

UNITED NATIONS POLICE DIVISION

~

2019

ANNUAL REPORT STANDING POLICE CAPACITY





OROLSI
DEPARTMENT OF
PEACE OPERATIONS



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United Nations Police Division (PD)
Office of Rule of Law and Security Institutions (OROLSI)
Department of Peace Operations (DPO)

STANDING POLICE CAPACITY
(SPC)

2019
ANNUAL REPORT
A YEAR OF COMMITMENTS



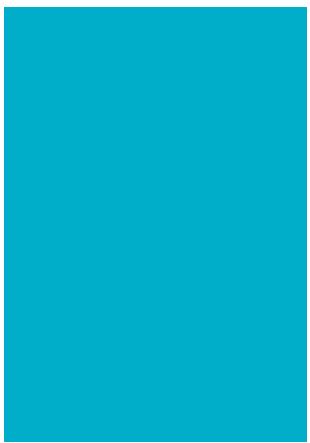


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FOREWORD

As an integral part of the United Nations Police Division, the Standing Police Capacity (SPC) is pleased to present the SPC Annual Report for 2019, a year that corresponds to the second and last year of Maj. Gen. Christoph Buik's tenure as Chief SPC. Under the guidance of Police Adviser Luis Carrilho and building on our achievements in 2018, the Team committed more than ever to positioning SPC as a tool to provide support to the field, as well as to responding effectively to the reorganization of the peace and security pillar as a system-wide service provider.

The pages that follow not only lay out figures that testify a quantitative increase of services provided, but also demonstrate a quality shift to respond to the Secretary-General's direction to ensure more joined up, whole-of-pillar and cross-pillar engagement for prevention, crisis response, and sustaining peace.

The trend in 2019 was amply facilitated by the creation of a donor-funded project and would not have been possible without the continuous support of all Police Division Units and the Police Adviser.

A YEAR OF COMMITMENTS



The workload of SPC continued to steadily increase in 2019, with the same total workforce.

The year began with the continuation of start-up capability for the United Nations Mission to support the Hudaydah Agreement (UNMHA), initially through the support to the work of the Redeployment Coordination Committee (RCC).

No less than fourteen peace operations received SPC support in a timely, effective, and efficient manner (pp. 7-12). SPC further deployed additional 8 UN officers in non-mission settings, including through the Global Focal Point for Rule of Law arrangement (pp. 13-18).

2019 was particularly crucial for the establishment and development of the UN Police Training Architecture.

The SPC, with its objective to operationalize the Strategic Guidance Framework (SGF) across the UN system, organized and held in June the UN Police Training Architecture Workshop at the UNGSC, Brindisi. SPC consecutively facilitated the formation and meeting of six thematic curriculum development groups (CDGs), supporting and organizing the travels of its members whenever needed (pp. 19-24).

Throughout the year, SPC also dedicated 3 of its experienced officers to assisting DPO's Policy Evaluation and Training Division (DPET) with training in, and the roll-out of, the Comprehensive Performance Assessment System or CPAS in six missions (p. 12).

The present report of activities is a proof that commitment allows a Team to work wonders.

2019

AUTHORIZED: 36 STAFF MEMBERS

As an integral part of PD, SPC has an authorized strength of 36 personnel within the UNGSC budget, and includes specialists in a range of police areas, broader administrative and development areas, as well as legal affairs, and is headed by a Chief (D1) who serves as one of two principal officers who report to the UN Police Adviser. The staff members who served in 2019 come from 24 different countries, and a third of them are women.



MULTIPLE AREAS OF EXPERTISE



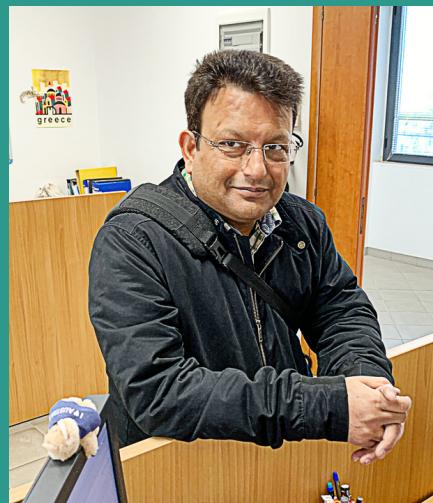


Auswärtiges Amt

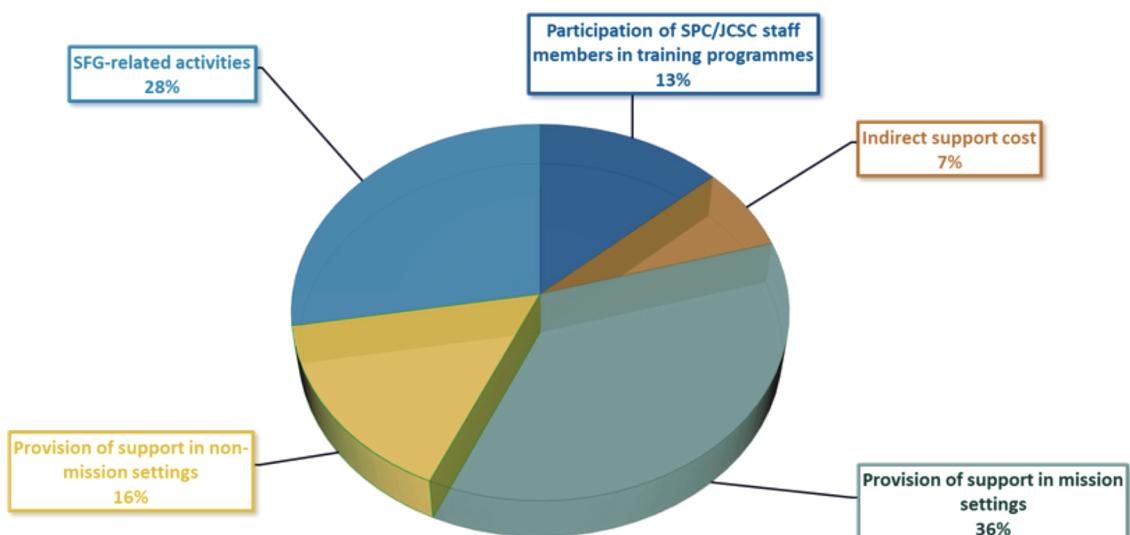
DONOR-FUNDED PROJECT

FEB- DEC 2019

In February 2019, SPC and Justice and Corrections Standing Capacity (JCSC), acting through the UN Global Service Centre (UNGSC) and the Federal Ministry for Foreign Affairs, Federal Republic of Germany, concluded an agreement by which Germany is providing SPC and JCSC with Eur. 2 million over a 2-year period.* These funds have assisted not only in alleviating the budgetary shortfall among field missions which has impeded the SPC's ongoing provision of necessary technical support to the field, but have also enabled SPC to undertake ancillary activities, such as training and development, necessary to maintaining its capacity and the effectiveness of its staff to provide expert support.



*Title of the Agreement:
"Targeted United Nations (UN) support through the Standing Police Capacity (SPC) of the UN Police Division (PD) and Justice and Corrections Standing Capacity (JCSC) of the UN Justice and Corrections Service (JCS) in the area of rule of law to address critical needs for conflict prevention, peace operations and sustaining peace".



United Nations Police

DAYS IN DEPLOYMENTS IN 2018

SPC carried out 24 deployments, supporting a total 11 missions and non-mission entities.

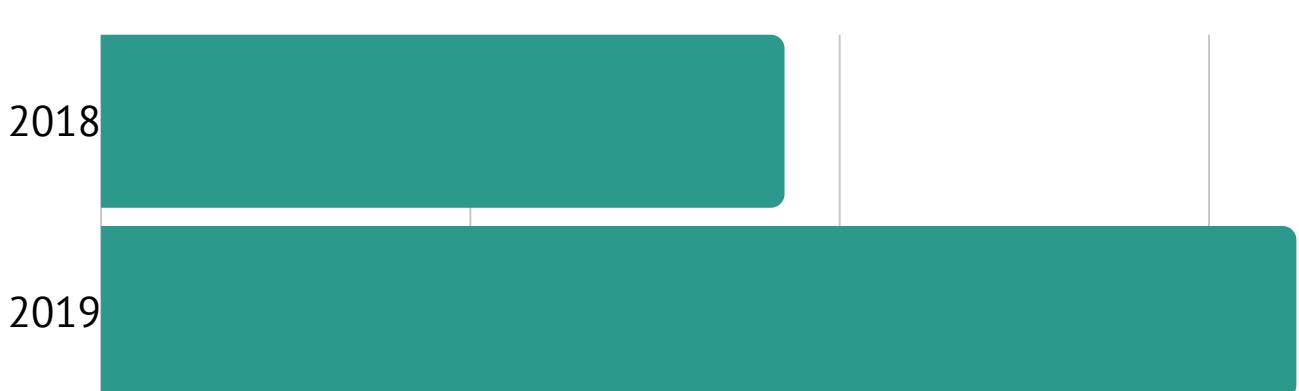
1848

3234

DAYS IN DEPLOYMENTS IN 2019

SPC carried out 38 deployments partly financed by the German donor-funded project, supporting a total 23 missions and non-mission entities.

**75% INCREASE
FOR THE YEAR 2019**



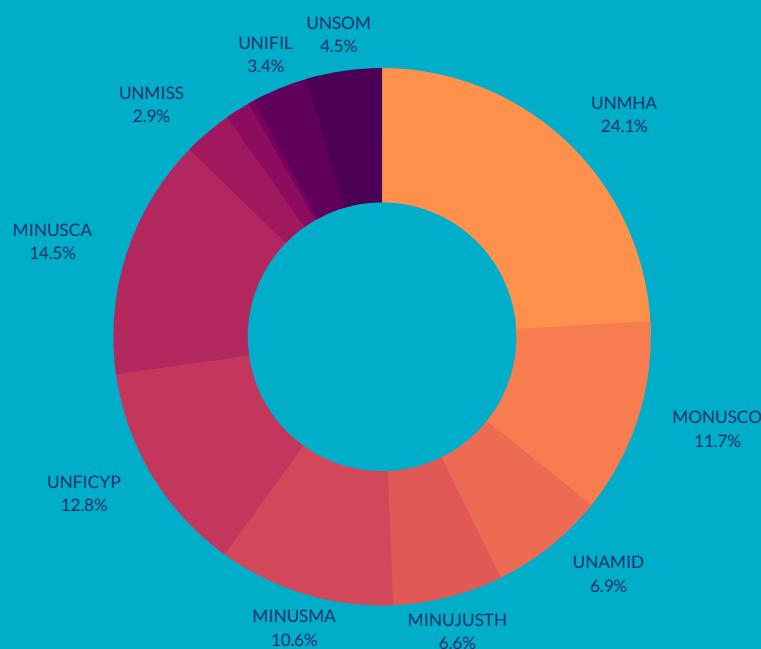


SPC DEPLOYMENTS TO PEACE OPERATIONS





2275 DAYS SPENT IN 14 PEACE OPERATIONS



Twenty SPC advisers supported 14 UN field missions with strategic, operational and technical advice, expertise and assistance. These included Peacekeeping Missions (MINUJUSTH, Haiti; MINUSCA, Central African Republic; MINUSMA, Mali; UNAMID, Darfur; MONUSCO, DR Congo; UNFICYP, Cyprus) and Special Political Missions (UNAMA, Afghanistan; UNSOM, Somalia and UNOWAS in Senegal and Gambia).

In 2019, 8 SPC advisers were rapidly dispatched to Hodeidah, Yemen to join the United Nations Mission to support the Hodeidah Agreement (UNMHA).

Three SPC advisers supported DPET conducting CPAS in 6 UN Missions (UNFICYP, Cyprus; MONUSCO, DR Congo; UNMIK, Kosovo; UNMISS, South Sudan; UNIFIL, Lebanon; and MINURSO, Western Sahara).

UNAMID - TRANSITION

SPC provided support to UNAMID Police Component including the development of a Transition Implementation Plan (TIP), taking into consideration the need to strengthen national ownership and capacity development through directed and time-limited co-location of UNPOL officers with SPF to ensure transfer of policing knowledge and skills. SPC Adviser supported UNAMID Police IT to update the Police Transition Monitoring System (PTMS), to monitor the progress of the TIP through the key performance indicators on a monthly basis, and to review best practices and lessons learned reports.



MINUSMA- PLANNING



SPC Strategic Planning Advisers and Project Management Advisor supported MINUSMA UNPOL in the preparation and submission of budget requirements, the drafting of documents for decision-making, oversight or knowledge management in budgeting. SPC also prepared other drafts such as an MOU between the Mission and the Ministry of Interior on UNPOL capacity building, an SOP between UN Military, UNDSS and UNPOL components on coordinated operations, and job descriptions for new professional posts within UNPOL. SPC SPA also participated in workshops for the MINUSMA CPAS and RBB processes. SPC PMA developed and facilitated trainings on strategic planning, SSR and project management for UNPOL IPOs.

UNFICYP - LEADERSHIP

SPC provided support to UNFICYP by deploying a Police Reform Adviser to serve as Acting Senior Police Adviser from 1 April through 31 December 2019, so as to ensure continuity in leadership of the Police Component pending selection and onboarding of a new SPA. The main tasks of this support are: provide the leadership and overall management of the UNFICYP police component within the limits of delegated authority, and undertake the required duties and responsibilities, as per the strategic intent outlined in the UNFICYP Mission Concept toward the fulfilment of the Mission's mandate.



MINUJUSTH - LEGACY, LESSONS LEARNED, STRATEGIC PLANNING

SPC provided support to MINUJUSTH Police Component in the production of a legacy report that will include lessons learned and good practices which could benefit police components in other peace operations, current or future, as well as the legacy of the UN Police in Haiti, viewed through the period of the MINUJUSTH mandate. Additionally, SPC provided support to the Mission and to Haitian National Police (HNP) on the 2nd annual report for implementation of the HNP Strategic Development Plan 2017-2021.



MINUSCA- CAPACITY BUILDING



In furtherance of CAR's 5-Year Plan for the Reform of CAR's Security Forces, SPC Legal provided technical support to the Police Component and worked with CAR security counterparts to draft a series of four laws (two organic laws and two presidential decrees) setting the foundational framework for the Police and Gendarmerie institutions in the CAR and the accompanying Explanatory Memorandum intended for the consideration of parliamentary members; and advised UNPOL on the legislative process and how to proceed with advocating for the consideration and adoption of the draft texts by CAR's parliament. In addition, SPC Planning supported the reactivation of the coordination mechanism, advised on the operationalization of the Joint Project Management Unit in line with the intent of the "Ministerial decree", coordinated the implementation of the CAR model for community policing policy, provided project management technical support to ISF and UNPOL and technical advice on elections security planning.

MONUSCO - LEADERSHIP, CRIME, GENDER

SPC Expert deployed to serve as acting Deputy PC, to support the Police Commissioner in managing and directing the UNPOL Police Component, and acted as HOPC in the absence on the Police Commissioner, providing support to UNPOL on the general management of human, material and financial resources, welfare and general personnel administration policy issues relating to the Mission HQ and field offices.



SPC Transnational Crime Officer and Gender Affairs Officer provided support on strengthening the capabilities, and to formalize modalities and assistance to enhance national policing capabilities focusing on gender sensitive policing and serious organized crime capacity. An instrumental role was played in advocating for the Government endorsement of the PNC Triennial Action Plan on fight against Sexual Violence. They provided technical assistance to MONUSCO substantive Sections and other UN entities on internal mechanisms to better support the PNC in efficiently implementing the Action Plan.

UN SOM - PLANNING

SPC provided continued support through multiple deployments to the UNSOM Police Component to fulfill the strategic planning and reporting function as a backstopping measure pending ongoing recruitment concerning the planning post.



UNMHA - START-UP AND MISSION SUPPORT

The Security Council authorized the start-up of the UN Mission to Support the Hodeidah Agreement, UNMHA, in Yemen to fully support the Stockholm Agreement, endorsed by UNSCR 2451 (2018), in particular with regards to substantive monitoring operations for the ceasefire and mutual redeployment of forces from the city of Hodeidah and the ports of Hodeidah, Saleef and Ras Isa. SPC experts initially deployed as part of the Police Advance Team in late 2018, and continued support thereafter in 2019, filling senior-level police posts.

UNOWAS - ASSESSMENT

SPC was part of the technical assessment mission in Gambia to provide recommendations on donor coordination and Security Sector Reforms in the country. SPC carried out assessment of the Police, and immigration departments and articulated recommendations on the SSR process to the Government, taking stock of support provided by the UN in the last two years, and defined the nature and priorities for UN future assistance, considering UN comparative advantages and assistance provided by other international partners.



UNAMA - ASSESSMENT



SPC Expert provided support to UNAMA by conducting a joint SPC/JCSC Capacity-Building Needs Assessment of the recently established International Crimes Directorate of the Afghanistan Attorney General's Office, including making recommendations for improving police prosecution cooperation in investigating and prosecuting such crimes.

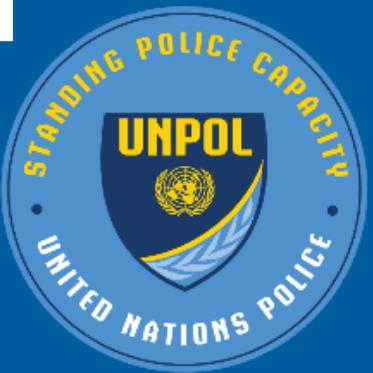
COMPREHENSIVE PERFORMANCE ASSESSMENT SYSTEM (CPAS)

CPAS is a key component of the integrated performance policy framework called for by Member States through the C-34 and welcomed by the Security Council in its resolution 2436 (2018). The CPAS allows peacekeeping operations to assess not only their performance, but also their impact. SPC staff received advanced training on CPAS methodology and its application in peacekeeping operations and three SPC experts were provided to assist the Policy, Evaluation and Training Division (DPET) of the Department of Peace Operations (DPO) with training in and the roll-out of CPAS. Along with the full CPAS roll-out team, the three SPC staff helped facilitate CPAS workshops, developing trainings, and deployed to support CPAS implementation in six DPO-led missions: MINURSO, MONUSCO, UNFICYP, UNIFIL, UNMIK and UNMISS. The collective efforts of the CPAS team were recognized not only by missions but also in their being nominated for the 2019 Secretary-General's Award in the category for innovation.



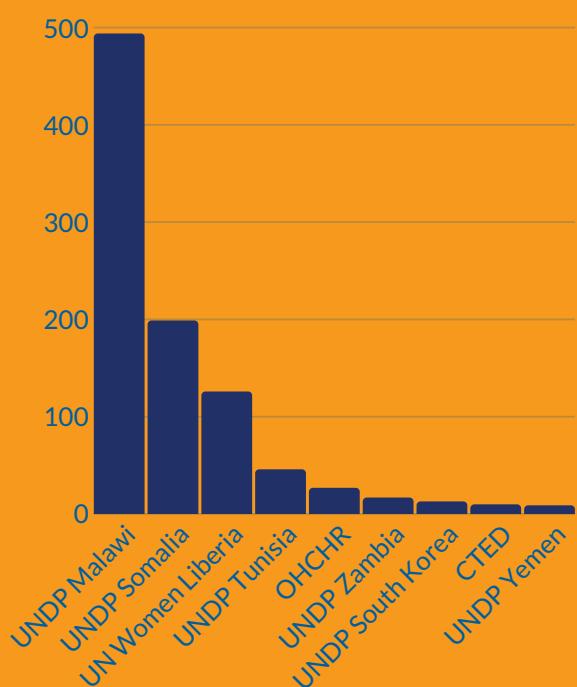


SPC DEPLOYMENTS TO NON-MISSION SETTINGS





959 DAYS OF DEPLOYMENT IN NON-MISSION SETTINGS



Ten SPC advisers worked with UNDP in 8 countries: Malawi, Liberia, Somalia, Jordan, Yemen, South Korea, Zambia and Tunisia, supporting the capacity development of the host countries' police and other security service institutions. Two SPC advisers provided technical assistance to UN WOMEN in Liberia to assess gender mainstreaming in the police. Two more SPC advisers contributed to assessment and delivered sessions for CTED, OHCHR and UNODC.

UNDP MALAWI - ELECTIONS SECURITY

SPC provided support to UNDP Malawi and the Malawi Police Service (MPS) to conduct an assessment on MPS preparedness to manage security for the electoral period of 2019 for free, fair and transparent elections. Based on the assessment SPC developed a 6 ½ month program that provided a capacity building program for 2,782 police on electoral security management, including a community police outreach program, public order management, MPS Communications Strategy with Key Messages, and other electoral related issues with respect to human rights. SPC also continued support to UNDP Malawi at the end of 2019 to conduct a post-election assessment and identify critical interventions to be implemented in preparation of the Constitutional Court decision on the appeals filed for the Presidential electoral results and the increasingly violent demonstrations.



FOR UNDP

18

SPC advisers

799 DAYS

in 6 countries

UNDP SOMALIA



SPC, with support from UNDP, UNSOM and AMISOM Police, conducted leadership training needs assessment (TNA) to identify the key senior leadership capacity gaps within Somali Police leadership. SPC further drafted Somali Police leadership training strategy and designed curriculum outline for crash training programme for senior police officers in operational and tactical command positions to bridge leadership capacity skill gaps. SPC undertook consultations with Somali National Independent Electoral Commission (NIEC), MoIS, Somali Federal Police, UNSOM and AMISOM Police, and UNSOM/UNDP Integrated Election Support Group (IESG) to ascertain type of electoral processes, policing capacity gaps and planned support initiatives from national and international stakeholders. SPC further organized and facilitated in a stakeholder workshop on general election security and presented a general overview of election process pointing out the election security framework of police. SPC also prepared and presented exploratory exercise report with recommendations, and collaborated with UNSOM Police to draft election support workplan which identified UNSOM Police technical guidance to Somali police.

UNDP SOUTH KOREA - CAPACITY BUILDING

Two SPC advisers supported the UNDP Seoul Policy Centre in holding an international seminar and expert meeting on police capacity development and victim support mechanisms addressing gender-based violence (GBV), which included a public outreach seminar. Focused on effective institutional structures and training strategies, the SPC advisers actively participated as speakers and facilitated sessions, leading round-tables and moderating various panel discussions.



UNDP TUNISIA - TOT ON PVE/CVE



A three-member SPC team provided technical expertise to UNDP with the "Project to support prevention, preparedness and crisis response in Tunisia", providing supports to improve the service delivery of the police, who upon completion of the training were expected to refine their existing curricula and undertake rollover courses in their respective academies. SPC advisers developed a 2-week training of trainers (ToT) course: the first week being dedicated to the PVE/CVE overview, and the second to training methodology and visualization.

UNDP ZAMBIA - ROUNDTABLE DISCUSSION ON FPU

UNDP Zambia and the Office of the Canadian High Commission in Zambia engaged key stakeholders including the Zambian Government and the Zambia Police Service on the possibility of establishing a Formed Police Unit in Zambia. The round table discussion which was moderated by 2 SPC advisers brought together senior Zambian government officials, senior officers from Zambia Police Service, experts on UN Policing, selected regional representatives with an established Formed Police Unit, civil society, and the Office of the Canadian High Commission in Zambia and UNDP.



UN WOMEN LIBERIA - GENDER

SPC support to UN WOMEN Liberia focused on mainstreaming a gender perspective into community policing policy and practices and on improving personnel capacities and sectional coordination with respect to community-oriented policing and gender within the Liberian National Police (LNP).

SPC also developed a manual on gender-sensitive community policing for LNP as a critical guidance tool for LNP to integrate, and practice, gender-sensitive and responsive community policing approaches into community-oriented work processes. Actions included building a team of trainers and conducting training on Gender and Gender-Sensitive Community-Oriented Policing.



COUNTER-TERRORISM COMMITTEE EXECUTIVE DIRECTORATE (CTED) - POLICE ACT ASSESSMENT



SPC provided support to the Counter-Terrorism Committee Executive Directorate (CTED) follow-up assessment in Ghana and Mozambique to identify progress, strengths and gaps in the implementation of the obligations set forth in the last CTED assessment of 2009 in Ghana, of the relevant Security Council Resolutions and of the recommendations following the 2012 visit to Mozambique. A week long session of meetings with national authorities was held during the assessment with a final report being issued including further recommendations for prevention, suppression, and combatting terrorism including support for any technical needs.

UNODC - CAPACITY BUILDING IN WEST AFRICA

SPC Investigations Adviser designed and delivered two instructor development courses to law enforcement and forensics officials interested in developing their skills as trainers and curriculum developers, in Senegal.



SPC AND GENDER PARITY

From its inception in 2007, SPC has been promoting gender parity and mainstreaming. SPC has been a staunch supporter of the International Association of Women Police (IAWP) and of Folke Bernadotte Academy (FBA) in its work on women, peace and security. SPC staff take pride in mainstreaming gender in their various areas of police specialization and, since 2011, have a dedicated Police Gender Officer among their ranks. 2019 has seen a number of gender projects coming to fruition, all inspired and crowned by the nomination in November of Police Adviser Luis Carrilho as UN Women newest HeForShe Advocate supporting the movement for gender equality.



"More women in police peacekeeping is simply more effective peacekeeping. On behalf of the 11,000 police personnel who serve under the United Nations flag, I am proud to be a HeForShe Advocate (...) With this great honor comes tremendous responsibility to strengthen our commitment to enhance the UN's credibility in the countries where we serve and to make an even greater positive impact on the lives of the people, now and for the future."

Police Adviser Luis Carrilho

GENDER PROTECTION COURSE, OHCHR - NOUAKCHOTT GENDER WORKSHOP, OSCE - SKOPJE SGBV LECTURE, COESPU - VICENZA



Gender Workshop with OSCE, Skopje - North Macedonia.



Gender Protection Course with OHCHR, Nouakchott, Mauritania.



SGBV lecture to Senior Police Officers, CoESPU, Vicenza, Italy. (Photo from SPC archive)



TRAINING DEVELOPMENT AND DELIVERY



Developing the UN Police Training Architecture

In addition to SPC's regular activities related to training support SPC made strides in operationalizing the Strategic Guidance Framework for International Peacekeeping (SGF) and supporting the further professionalization of UN Police, together with the Integrated Training Section (ITS). The SPC dedicated both personnel and resources to the initiative.

The newly envisaged UN Police Architecture is ambitious and comprises several sub-projects:

- Project One: Developing a mandatory online course that introduces the SGF, its core principles and guiding documents, and ensures that new police-specific training for UN police is fully SGF-compliant;
- Project Two: Creating a dedicated on-line platform to ensure that all candidates for UNPOL have access to the mandatory e-learning courses, including the newly designed SGF courses;
- Project Three: Updating the existing Specialized Pre-deployment Training Materials from 2009 based on relevant UN guidance and particularly the SGF and its functional guidelines on police command, police administration, police operations and police capacity-building and development;
- Project Four: Developing job-specific training materials targeting individual police officers which fall into nine broad categories of personnel.

As a first step, in June 2019 SPC hosted a 4-day workshop in Brindisi with ITS bringing together subject-matter experts to develop the core outlines of training materials in six thematic areas: community-oriented policing; intelligence led policing; police monitoring, mentoring and advising; capacity building and development; public order/protection of civilian/use of force and crime intelligence.

6

Curriculum
Development
Groups

72

Subject-matter
Experts

11

CDG meetings,
workshops and
conferences



MOMENTS OF

UN Police Training Architecture Workshop

JUNE 2019, BRINDISI



United Nations Police



Curriculum Development Groups



COMMUNITY ORIENTED POLICING



First meeting was hosted by Norway in Oslo in November.



POLICE MONITORING, MENTORING AND ADVISING



First meeting was hosted by Sweden in Stockholm in November.



PUBLIC ORDER MANAGEMENT/ POC/USE OF FORCE



First meeting was hosted by the African Union in Addis Ababa in December.



INTELLIGENCE-LED POLICING



First meeting was hosted by China in Beijing in December.



POLICE CAPACITY BUILDING AND DEVELOPMENT



First meeting was hosted by UNRSCC in Entebbe in September.



CRIME INTELLIGENCE



First meeting was hosted by Ireland in Dublin in November.

KNOWLEDGE SHARING

OTHER TRAINING DEVELOPMENT AND DELIVERY PROJECTS



UN FORMED POLICE UNIT (FPU)

- Lectures at the Round Table Meeting on the Establishment of a Formed Police Unit with UNDP Zambia, Lusaka. 2 SPC Experts - 3 days - 30 participants.
- Public order courses for commanders and platoon leaders, with UNDP Malawi, Lilongwe. 1 SPC Expert - 11 days - 115 participants.

TRAINING OF TRAINERS (TOT)

- ToT in Electoral Security with UNDP Malawi, Lilongwe. 2 SPC Experts - 10 days - 32 participants.
- ToT on Community Safety and Security with UNDP Tunisia, Tunis. 3 SPC Experts - 14 days - 45 participants.



Organization for Security and Co-operation in Europe

TRAINING OF TRAINERS (TOT)

- ToT for Gender Focal Points with OSCE, Vienna, Austria. 1 SPC Expert - 4 days - 32 participants.

GENDER

- Gender Workshop with OSCE, Skopje, North Macedonia. 1 SPC Expert - 2 days - 25 participants.



UN FORMED POLICE UNIT (FPU)

- 5th Annual FPU Coordinators' Workshop at CoESPU, Vicenza, Italy. 1 SPC Expert - 5 days - 21 participants.

GENDER

- Lecture on SGBV at CoESPU, Vicenza, Italy. 1 SPC Expert - 1 day - 15 participants.



TRAINING OF TRAINERS (TOT)

- ToT on Human Rights Course with OHCHR, Amman, Jordan. 4 SPC Experts - 4 days - 25 participants.

GENDER

- Gender Protection Course with OHCHR, Nouakchott, Mauritania. 1 SPC Expert - 3 days - 25 participants.

HUMAN RIGHTS

- Human Rights Course with OHCHR, UNGSC Brindisi, Italy. 1 SPC Expert - 5 days - 25 participants.

UN POLICE COMMANDERS' COURSE

- Police Commanders' Course by ITS, 21 October to 1 November, Berlin, Germany. 5 SPC Experts - 3 days - 25 participants.

SPC was actively involved in the Course, Chief SPC was involved as mentor, while three Specialists contributed as facilitators. The 15 participants were selected from the Senior Leadership Roster and the Female Senior Police Cadre. Among them, 5 were selected from UN police operations.



SENIOR POLICE DEVELOPMENT

- Senior Police Training Course (CPPTS) to Chinese Senior Police Officers, Police Training Center in Langfang, China. 2 SPC Experts - 4 days - 25 participants.

KNOWLEDGE SHARING



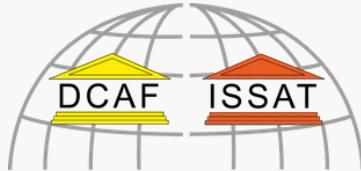


WORKSHOPS, CONFERENCES AND PARTNERSHIP EVENTS





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AUSTRIAN STUDY CENTRE FOR PEACE
AND CONFLICT RESOLUTION – ASPR



PARTNERSHIPS

INNOVATION AND DEVELOPMENT

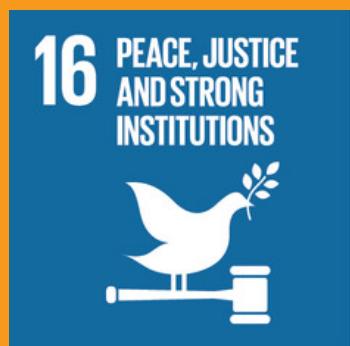
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CONFERENCES,
WORKSHOPS
AND
PARTNERSHIP
EVENTS





FULLY COMMITTED TO THE SDGs

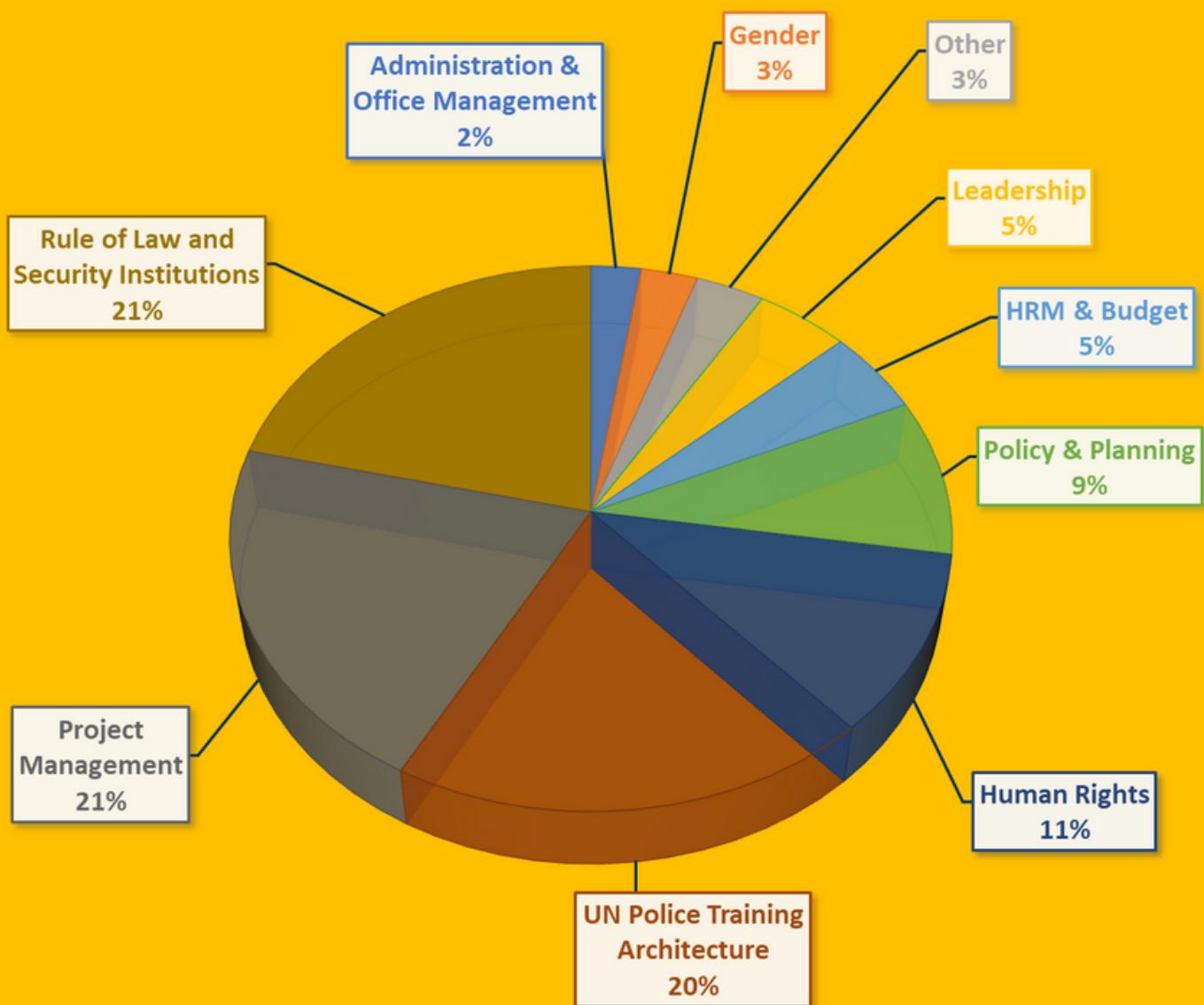




SPC SKILLS DEVELOPMENT



SPC STAFF CAPACITY BUILDING



9

days of training

for each SPC staff member in 2019,
on average.

ALL STAFF MEMBERS WHO SERVED IN 2019

Chief SPC

Christoph Buik



45 yrs exp
Peacebuilding in areas of Governance and Rule of Law, Security Sector Reform; Police Capacity Development; Project Management; political, strategical and tactical expertise on Police Reform; Intelligence Management on Organized Crime; War crime investigations.

Team Leader

Jaime Cuenca



24 yrs exp
Project management; Police Capacity Development; THB Investigations; Mentoring; Immigration; Borders; Training.

Team Leader

Gissel Sossa



22 yrs exp
Project Management; Police Capacity Development; Public Safety and Security; investigation of domestic crimes; Police Planning; Training.

Training Adviser/Acting Team Leader

Amod Gurung



36 yrs exp
Peacebuilding in areas of Governance and rule of law, Security Sector Reform, Police Capacity development; Project Management; Protection of Civilian Strategic and Tactical Expertise.

Police Reform Adviser/Acting Team Leader

Jane Grausgruber



36 yrs exp
Police Reform; Security Sector Reform; Protection of Civilians; Policy and Planning; Project Management and Donor Coordination; Human Rights.

HR Management Adviser/Acting Team Leader

Ahmed Hosni Abdelrahim



30 yrs exp
Strategic Planning & Assessment; Programme & Project Management; Security Sector Reform; Human Resources Management & Development; Public Order Management; Training; Electoral Security.

Special Assistant

Catherine Rompato



26 yrs exp
International Relations; Organizational Development; Impact Evaluation, Strategic Management and Planning; Reform and Change Management; Research and Analysis; Data Collection; Project Management.

Information Systems Officer

Alessio Alfonsetti



13 yrs exp
Software Design; Software Development; Team Leading; Capacity Building; Administration and Training.

Transnational Crime/Police Reform Officer

Basundhara Khadka



16 yrs exp
Investigations of Organized Crimes; Capacity Building and Training Program on Gender Responsive Policing; Human Rights; Investigations; Strategic Planning & Policy Development; Project Management.

Police Reform Adviser

DeeDee Rodriguez



22 yrs exp: National Strategy and Policy Review and Reform; Training needs assessments; Police Reform; Capacity Building; Interview/Interrogation; Child Forensic Interview; Death Investigations; Sex Crimes and Child Pornography Investigations; Tactical Medical; Trafficking in Persons; Drug Trafficking and other forms of serious and organized crime; Counter-terrorism Assessment; Border and Maritime Security Assessment; Project Management; Knowledge Management; Electoral security.

Police Reform Adviser

Dongxu Su



25 yrs exp
Police Reform; Capacity Building and Development; Security Sector Reform; Immigration; Strategic Planning; Project Management; Cross-border Organized Crimes; Human Resource Management; Training.

Policy and Planning Officer

Frederick Hammond



16 yrs exp
Policy Development and Review; Project Management; Strategic and Operational Planning; Police Reform and Restructuring; Gender Mainstreaming; Capacity Building and Training; Curriculum Development; Election Security Planning and Management.

Police Reform Officer

Godfrey Aropet



28 yrs exp
Police/Security Sector Reform & Development; Policy Development/Planning; Election Security; Inspectorate/oversight; Project Management; Protection of civilians; Police capacity.

Gender Officer

Jean Claude Nkurunziza



18 yrs exp
Gender and conflicts including SGBV Investigations; Gender and Transitional Justice; Gender and Security Sector Reform; Protection of Civilians including Child Protection; Democratic Policing; Training, Mentoring and Advising.

Public Order Adviser

Jean Michel Turquois



33 yrs exp
Public Order; Community Policing; Command & Control; Leadership; Training and Police Advice.

Legal Affairs Adviser

Jeffrey Buenger



25 yrs exp
Protection of civilians; international humanitarian and human rights law; enforced disappearances; rule of law; legal/policy research, analysis and drafting; CPAS.



Administrative Assistant**Joseph Breidi**

18 yrs exp
Communication; Administration; Office Management; Human Resources/Recruitment and Training.

Personnel Management Officer**Julianna Papne Vegso**

28 yrs exp
Law Enforcement Management and Leadership; Program and Project Management; Human Resource Management; Command and Control; Capacity Building and Training Development; Human Rights and Law Enforcement; Planning.

Community Policing Officer**Mahmoud Abu-Salman**

28 yrs exp
Community Policing; Investigations; Gender and Child Protection; Protection of Civilians; Organized Crimes; Security Sector Reform; Election Security and Training.

Police Analyst**Mani Jang Hamal**

18 yrs exp
Police Analysis; Crime Analysis; Capacity Building; Special Police Operations; Public Order Management; Administration; Community Policing.

Administrative Assistant**Marianna Cantanna**

30 yrs exp
Travel; Administration; Training; Logistics; Tourism.

Administrative Assistant**Marylinda Gonzalez**

20 yrs exp
Administration; Office Management; Human Resources; Records Management.

Legal Affairs Officer**Miriam Mafessanti**

13 yrs exp
International criminal, humanitarian and human rights law; public international law and rule of law; Administrative law/judicial review; Legal/policy research, analysis, drafting, guidance development; Judicial systems; Court structures; Penal chain; Protection of civilians; Project Management.

Public Order Adviser**Mohamed Lakhali**

30 yrs exp
Public Order Management; Capacity Building and Training; Counterterrorism; Planning; Crisis Management; Project Management.

Public Order Officer**Nedal Rashdan**

36 yrs exp
Police Operations; Public Order; Police Planning; Formed Police Units; Armament of Special Police Units; Training.

Transnational Crime/Police Reform Adviser**Rabnawaz Khan**

18 yrs exp
Administration and Development of Police Forensic Capacities; District Command; Investigations of cases of Terrorism, Organized Crime, Drug Trafficking, Extortion etc.; Police Reform; Project Management.

Logistics Officer**Samson Napulu**

20 yrs exp
Operational Planning and Management; Police Operational Logistics System; Crime Management; Public Order Training; Election Security; Police Capacity Building; Project Management; CPAs.

Budget and Funds Management Officer**Sanjeev Joshi**

22 yrs exp
Budget & Financial Management; Fiscal Management; Policy Research & Development; Project Planning & Appraisal; M&E; General Administration; Socioeconomic Planning.

Policy and Planning Officer**Servilien Nitunga**

22 yrs exp
Policy Development and Review; Operations Planning; Strategic Planning and Management; Organizational Leadership and Management; Police Reform and Restructuring; Gender Mainstreaming; Protection of Civilian; Humanitarian Operations Planning; Curriculum Development; Contingency Planning; Disaster Management; Training; UN Mission Assessment and Review.

Administrative Assistant**Stefania Putignano**

18 yrs exp
Administration; Interpreting and Translation; Project Management.

Investigations Adviser**Steve Monaco**

28 yrs exp
Investigations of organized criminal groups; Development of specialized investigative units; General police development and capacity building; Assessments of criminal justice capacities; Development of training programs; Criminal law and asset confiscation.

Logistics Planning Adviser**Usman Akram Gondal**

17 yrs exp
Logistics Planning; Procurement; Criminal Investigations; Police Operations; Administration and Training; Project Management and Infrastructure Development.

Administrative Assistant**Victoria Turner**

34 yrs exp
Human Resources/Administration.

Community Policing Adviser**Zafer Ersin**

28 yrs exp
Community Policing; Crime Investigation; Project Management; Command & Control; Management; Election Security.





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