

আইসিটি শাখা	
পুলিশ হেডকোয়ার্টার্স, ঢাকা	
তারিখঃ	০৮/০৩/২৫
ডায়েরী নং-	২৩২৫
এআইজি আইসিটি	
অতিঃ এসপি (আইসিটি)	
এএসপি (আইসিটি)	

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

অতীব জরুরি

স্মারক নং- ৪৪.০১.০০০০.০৩৯.১১.০২২.২১- ২১১

তারিখ:- ২১ ফাল্গুন ১৪৩২ বঙ্গাব্দ
০৪ মার্চ ২০২৬ খ্রিস্টাব্দ

বিষয়ঃ United Nations to the United Nations Office in African Union (UNOAU)-এ বিভিন্ন পদে Secondment নিয়োগের জন্য আবেদন প্রেরণ প্রসঙ্গে।

উপর্যুক্ত বিষয় সূত্রোক্ত স্মারকের পরিপ্রেক্ষিতে সদয় অবগতির জন্য জানানো যাচ্ছে যে, United Nations to the United Nations Office in African Union (UNOAU)-এ নিম্নবর্ণিত পদসমূহে Secondment নিয়োগের জন্য আবেদন আহ্বান করা হয়েছে।

SL	Name of the Posts and Level	Job Opening Number	Eligible Rank
1.	Police Reform Adviser, P-4	2026-UNOAU-62425-DPO	SP and above
2.	Police Planning Adviser, P-4	2026-UNOAU-78884-DPO	SP and above

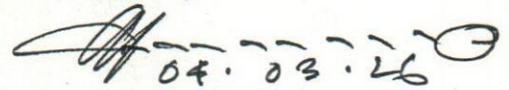
২। এমতাবস্থায়, উপর্যুক্ত পদসমূহে আহ্বান, Job Opening-এ বর্ণিত যোগ্যতা ও জাতিসংঘ শান্তিরক্ষা মিশনে কাজ করার অভিজ্ঞতা সম্পন্ন কর্মকর্তাগণের নিকট হতে পূরণকৃত P-11, Employment and Academic Certification এবং Employment Record-Supplementary Sheet (পূর্ণাঙ্গ ও সঠিকভাবে পূরণকৃত হতে হবে)-সহ আবেদন আগামী ১০ এপ্রিল ২০২৬ তারিখের মধ্যে 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। শিক্ষাগত যোগ্যতার পূর্ণরূপ ও বিষয় লিখতে হবে। মিশন অভিজ্ঞতা না থাকলে আবেদন করার প্রয়োজন নেই।

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: ০৭পাত।



(মোঃ আবদুল্লাহ আল-মামুন)

বিপি-৭৬০৫১০৫১১২

অতিরিক্ত ডিআইজি

ফোনঃ ০২২২৩৩৮১৭৩০

ই-মেইল: aigunphq@gmail.com

- ১। মহাপরিচালক, র‍্যাভ, র‍্যাভ ফোর্সেস, হেডকোয়ার্টার্স, ঢাকা।
- ২। অতিরিক্ত আইজি, এসবি, বাংলাদেশ পুলিশ, ঢাকা।
- ৩। অতিরিক্ত আইজি, হাইওয়ে পুলিশ, বাংলাদেশ পুলিশ, ঢাকা।
- ৪। পুলিশ কমিশনার, সিএমপি, চট্টগ্রাম।
- ৫। অতিরিক্ত আইজি, শিল্পাঞ্চল পুলিশ, বাংলাদেশ পুলিশ, ঢাকা।
- ৬। অতিরিক্ত আইজি, এন্টি টেররিজম ইউনিট, বাংলাদেশ পুলিশ, ঢাকা।
- ৭। অতিরিক্ত আইজি, পিবিআই, বাংলাদেশ পুলিশ, ঢাকা।
- ৮। পুলিশ কমিশনার, ডিএমপি, ঢাকা।

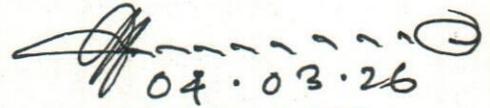
- ৯। অতিরিক্ত আইজি, সিআইডি, বাংলাদেশ পুলিশ, ঢাকা।
- ১০। অতিরিক্ত আইজি, আর্মড পুলিশ ব্যাটালিয়ন, বাংলাদেশ পুলিশ, ঢাকা।
- ১১। রেক্টর, পুলিশ স্টাফ কলেজ, মিরপুর-১৪, ঢাকা।
- ১২। প্রিন্সিপ্যাল, বাংলাদেশ পুলিশ একাডেমী, সারদা, রাজশাহী।
- ১৩। অতিরিক্ত আইজি, নৌ পুলিশ, বাংলাদেশ পুলিশ, ঢাকা।
- ১৪। অতিরিক্ত আইজি, 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/টিডিএস, 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.

স্মারক নং- ৪৪.০১.০০০০.০৩৯.১১.০২২.২১- ২৯৯/২(৬)

তারিখ:- ০৪ ফাল্গুন ১৪৩২ বঙ্গাব্দ
০৪ মার্চ ২০২৬ 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 ফ্রমে প্রচার করার জন্য অনুরোধ করা হলো)।
- ৩। ভারপ্রাপ্ত কর্মকর্তা (অপারেশন্স কন্ট্রোল রুম), পুলিশ হেডকোয়ার্টার্স, ঢাকা (তাকে পত্রটি সংশ্লিষ্ট ইউনিট/কর্মকর্তার নিকট প্রেরণ নিশ্চিতকরত: ডায়েরীভুক্ত করার জন্য অনুরোধ করা হলো)।

সংযুক্তি: ২৭ পাতা।


০৪.০৩.২৬

(মোঃ আবদুল্লাহ আল-মামুন)

বিপি-৭৬০৫১০৫১১২

অতিরিক্ত ডিআইজি

ফোনঃ ০২২২৩৩৮-১৭৩০

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 সর্বাসীন সাফল্য কামনা করি।

(ইউনিট প্রধান/প্রত্যয়নকারী কর্মকর্তা)

স্বাক্ষরঃ.....

নামঃ.....

বিপিঃ.....

পদবীঃ.....

ঠিকানাঃ.....

ফোনঃ.....

ই-মেইলঃ.....



অঙ্গীকারনামা

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

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

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

আমি উপর্যুক্ত শর্ত সাপেক্ষে বর্ণিত পদে আবেদন করলাম।

তাং-

স্বাক্ষরঃ

নামঃ

বিপি নম্বরঃ

পদবীঃ

ইউনিটঃ

প্রতিস্বাক্ষরকারী কর্মকর্তার স্বাক্ষর ও সীল মোহরঃ





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

Fwd: Police Division: Launch of Recruitment Process – Two Police Posts in UNOAU

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

Fri, Feb 27, 2026 at 12:49 AM

Dear Mamun,

Assalamualaikum and Ramadan Mubarak.

Please find attached the launch of the recruitment process for the following two police posts at the United Nations Office in African Union (UNOAU):

- Police Reform Adviser (P-4) – 2026-UNOAU-62425-DPO
- Police Planning Adviser (P-4) – 2026-UNOAU-78884-DPO

The **deadline** for submission of nominations is **31 May 2026**.

Please note that all countries have been requested to **limit nominations to two candidates per post, including at least one qualified woman candidate**.

Please ensure that the ranks are indicated in the original language with a literal English translation.

You are requested to identify and nominate suitable candidates for these positions.

Thanks and 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 অগারেশনস)	
স্বাক্ষর	
ডায়েরী নং	
তারিখ	০৬/৬/২৬
অতিরিক্ত এসপি	
এক্সেসপি	

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

From: **Giovanna Diaz** <giovanna.diaz@un.org>
 Date: Thu, Feb 26, 2026 at 1:17 PM
 Subject: Police Division: Launch of Recruitment Process – Two Police Posts in UNOAU
 To:
 Cc: Ata Yenigun <yenigun@un.org>, Dmytro Oschepkov <oschepkov@un.org>

Excellencies,

Please be advised that we are launching recruitment process for 2 posts in UNOAU.

The deadline for submission of nominations is 31 May 2026. This call is seeking the nomination of qualified Police Officers in active service who meet the specific requirements of the posts.

In this regard, please find attached:

- Note Verbale announcing the recruitment for the above posts
- Job Openings
- Nomination Procedures
- Application forms package - to be submitted and completed in connection with the nomination of candidate(s). The package should include:
 - Application Sheet _ List of Candidates (UNOAU)
 - Personal History Profile form (P.11) along with complementary sheets
 - Academic and Employment Certification (EAC) form,

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

Please note:

- The number of nominations from one Member State should be limited to 2 individuals, including 1 woman.
- The application forms should be filled out in English, which is the Mission working language
- Nominations received after the deadline specified in the Job Openings, 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 Police Division is looking forward to your submissions and stand ready to assist you with any questions.

Best Regards,

Giovanna Diaz

Human Resources Assistant

Police Division

Selection & Recruitment Section

Department of Peace Operations| United Nations

M: +1 201 681-5671

Room No: 3B-Swing Space A

giovanna.diaz@un.org





I'M MULTILINGUAL / SOY MULTILINGUE : English, Español

8 attachments



VA Note Verbale - UNOAU 2 posts.pdf
155K



JO-Police Reform Adviser P-4 (UNOAU).pdf
514K



EAC Form.doc
110K



JO-Police Planning Adviser P-4 (UNOAU).pdf
594K



NOMINATION PROCEDURES P POSTS (EN) February 2026.pdf
161K



P-11 form.doc
227K



P-11 from - supplementary sheets.doc
126K



Application Sheet _ List of Candidates (UNOAU).xlsx
23K

United Nations



*Job Opening for Position 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

Post title and level	Police Reform Adviser, P-4
Organizational Unit	United Nations Office in African Union
Duty Station	Addis Ababa
Reporting to	Senior Planning Officer
Duration	12 Month (extendible)
Deadline for applications	31 May 2026
Job Opening number	2026-UNOAU-62425-DPO

United Nations Values: Inclusion, Integrity, Humility and Humanity

RESPONSIBILITIES:

Under the overall supervision of the Senior Planning Officer, and within the limits of delegated authority, the Police Reform Adviser will be responsible for, but not limited to, the performance of the following duties:

- Advise and support the African Union Commission (AUC) in building police capacity in the current and future African Union (AU) peacekeeping operations, including advice on police reform and force generation strategy.
- Provide thematic police reform guidance and templates for use by police components of AU missions;
- In collaboration with counterparts within and outside of the AU, provide a coherent strategic police reform and training advisory framework clearly articulating the scope of resource requirements, coordination and technical police advice and capacity building support;
- Support and facilitate a wider OMAP involvement in AU capacity-building on rule of law issues;
- Liaise with the UN Secretariat for strategic guidance and coordinate support from other organizations and institutions on police-related issues;
- Coordinate with UN DPO, ITS and other capacity building partners in advising the AU and Regional Economic Communities/Regional Mechanisms (RECs/RMs) on capability development of the African Standby Force (ASF) police component in such areas like development of training doctrine;
- Liaise with the UN Secretariat for strategic guidance and coordination of support from other organizations and institutions on police-related issues;
- In conjunction with the UN DPO and ITS, advise the AU Peace Support Operations Division (PSOD) and the RECs/RMs on training needs analysis for AU police training courses;
- Share UN's lessons learnt and best practices that are relevant to the development and operationalization of ASF Police component and AU Missions.
- Advise the AU on the formulation of reform policies regarding the ASF field police component including the Formed Police Unit (FPU) and individual police peacekeepers;

- Liaise with the UN Police Division Selection and Recruitment Section to provide advice on the recruitment and selection methods in accordance with UN standards, without compromising AU peace keeping interests and requirements;
- Coordinate with the AU PSOD, including the Police Commissioner at the AUC, on strategic police planning and management of the ongoing AU missions, including draw downs and transition to UN Missions when required;
- Advise on the implementation of the UN-AU short-term support initiatives for the current AU Missions.
- Complement the Police Planning Adviser on all police related UN support capacities to the AU and provide feedback on lessons learned, both to the AU and to the UNHQ;
- Performing any additional duties as may be directed by the supervisors in fulfilment of the mandated tasks.

COMPETENCIES:

Professionalism: Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in the management and administration: ability to review and edit the work of others. Ability to conduct independent research and analysis, identify issues, formulate options and make conclusion and recommendations. Exhibits competence, integrity and reliability in performance and in maintaining positive working relations in a highly demanding and client-oriented environment. Ability to prepare reports and presentations that clearly formulate UN Police positions on issues, articulate options, and defend recommendations. Displays commitment to human rights and the ability to give the necessary prominence to human rights. Knowledge of the current or recent African Union-based peacekeeping operations.

Planning and Organizing: Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities where necessary; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

Communication: Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in law, criminal justice, police sciences, police administration and management or other related field. Graduation from a certified police academy or similar law enforcement training institution is required. A first level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Specialized training in strategic planning, project/program management, research and analysis is desired.

Work Experience: Candidate must be in active police service possessing a minimum of 7 years (9 years in absence of advanced degree) of progressive experience in a national or international law enforcement agency at the field and/or national police headquarters level, including at least 5 years of work at policy making level with practical experience in police management minimum at district/region level, gap analysis and needs assessment, policy and guidance development, police operations and police

administration, capacity building and training, including training need analysis, curriculum development and training management. Practical experience in reform and restructuring, institutional building, interagency coordination and liaison, change management (particularly in law enforcement), research and information analysis, project/program management, human resources management is highly desirable. Previous experience of working in UN or another international environment is desirable. Experience of work in an African Union entity is an advantage.

Rank*: Rank required for a P-4 is Superintendent, Lt. Colonel, other service equivalent rank or higher.

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

Preference will be given to equally qualified women candidates.

Date of Issuance: 26 February 2026

*Rank in application form should be outlined in candidate's original language with literal translation in English. The Member States are requested to certify the rank of each candidate it nominates and ensure that only applications meeting all requirements described in the job opening/s, are submitted.

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

United



Nations

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

Recruitment closure and onboarding of selected candidate is subject to budgetary availability

Post title and level	Police Planning Adviser, P-4
Organizational Unit	United Nations Office in African Union
Duty Station	Addis Ababa
Reporting to	Senior Planning Officer
Duration	12 Month (extendible)
Deadline for applications	31 May 2026
Job Opening number	2026-UNOAU-78884-DPO

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

RESPONSIBILITIES:

Under the overall supervision of the Senior Planning Officer, and within the limits of delegated authority, the Police Planning Adviser will be responsible for, but not limited to, the performance of the following duties:

- Assist the African Union Commission (AUC) and the Regional Economic Communities/Regional Mechanisms (RECs/RMs) in their development of police capacity for the African Standby Force (ASF);
- In collaboration with counterparts within and outside of the AU, provide a coherent strategic police planning framework clearly articulating the scope of resource requirements, coordination and support;
- Assist in all AU police planning activities including to provide expert police advice during assessments and technical missions to develop and prepare strategic plans, concept of operations and other planning options;
- Review the concept of police operations of prospective AU field missions, identify police profile requirements (e.g., individual police officers, formed police units, police specialists, etc.) and establish collaborative relations with key national counterparts, officials of the criminal justice chain and other internal and external stakeholders;
- Provide expertise to the AU in its generation and development of operational planning tools to help monitor the overall readiness of police capacity for the ASF;
- Provide planning support to police components in future AU missions, develop police planning, monitoring and evaluation tools and assessment templates; disseminate the same to field missions and provide appropriate orientation, training, and application support in close collaboration with the Police Reform Adviser;
- Support and facilitate a wider OMAP involvement in AU capacity-building on rule of law issues

and seek strategic guidance and support from UNHQ/PD;

- In close consultation with the UN Police Division, s/he shall facilitate the provision of police surge capacity to the AU for mission start up as recommended by the Report of the Secretary General A/64/359-S/2009/470, including 'mission hand-over' to the UN (where applicable and authorized);
- Provide police advice in AU processes and exercises to develop readiness and capacity in operationalizing the ASF;
- Provide police technical support and expertise advice to the AU Police Planning Team for the ASF to build institutional capacity for ASF police component to plan, deploy and manage PSOs at HQ and field levels;
- Provide advice on the development of mission support and management tools like SOPs, Police Commissioner's directives, CONOPS and Doctrine for the ASF;
- Coordinate with other capacity building partners to the AU, especially those involved in the development and operationalization of the ASF police component, to enhance coordination and minimize duplication of efforts;
- Compliment Police Reform Adviser on all police related UN support capacities to the AU and provide feedback on lessons learned, both to the AU and to the UNHQ;
- Performing any additional duties as may be directed by the supervisors in fulfilment of the mandated tasks.

COMPETENCIES:

Professionalism: Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in the management and administration: ability to review and edit the work of others. Ability to conduct independent research and analysis, identify issues, formulate options and make conclusion and recommendations. Exhibits competence, integrity and reliability in performance and in maintaining positive working relations in a highly demanding and client-oriented environment. Ability to prepare reports and presentations that clearly formulate UN Police positions on issues, articulate options, and defend recommendations. Displays commitment to human rights and the ability to give the necessary prominence to human rights. Knowledge of the current or recent African Union-based peacekeeping operations.

Planning and Organizing: Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities where necessary; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

Communication: Speaks and writes clearly and effectively; listens to others, correctly interprets

messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in law, criminal justice, police sciences, police administration and management or other related field. Graduation from a certified police academy or similar law enforcement training institution is required. A first level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Specialized training in strategic planning, project/program management, research and analysis is desired.

Work Experience: Candidate must be in active police service possessing a minimum of 7 years (9 years in absence of advanced degree) of progressive experience in a national or international law enforcement agency at the field and/or national police headquarters level, including at least 5 years of work at policy making level with practical experience in strategic planning, police management, gap analysis and needs assessment, policy and guidance development, police operations (including operational planning), police administration, capacity building and training. Practical experience in human and financial resources management, change management (particularly in law enforcement), reform and restructuring, research and information analysis, project/program management is highly desirable. Previous experience of working in UN or another international environment is desirable. Experience of work in an African Union entity is an advantage.

Rank*: Rank required for a P-4 is Superintendent, Lt. Colonel, other service equivalent rank or higher.

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

Preference will be given to equally qualified women candidates.

Date of Issuance: 26 February 2026

*Rank in application form should be outlined in candidate's original language with literal translation in English. The Member States are requested to certify the rank of each candidate it nominates and ensure that only applications meeting all requirements described in the job opening/s, are submitted.

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 offenses and has not been involved in violations of international human rights or international humanitarian law. The exact wording of the self-attestation is outlined in para. 5.2 of the above mentioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.

**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 Mine Action and Police, Department of Peace Operations on the following e-mail address: 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.

February 2026

REFERENCE: DPO/OMAP/PD/2026/0024

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 Office in African Union (UNOAU) 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. Posts are available through the issuance of the following Job Openings: 2026-UNOAU-78884-DPO and 2026-UNOAU-62425-DPO posted for a period of 90 days effective 26 February 2026. The closing date for the Job Openings is 31 May 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.

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 Openings.

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

United Nations  Nations Unies

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

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

This request is being transmitted to all Member States.

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

26 February 2026



INSTRUCTIONS

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



Do not Write in This Space

PERSONAL HISTORY

1. Family name: _____ First name: _____ Middle name: _____ Maiden name, if any: _____

2. Date of (day/month/yr) Birth: _____ 3. Place of birth: _____ 4. Nationality(ies) at birth: _____ 5. Present Nationality(ies): _____ 6. Sex: _____

7. Height: _____ 8. Weight: _____ 9. Marital Status: Single Married Separated Widow(er) Divorced

10. Entry into United Nations service might require assignment to any area of the world in which the United Nations might have responsibilities.
 (a) Are there any limitations on your ability to perform in your prospective field of work? YES NO
 (b) Are there any limitations on your ability to engage in all travel? YES NO

11. Permanent address: _____ Telephone No. () _____

12. Present address: _____ Telephone/Fax No. () _____

13. Office Telephone No. () _____

14. Office Fax No. () _____

E-mail: _____

15. Do you have any dependent children? YES NO If the answer is "yes", give the following information:

Name of Children	Date of Birth (day/mo/year)	Place of Birth	Nationality	Gender

15. (a) Name of Spouse: _____

16. Have you taken up legal permanent residence status in any country other than that of your nationality? YES NO
 If answer is "yes", which country? _____

17. Have you taken any legal steps towards changing your present nationality? YES NO
 If answer is "yes", explain fully: _____

18. Are any of your relatives employed by a public international organization? YES NO
 If answer is "yes", give the following information:

NAME	Relationship	Name of International Organization

19. What is your preferred field of work? _____

20. Would you accept employment for less than six months? YES NO

21. Have you previously submitted an application for employment and/or undergone any tests with U.N.? YES NO If so, when? _____

22. KNOWLEDGE OF LANGUAGES. What is your mother tongue? _____

OTHER LANGUAGES	READ		WRITE		SPEAK		UNDERSTAND	
	Easily	Not Easily	Easily	Not Easily	Fluently	Not Fluently	Easily	Not Easily
	<input type="checkbox"/>							
	<input type="checkbox"/>							
	<input type="checkbox"/>							

23. For clerical grades only
 Indicate speed in words per minute

	English	French	Other languages
Typing			
Shorthand			

List any office machines or equipment and computer programmes you use. _____