



United Nations

*Job Description 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	Deputy Senior Police Advisor, seconded (non-contracted)
Organizational Unit	United Nations Peacekeeping Force in Cyprus (UNFICYP)
Duty Station	Nicosia
Reporting to	Senior Police Advisor
Duration	12 Month (extendible)
Deadline for applications	31 January 2022

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

RESPONSIBILITIES:

Under the direction and guidance of the Senior Police Advisor (SPA), the incumbent will coordinate all administrative and managerial aspects of the United Nations Police in UNFICYP. The Deputy Senior Police Advisor (DSPA) will provide support to the SPA in the fulfillment of his/her duties to ensure the sound management of the United Nations Police component in the performance of the mandated tasks and will:

- Act as the principal advisor to the Senior Police Advisor (SPA) on all police and other law enforcement matters relevant to the implementation of the UNFICYP's mandate; provide regular reports on key issues and work on programme implementation;
- To work closely with UNFICYP's Military and Civilian components as part of a "three-pillar" concept, developed to maximize integration of all aspects of the Mission's mandate;
- Support the SPA in confidence building measures through the Technical Committee on Crime and Criminal Matters and the Joint Communications Room;
- Facilitate local police services from both communities to address effectively the existing and emerging law and order challenges in the Buffer Zone (BZ) and crossing points;
- Participate and represent UNFICYP Police component in communities, meetings, working groups etc., as advised by the SPA;
- Developing, implementing, and managing plans, orders, briefings and reports on UNFICYP Police matters and commanding police operations as required, work in close collaboration with other pillars on the development of contingency planning, work in close cooperation with mission's integrated JOC, JMAC and Planning Unit;
- Supervising the Staff Officers of UN Police HQ as well as for providing liaison with both local police services, United Nations Military and Civilian Components, and other relevant governmental and non-governmental organizations on UNPOL related matters;
- He/she makes field visits to the Sectors and Stations on a regular basis in order to obtain an understanding of the UNPOL day to day activities and to provide advice and direction;
- DSPA performs any other duties assigned by the Senior Police Adviser, and
- Assume the duties and responsibilities of the SPA in his/her absence.

COMPETENCIES:

Professionalism: 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; has political acumen; in depth knowledge of the issues related to transnational and organized crime; outstanding expert knowledge in the technical field of work on general and in the specific areas being supervised in particular; proven ability to produce reports and papers on technical issues; ability to review and edit work of others; full mastery of the project management cycle applied in developing country context; ability to analyze issues and solve problems; political awareness and sensitivity; commitment to implement the goal of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of the mission's work.

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 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.

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.

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.

Teamwork: Works collaboratively with colleagues to achieve goals; solicits inputs by genuinely valuing other's ideas and expertise; is willing to learn from others; 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: Graduation from a certified police academy or other similar law enforcement training institution is required. A first level university degree in combination with qualifying experience in establishment of initiatives related to community policing, police management, police administration or peacekeeping is desired.

Experience: At least twelve (12) years of progressive and active policing service/experience, including four (4) years of senior police management experience commanding diverse teams in a multi-disciplined workplace, including the development of budgets and organizational policy. Peacekeeping or other international experience is highly desirable.

Rank: IPO posts are non-ranked positions, however considering managerial scope of incumbent's work, a candidate's rank equivalent to Superintendent, Lieutenant Colonel, or similar is desired.

Languages: fluency in oral and written English is required.

Assessment for Mission Service: All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment will result in candidate's repatriation. 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.

Additionally desired:

- In-depth understanding of UN mandates and the implementation processes;
- Previous experience in UN Police post-conflict operations;
- Knowledge and understanding of theories, concepts and approaches relevant to democratic policing;
- Attendance of formally recognized or accredited SSR-related programmes;
- Good knowledge of the conditions prevailing in Cyprus with the ability to appraise and evaluate the implications of economic, political, cultural and historical sensitivities in the region.

Preference will be given to equally qualified women candidates.

Date of Issuance: 15 December 2021.

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.

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