



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	Command and Control Adviser, Seconded (non-contracted) – 19 positions
Organizational Unit	United Nations Integrated Office in Haiti (BINUH)
Duty Station	Port-au-Prince (or Gonaïves or Cap-Haïtien)
Reporting to	Police Commissioner
Duration	12 Months (subject to BINUH’s budget approval)
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 of the Police Commissioner through the established chain of command, the incumbent will also perform the following duties:

- Assist the HNP in enhancing the capacity of the National Police Command Centre in the West Department (eventually in the North and Artibonite Departments).
- Assist HNP counterparts in identifying strategies to address crime conditions, coordinate with specialize units of crime condition(s), specifically, gang activities and provide assistance to the anti-gang IPO in developing strategies to address gang activities and develop effective police strategy to combat gang criminal activities.
- Assist HNP personnel in creating and maintaining gang data base; conduct surveillance and record all gang activities.
- Assist HNP personnel create and maintain casefiles on all gang members.
- Liaise with HNP counterparts on all criminal matters, train and advise on establishing confrontation tactics to ensure safety of officers, public, and properties.
- Assist HNP in establishing suitable method to preserve life in coordination of all Human Rights laws, and safeguarding evidence within crime scenes.
- Train HNP counterparts to identify potential criminal indicators and set up educational prevention programs, including ensuring that HNP officers assigned to the centres are certified at all levels of the Incident Command Centres (ICS).
- Assist HNP counterpart creating and disseminating all matters of importance; established an internal communication system to keep the proper channels of criminal matters, police incidents, and community unrest.

COMPETENCIES:

Professionalism: 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 analysing 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 combating gang activities. Possesses knowledge on the current trends and developments in the field of gang activities, terrorism, transnational 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 gang case related issues and challenges. Shows persistence when faced with complex problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all 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 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.

QUALIFICATIONS:

Education: Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (law, law enforcement, security, forensic, criminology etc.) is highly desirable. Specialized training in police reform, strategic planning, project management, training management, emotional control, certification in train-the-trainers and training delivery is an asset.

Work Experience: A minimum of 5 years of active supervisory functions in police or other national law enforcement institution as Police Emergency Response Personnel or Operations Officer dealing with crime and investigation. At least 2 years of experience in the field of gang case or organized crime is required. Peacekeeping or other international experience in the UN or other organizations in conflict or post conflict area is highly desirable. Possession of a certification in Incident Command Center (ICS) and National Incident Management System (NIMS) is highly desirable.

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