police Capacity (SPC), Police Division, Office of Rule of Law and Security Institutions, DPO, the Transnational Crime Officer provides support and assistance in the field of combating transnational crime, organized crime, and other emerging crime issues, especially in post-conflict environments. Within the confines of SPC management and the strategic mission of UN Police, which is to help build institutional national police and other law enforcement capacities in post conflict environments, the incumbent works closely to assist the various international and national actors at headquarters and in the field to help design strategies, as well as assists in the development and implementation of projects and programme activities. When at SPC's duty-station of Brindisi, the incumbent contributes to strategic and operational planning tasks, including the evaluation of the needs and requirements of UN Police, national police and other law enforcement agencies that the UN Police are mandated to support. Within the framework of overall PD/SPC activities related to combating transnational organized crime, strengthening domestic police and other law enforcement capacities in the respective countries or mission areas, the incumbent formulates proposals for the use of SPC and designs and supports in the implementation of programmes and projects to be launched. Further, the incumbent provides advice on investigation procedures and techniques in support of SPC planning and assignments, with a focus on serious and transnational crime. This includes capacity building on evidence handling and crime scene management. When supporting clients, the incumbent works closely with UN Police; assists in advising national police and other law enforcement officials in planning, developing, and implementing police and other law enforcement strategies, programmes and activities to deal with transnational crime; noting the relevance of related measures of cooperation among judicial and law enforcement authorities and inter-agency cooperation; and, assists in the preparation of proposals on how the SPC together with UN Police can provide specialized institutional capacity-building assistance in these areas.

**COMPETENCIES:**

**Professionalism:** Knowledge of theories, concepts and approaches relevant to democratic policing, law enforcement and community safety, including assessing threat to human security, as well as analyzing gaps, identifying standards, and developing plans for capacity-building of law enforcement agencies; ability to plan, develop, implement and monitor programmes, projects and activities in the field of combating transnational crime; knowledge of the current trends, relevant international/regional protocols and comprehensive understanding of the development practices in the field of combatting transnational and organized crime; good research, analytical and problem-solving skills; and, ability to identify and participate in the resolution of complex issues and problems. Commitment to implementing the goal of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of peace operations.

**Planning and Organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently. **Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team's accomplishments and accepts joint responsibility for team's shortcomings.

**QUALIFICATIONS:**

**Education:** Advanced university degree (Master's degree or equivalent) in Law, Criminology, Social Sciences, or another relevant field. A first level university degree with a combination of relevant academic qualifications along with extensive experience in law enforcement reform matters, including strategic planning, as well as combating serious and organized crime, may be acceptable in lieu of the advanced University degree. Graduation from a certified police academy or other similar law enforcement training institution is required. **Work Experience:** A minimum of five years (seven years in absence of advance university degree) of active policing experience in a national police or other law enforcement agency at the strategic, operational and administrative levels, including at least three years of experience in anti-transnational crime and anti-organized crime policy-making and implementation is required. **Rank:** Must be on active police service possessing the minimum rank of Senior/Chief Inspector or rank equivalent to Major or above. Experience in UN peacekeeping missions, other similar international organizations or regional forums is required. Experience in the use of modern Internet-based research methodologies and sources is required. **Language:** English and French are the working languages of the UN Secretariat. For the post advertised, fluency in oral and written English is required. Knowledge of French is highly desirable.

Date of Issuance: 9 December 2025

Preference will be given to equally qualified women candidates

### **Special Notice**

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Please note that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other position within the Department of Peace Operations (DPO) or other parts of the UN Secretariat. Active-duty seconded personnel may serve under a UN Secretariat 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.**

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# United



# Nations Secretariat

*Vacancy Announcement for Positions in the Department of Peace Operations  
requiring official secondment from national governments of Member States of the United Nations Organization  
Recruitment closure and onboarding of selected candidate is subject to budgetary availability*

**VACANCY ANNOUNCEMENT NUMBER**  
**DEADLINE FOR APPLICATIONS**  
**POST TITLE AND LEVEL**  
**DUTY STATION**  
**ORGANIZATIONAL UNIT**

2025-SPC-78755-DPO and 2025-SPC-75904-DPO  
9 March 2026  
Team Leader, P-5  
BRINDISI  
DEPARTMENT OF PEACE OPERATIONS

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE  
SUPPORT ACCOUNT OF PEACE OPERATIONS.

*United Nations Values: Inclusion, Integrity, Humility and Humanity*

**RESPONSIBILITIES:** Under the direct supervision of the Chief of the Standing Police Capacity (SPC), the Team Leader acts as one of three principal managers in the office. The SPC is a UN Police mechanism that provides support for start-up police components in new UN peace operations, as well as assists existing operations on a continual basis. The Team Leader manages and contributes to a wide portfolio of law enforcement operational issues. S/he supervises SPC personnel, including other advisers and specialists, on matters concerning police reform, community policing, transnational organized crime, public order, police planning, crime investigation and training. Specific duties include: It is expected that the incumbent works and leads SPC police teams as well as police component in a field mission from a period varying from one week up to three months and beyond. The Team Leader will also be from time to time involved in technical and strategic assessment missions in new and current peace operations.

When at the SPC Headquarters, the incumbent, in co-operation with other Team Leaders and the Special Assistant to the Chief of the SPC, sets and monitors detailed work plans for his/her team in order to prepare SPC personnel for field assignments. S/he interacts closely with relevant Heads of Section in the Police Division, DPO in conceptualizing and planning field assignments for SPC and identifying specific needs and challenges of police components in UN peace operations. When deployed to the field, the incumbent manages a team to ensure the implementation of SPC's specific terms of reference for its assignments, both during the start-up phase of police components in new UN peace operations and while assisting police components in existing operations. Under the direction of the Chief/SPC, the incumbent works to infuse the relevant Security Council resolutions, policies and directives of DPO as well as the applicable Terms of Reference in all aspects of SPC's work and identifies and ensures the implementation of best police practices into the day-to-day activities of his/her team. From the perspective of police operational issues, the incumbent provides advice, assistance and expertise on building national law enforcement institutions and capacity, including, among others, police patrols, investigations, searches and seizures, community policing, crowd control management, and emergency services. It is also expected from the incumbent to manage a team while at the HQ up to a large team of staff including non-SPC staff members when deployed in the field.

## **COMPETENCIES:**

**Professionalism:** Competency and mastery of policing activities, including theories and techniques in law enforcement, community safety and capacity-building; conscientious and efficient in meeting commitments, observes deadlines and focuses on achieving results; persistent when faced with difficult problems and challenges; excellent conceptual, analytical and evaluative skills and able to conduct research and analysis; understanding of the functioning and needs of international policing operations in conflict and post-conflict environments, including familiarity of the concepts of strategic planning, strategic foresight, conflict prevention, conflict resolution and peace-building; knowledge of capacity-building from the perspective of law enforcement, development and other rule of law matters which encompass modern trends. 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. **Planning and Organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently. **Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. **Leadership:** Serves as a role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of organizations and people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing. **Managing Performance:** Delegates the appropriate responsibility, accountability and decision-making authority; makes sure that roles, responsibilities and reporting lines are clear to each staff member; accurately judges the amount of time and resources needed to accomplish a task and matches task to skills; monitors progress against milestones and deadlines; regularly discusses performance and provides feedback and coaching to staff; encourages risk-taking and supports staff when they makes mistakes; actively supports the development and career aspirations of staff; appraises performance fairly.



**QUALIFICATIONS:**

**Education:** Advanced university degree (Master's degree or equivalent) in Law, Police Management, Law Enforcement, Security Studies, Criminal Justice, Business or Public Administration, Human Resources Management, Change Management or other related area. A first level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Advance training for command/senior staff is highly desirable. Graduation from a certified police academy or similar national or international law enforcement training institution is required.

**Work Experience:** A minimum of 10 years (12 years in absence of 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 is required. Seven (7) years of active police experience at senior policy making level with extensive 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 state level police units or heading a department at national police HQ – required. **Rank:** Must be a senior professional police officer on active duty with the minimum rank of Senior/Chief Superintendent, Deputy Police Commissioner or rank equivalent to a full Colonel or above. Peacekeeping or other international experience in the UN or other international organizations is an advantage.

**Languages:** English and French are the working languages of the UN Secretariat. For the post advertised, fluency in English (both oral and written) is required. Knowledge of French is highly desirable.

**Date of Issuance: 9 December 2025**

**Preference will be given to equally qualified women candidates**

**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 position within the Department of Peace Operations (DPO) or other parts of the UN Secretariat. Active-duty seconded personnel may serve under a UN Secretariat 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 Secretariat

*Vacancy Announcement for Positions in the Department of Peace Operations  
requiring official secondment from national governments of Member States of the United Nations Organization  
Recruitment closure and onboarding of selected candidate is subject to budgetary availability*

**VACANCY ANNOUNCEMENT NUMBER**

**DEADLINE FOR APPLICATIONS**

**POST TITLE AND LEVEL**

**DUTY STATION**

**ORGANIZATIONAL UNIT**

2025-SPC-78775-DPKO

9 March 2026

Gender Affairs Officer, P-3

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**RESPONSIBILITIES:** The Gender Affairs Officer reports directly to the Team Leader in the Standing Police Capacity (SPC). The incumbent provides expert advice on matters relating to Gender Mainstreaming and Sexual and Gender-Based Violence (SGBV) in the context of the SPC planning at headquarters and support to the client. It is envisaged that the incumbent will deploy to missions and be away from his/her duty station for an initial period from three to six months. The incumbent will advise on mainstreaming gender perspective, inter alia, in all SPC activities, and designated UN field missions, on all UN police policies, programs and activities, taking into account gender consideration as crosscutting issues. Support UN police activities on all aspects relating to the situation of women, girls, men and boys, especially in relation to the need to protect them from gender-based violence. S/he will support UN -agencies, funds and programs including through the Global Focal Point as well as Police Contributing Countries when her/his field of expertise is requested. S/He will advise, guide and help in enhancing the capacity of the UNPOL Gender Focal Points through training and helping in drafting documents such as SOP for gender unit, Gender Policy and Sexual Harassment policy when needed, for the Host Country Police. At the duty station in Brindisi, the incumbent undertakes relevant studies of matters pertaining to gender representation and protection of vulnerable persons as they pertain to the mandate of respective UN police components in UN peace operations. This work includes determining the specific role to be played by SPC in providing UN police in the field with assistance in these areas and/or supporting the development of this capacity in national law enforcement agencies that the UN police are tasked to assist and not specifically in the domain of gender only.

When deployed in the field s/he works closely with UN Police and national law enforcement officials in developing a strategic approach for the protection of vulnerable persons and investigations of sexual violence. The gender affairs officer develops and supports the implementation of local programs and other activities aimed at strengthening the procedure and rules of governing national law enforcement investigations of SGBV crimes and gender representation. From the perspective of building institutional law enforcement capacity in post-conflict environments, the incumbent seeks to support organizational and structural changes in national law enforcement agencies, such as the creation of structures for investigating SGBV.

## **COMPETENCIES:**

**Professionalism:** Knowledge of theories, concepts and approaches relevant to democratic policing, law enforcement, community safety and capacity-building; relevant knowledge of gender issues, UN Gender Policies and the conduct and performance of investigating complex cases of sexual violence in a national law enforcement agency. Commitment to implementing the goal of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of peace operations. **Planning and Organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently. **Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

## **QUALIFICATIONS:**

**Education:** Advanced university degree (Master's degree or equivalent) in the applied sciences, social sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement and police general investigations may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required. **Work Experience:** A minimum of five years (seven years in absence of advance university degree) of progressive law enforcement experience in active national police, with a current rank of at least Chief Inspector or Major, equivalent or higher rank is required. Experience in a wide range of operational and administrative issues, including three years of experience in management and policy-making with regard to general and complex crime investigations, including investigation of gender-related crimes, is required. Training experience or background is desirable. Peacekeeping or other international experience in the UN or other international organizations is desirable.

**Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of French is highly desirable.

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