



United Nations

*Job Opening for Position requiring official secondment
from national governments of Member States of the United Nations Organization
Appointments are limited to service on posts financed by
the support account of peacekeeping operations*

Post title and level	Police Reform and Restructuring Coordinator, (P-4)
Organizational Unit	United Nations Organization for the Stabilization in the Democratic Republic of Congo, MONUSCO
Duty Station	Kinshasa
Reporting to	Deputy Police Commissioner
Duration	12 Months (extendible)
Deadline for applications	21 August 2025
Job Opening number	2024-MONUSCO-78800-DPO

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

RESPONSIBILITIES:

In compliance with the UN mandate and under the guidance and supervision of the MONUSCO Deputy Police Commissioner, the Police Reform and Restructuring Coordinator (P-4) will be responsible for the development of police services in the Democratic Republic of Congo (DRC) conforms with modern democratic principles and operational efficiency and effectiveness. Within the limits of delegated authority and under the guidance and supervision of the Deputy Police Commissioner, the Police Reform and Restructuring Coordinator will be performing the following duties:

- Reviewing the existing local police structure and systems, including in-depth analysis of personnel and skills requirements, evaluation of the criminal justice system and local police operational capabilities, as the basis for making a comprehensive analysis and recommendations for the overall reform, restructuring, and institutional development of the local police service.
- Development of short and medium-term plans and programs for the reform and restructuring, and the longer-term institutional development of the local police service.
- Advising and assisting local counterparts on issues related to the national police reform initiatives to bring them to internationally accepted standards of democratic policing.
- Periodically conducting evaluation and assessment of all reform, restructuring, and institutional development activities and provide guidance and support to other police initiatives.
- Assist and advise the local counterpart in developing and implementing recruitment, vetting, and selection policies and procedures.
- Developing reform and restructuring plans for the local police service in coordination and consultation with the UN Mission, government, and local police leadership.
- Coordinating bilateral and multilateral support initiatives relating to security sector reform and capacity enhancement of local security services.

- Production and timely submission of reports relating to the overall reform and restructuring, and institutional development of the local police.
- Liaising with senior local police officials and other relevant government officials on matters related to restructuring the existing or setting up a new police service.
- Regularly consulting and collaborating with UN agencies, international and national NGOs, judicial officers, correction officers, bilateral/multilateral donors, civil society members, and host state national government on police issues relevant to the mandate.

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 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 work areas. Strong negotiation and conflict-resolution skills. 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 management and administration; ability to review and edit the work of others.

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; supports and acts in accordance with final group decisions, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

Client Orientation: Considers all those to whom services are provided to be "clients" and seeks to see things from clients' point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients' needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients' environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

QUALIFICATIONS:

Education: Advanced university degree (master's or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management, or related areas. A first-level university degree, in combination with qualifying experience, may be accepted in lieu of the advanced university degree. Specialized training in the area of the incumbent's responsibility (operations, reform, administration, training, etc.) is highly desirable. Graduation from a certified Police Academy or other national or international Law Enforcement Training Institution is required.

Work Experience: A minimum of 7 years (9 years in the absence of an 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 - required; 5 years of active police experience at policy-making level with 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 a state level police units, or heading a department at national police HQ level—is highly desirable. Previous UN or international experience is an advantage. Previous UN or international experience is an advantage.

Rank: The rank required for a P-4 is Superintendent of Police, Lieutenant Colonel, or other equivalent or higher rank.

Languages: English and French are the UN's working languages. Fluency in oral and written French is required for the post advertised, and fluency in English is desirable.

Preference will be given to equally qualified women candidates.

Date of Issuance: 08 August 2024

In accordance with the new 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.

<https://police.un.org/en/vacancies>

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 seconded position in 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.

Nominations of women candidates are strongly encouraged.