

SKILL SETS AND EXPERTS PROFILES

updated in October 2020

* The figure before slash (...) reflects total number of vacancies during the 6-month period; the figure after slash (...) reflects the number of high demand/critical vacancies areas requiring soonest filling.

**UNITAMS is a new mission with limited number of IPOs required. Deployment is subject to budget availability. Separate call for police specialists is being prepared; no nominations should be made before the formal vacancy announcement is published.

| | Areas of SGF | Required Experts' Profiles | UNMIK | UNFICYP | UNMISS | UNITAMS** | UNISFA | MONUSCO | MINUSCA - armed mission | MINUSMA - armed mission | UNISOM | UNVIMC (Colombia) |
|---|--------------|--|-------|---------|--------|-----------|--------|---------|-------------------------|-------------------------|--------|-------------------|
| 1 | Command | 1.1. Supervision/management of police infrastructures/units | | | | | 1 | | 3/2 | 2/2 | | |
| | | 1.2. Commanding police operations | | 2 | 2/2 | | | 7 | | 1/1 | | |
| | | 1.3. Organizational planning | | | 3/2 | | 1 | | 2/2 | | | |
| | | 1.4. Liaison functions in various areas + negotiation and mediation | | 3 | | | 1/1 | 3 | | 4/3 | 1 | 1510 |
| | | 1.5. Other (to be specified) | | | | | | | | | | |
| 2 | Operations | 2.1. Planning and running critical police/security operations in regard to elections, demonstrations, public events etc. | | | | 3/3 | | 15 | | 5/2 | | |
| | | 2.2. Public order and FPU-related, including COE, Logistics and FPU Administration | | | | 5 | 5/2 | 7 | 8/6 | 7/2 | | |
| | | 2.3. Special police (SWAT, rapid reaction units, counter terrorism, undercover operations) | | | | | | | 1/1 | 5/1 | | |
| | | 2.4. VIP protection and security | | | | | | | 9/3 | 1/1 | | |
| | | 2.5. Riverine police operations. | | | 5 | | | | | | | |
| | | 2.6. Incident control and Search and Rescue Operations | | | 5/2 | | 5 | | | 2/1 | | |

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|---|--|---|-------|---------|--------|----------|--------|---------|---------|---------|--------|----------------------|
| 3 | Capacity Building and Development (incl. civilian experts) | 3.11. Civilian expertise with police authority, i.e forensic pathologists, crime analysts, profilers, etc (to be specified) | | | | | | | | 2/2 | | |
| | | 3.12. Training organization and management; | | | 5/2 | | 1/1 | 2 | 2/2 | 2/2 | | |
| | | 3.13. Curriculum and training plans development; | | | 10/5 | | 1 | 2 | 1 | 2 | | |
| | | 3.14. General training (including in-service/field training) delivery in the areas of basic and specialized training, advanced and leadership training, general policing, police legislation, ethics, human rights, | | | 5/2 | | 1/1 | 21 | 7/7 | 8/2 | | |
| | | 3.15. Training-the -trainers | | | 7/5 | | 1/1 | 6 | | 3/2 | | |
| | | 3.16. Tactical training: self-defense, arrest, search, detention, escorting, etc. | | | 5 | | 1/1 | 12 | 7/3 | 3/2 | | |
| | | 3.17. Weapons handling training (non-lethal and fire arms) | | | | | | | 2/2 | 3/2 | | |
| | | 3.18. Traffic management, traffic safety, including all vehicles related policing issues | | | | | 2/2 | | 2/1 | 1/1 | | |
| | | 3.19. Security of Airports and other large strategic infrastructures | | | 4/2 | | | | 2 | 1/1 | | |
| | | 3.20. Border security, customs, immigration etc. | | | | | | | 2/2 | 4/4 | | |
| | | 3.21. Transnational crime operations, INTERPOL, illicit trafficking in drugs, weapons, human beings, money laundering, economical crime | 2 | | | | 31 | 1/1 | 5/1 | | | |
| | | 3.22. Livestock protection | | | | 1/1 | | | | | | |

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| 3 | Capacity Building and Development (incl. civilian experts) | 3.23. Fire Prevention and Fire Fighting, Civil Protection, Natural Disasters management | | | | | 1/1 | 22 | | 7/3 | | |
| | | 3.24. Crime investigation (crime scene management, suspect/witness interviewing, human rights violation etc.) | | | 10 | 3/3 | 7/4 | 16 | 13/10 | 7/2 | | 10 |
| | | 3.25. Criminal intelligence analysis and management | | | 7 | | 1 | | 1/1 | 2/1 | | 10 |
| | | 3.26. Criminal records/data base management | | | 10 | | 1 | | 1/1 | 2/1 | | |
| | | 3.27. Forensic, including crime scene and evidence preservation, fingerprints, ballistics, firearm examination, DNA, pathology, handwriting and fraudulent documents identification, money counterfeiting, etc. | | | 3/2 | | 1 | 20 | 2/2 | 3/2 | | |
| | | 3.28. Traditional policing (paramount, tribal, nomad-focused, etc.) | | | | | 1/1 | 1 | | | | |
| | | 3.29. Cyber crime | | | | | 1/1 | 2 | | 2 | | |
| | | 3.30. Other (to be specified) | | | | | | 12 | | 10 | | |
| 4 | Administration | 4.1. Logistics, asset management, fleet management | 1/1 | 3/2 | | 1 | | 3/3 | 2/2 | | | |
| | | 4.2. Human resources management | | | | | 1/1 | 1 | 3/3 | 3/3 | | |
| | | 4.3. Internal affairs, discipline management, professional standards | | | 3/1 | 3/3 | 1 | 2 | 1/1 | 1 | | |

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| 4 | Administration | 4.4. Audit/inspection of police units; | | | | | 1 | 10 | | | | |
| | | 4.5. Public relations | | | 2 | 1/1 | | | 2/2 | | | |
| | | 4.6. Legal support, drafting of police acts, policies and guidelines. | | | 2/2 | | 1 | 4 | 2/1 | | | |
| | | 4.7. Weapons, armory management and inspection, gunsmith, weapon safety and storage, shooting range | | | | | | | 2/1 | 1/1 | | |
| | | 4.8. IT: database development and administration, system design, computer programming, network specialists. | | | 3/2 | | | 1 | 3/3 | 1/1 | | |
| | | 4.9. Other (to be specified) | | | | | 2/2 | | 1/1 | | | |

UNFICYP • 2 positions with combined skilsets 1.2 & 1.3
• 1.4 - Liaison Officer with Civil Affairs expertise

UNITAMS • 9 specialists with the expertise 2.7 & 2.8
• 3 specialists with the expertise 3.24, 3.25, 3.26, 4.3
• 1 specialist with the expertise 3.12, 3.13. 3.14. 3.15
• All IPOs are desired to have expertise 3.1 & 3.6

UNISFA • 4.9 - 2 Corrections Officers

MONUSCO • 3.30 - 10 trainers on penitentiary duties
1 War Crimes investigation
1 DNA Forensic exert

MINUSCA • 4.9 - statistics and reporting

MINUSMA • 3.30 - 1 electrician for determining electric circuits in explosives

1 chemist for determining chemical composition of explosives
5 jammers

UNMIK In total 3 posts are to be filled within 6 months:
• one Operations Liaison Officer (required expert's profile 2.9)
• two INTERPOL Liaison officers (required experts' profile 3.21)

UNSOM • 4.9 - Reporting

**UNVMC
(Colombia)** Working language of the Mission is Spanish