

United Nations



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

CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)

Post title and level	Anti-Kidnapping Adviser, Seconded (non-contracted) – 2 positions
Organizational Unit	United Nations Integrated Office in Haiti (BINUH)
Duty Station	Port-au-Prince
Reporting to	Police Commissioner
Duration	12 Months
Deadline for application	25 September 2023

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

RESPONSIBILITIES:

Under the overall guidance and supervision of the Police Commissioner through the established chain of command, the incumbent will provide strategic guidance and advice to his/her HNP counterparts of the Haitian National Police (HNP), in particular the Anti-Kidnapping Cell, aiming at strengthening HNP operational capability to effectively address kidnapping's cases. S/he will also provide technical assistance and support HNP Anti-Kidnapping Cell in increasing its capacity to deter and prevent kidnapping; training newly rank-and-file assigned to the Cell; assisting kidnapping victims; and handling investigations to facilitate the prosecution of kidnappers. The incumbent will also perform the following duties:

- Provide advisory support in translating strategic policies into concrete actions for the smooth implementation of BINUH's mandate on the capacity building through advising, coaching, and training on matters related to Anti-Kidnapping priorities and efforts.
- Work with other stakeholders on implementing a coordinated technical advice or approach with a view to strengthening HNP Police's operational capability to effectively address kidnapping through updating the legislation if required and improving preventive measures and contingency plans.
- Monitor and analyse the trends in kidnapping and related cross-cutting issues in the country and provide specific analytical inputs for appropriate actions.
- Assess the training needs and help design and conduct appropriate training programs to enhance HNP kidnapping training efforts.
- Advise on the development of all necessary policies and directives governing the operations of the HNP Anti-Kidnapping Cell including the update of existent HNP policies and its organizational chart.
- Recommend the efficient distribution and or deployment of personnel to the Anti-Kidnapping Cell.
- Act as a liaison with senior HNP officers and other national officials on matters related to the work performed by the Anti-Kidnapping Cell.
- Perform other duties as may be required by the BINUH Police and Corrections Unit leadership within the framework of mandate implementation.

COMPETENCIES:

Professionalism: hands on knowledge and proven experience in the field of Anti-Kidnapping both at investigation and operational level; Demonstrates 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 and developing plans for capacity-building of law enforcement agencies; Ability to plan, develop and implement strategies, programmes, projects and activities in the field of preventing and combating kidnapping incidents; Possesses knowledge of the current trends and developments in the field of kidnapping and human trafficking with the nexus to the transnational and organized crime; good research, analytical and problem-solving skills; Exhibits good judgment in the context of assignments given; able to plan own work and manage work/task priorities; Ability to apply technical expertise to resolve police related issues and challenges; Shows persistence when faced with complex problems or challenges; remains calm in stressful situations; Conscientious and efficient in meeting commitments, observing deadlines and achieving results; Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

Teamwork: Works collaboratively with colleagues to achieve organizational goals; solicits inputs 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. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

Technology Awareness: Fully proficient in the use of computer and relevant software and other applications, e.g. Word processing, Power Point, graphics software, spreadsheets and other statistical applications, Internet, etc. Familiarity with and experience in the use of various research methodologies and sources, including electronic sources on the internet, intranet, and other databases.

QUALIFICATIONS:

Education: Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (criminal justice, law enforcement, security, criminology etc.) is highly desirable. Specialized training in conducting negotiations, anti-trafficking and transnational organized crime is an asset.

Work Experience: A minimum of 7 years progressively responsible experience in law enforcement matters, including anti kidnaping and organized crime issues within national police or other national law enforcement institution. Experience working in a conflict and post conflict setting along with experience in transnational crime management and conducting negotiations is desirable. Peacekeeping or other international experience in the UN or other organizations in relevant area of specialties is highly desirable.

Languages: English and French are the working languages of the UN. For this position, fluency in oral and written English and/or French is required. Knowledge in Haitian Creole is a strong advantage.

Assessment for Mission Service: All candidates should be cleared through an Assessment for Mission Service (AMS). All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment. **Preference will be given to equally qualified women candidates.**

Date of Issuance: 25 July 2023

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

In accordance with the UN 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.