

# 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*

<b>Post title and level</b>	<b>Police Commissioner, D-1</b>
<b>Organizational Unit</b>	<b>United Nations Assistance Mission in Somalia, UNSOM</b>
<b>Duty Station</b>	<b>Mogadishu</b>
<b>Reporting to</b>	<b>Special Representative of the Secretary-General, (SRSG) in full coordination and consultation with the Director, Rule of Law and Security Institutions Group and the Deputy Special Representative of the Secretary-General (DSRSG)</b>
<b>Duration</b>	<b>12 Month (extendible)</b>
<b>Deadline for applications</b>	<b>30 May 2018</b>
<b>Job Opening number</b>	<b>2018-UN SOM-50-DPKO</b>

## **RESPONSIBILITIES:**

The Police Commissioner is the head of the Police Component, within the wider Rule of Law and Security Institutions Group (ROLSIG). The Police Commissioner reports to the Special Representative of the Secretary-General in full coordination and consultation with the Director of Rule of Law and Security Institutions Group and the Deputy Special Representative of the Secretary-General.

Under the guidance and supervision of the Special Representative of the Secretary General (SRSG), and in line with the existing UNSOM Police Administration SOP , the incumbent will be responsible for providing strategic leadership of the police component of the mission; advising the mission on all matters related to police; and providing advisory support and assistance to national authorities to develop federated police institutions to function in accordance with internationally acceptable standards of democratic policing. The Police Commissioner provides regular reports on key police work programmes while coordinating with other rule of law and cross-cutting issues through the Global Focal Point arrangement. The Police Commissioner is also responsible for the effective and efficient management, supervision, welfare, and discipline of all personnel assigned to the UN Police Component of the Mission in accordance with the United Nations' rules, regulations, and mission mandate. Within the limits of delegated authority, the Police Commissioner will be responsible for, but not limited to, the performance of the following duties:

- Advising the SRSG and other UN mission leadership on police related issues and provide regular reports on key UN Police Component's work programs and mandate implementation;
- Advising the SRSG on matters related to support requirements for the development needs of the federated police in line with the international standards of policing and with commitment to human rights.

- Developing the UN Police Component's mission statement in accordance with the overall objectives of the Mission;
- Developing the operational strategy and establishing the administrative procedures of the UN Police Component through which tasks will be executed including developing implementation plans in support to the Federal Government of Somalia (FGS) and Federal Member States' Police Strategic Plan, and ensuring efficient and effective delivery of UN Police Component tasks, as mandated;
- Providing advisory support and assistance to the FGS and FGS in the development of overall strategic plans within a federal vision, and helping to implement those plans through a wide range of consultation processes in coordination with international and national partners;
- Developing a close professional relationship with the federated police at national/ministerial and senior command levels within both the FGS and FMS, as well as with leaders from the communities, government and other relevant agencies in order to facilitate the mandate execution;
- Providing police specific advice on the development of a constitutional agreement on the basic principles and federal structure of the security sector, as well as on an overarching National Security Policy and its relevant frameworks that define the role, command structures and the accountability for the federal and state police services.
- Implementing a joint AU-UN approach to supporting police development in Somalia, based on complementarity of mandates and comparative advantage, through close coordination with AMISOM police and implementation of joint initiatives in Mogadishu and in the regions.
- Advising the co-chairs of the Sub-Working Group on Police under the Comprehensive Approach to Security Process with the aim to ensure coherence, sustainability and broad national ownership of police development support.
- In support of and in partnership with national actors, UN agencies, funds and programs and other stakeholders undertaking full assessment of the needs of the federal and state police services and developing proposals for the multilateral/bilateral donor support in line with the Global Focal Point initiative;
- Providing advice and guidance to federal authorities for the holistic reform and development of their police system, within a federal vision, including but not limited to police legislative review, instituting efficient and effective administrative and management procedures, drafting and implementing operational policies and guidelines and assisting in the rehabilitation of infrastructures and facilities and the human resource development through training and mentoring.
- Ensuring holistic law enforcement reform and development initiatives through close coordination and collaboration with crosscutting rule of law sections.
- Developing mechanisms for the collection and institutionalization of best practices and lessons learned by the Police Section;
- Performing such other functions as are consistent with the mandate provided by the Security Council Resolution and as may be required by the SRSG, relating to the management of the UN Police Component.

## **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 difficult 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. Display commitments to human rights and the ability to give the necessary prominence to human rights. In-depth knowledge of police procedures and management; strong organizational skills and a demonstrated ability to establish priorities and to plan, coordinate, and monitor the work of others. Strong negotiation and conflict-resolution skills. Understand theories, concepts and approaches relevant to democratic policing, law enforcement. Possesses ability to apply technical expertise to resolve police related issues and challenges. Strong managerial and analytical skills combined with the good judgement.

**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.

**Accountability:** Takes ownership of all responsibilities and honors commitments; delivers outputs for which one has responsibility within prescribed time, cost and quality standards; operates in compliance with organizational regulations and rules; supports subordinates, provides oversight and takes responsibility for delegated assignments; takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable.

**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.

**Vision:** Identifies strategic issues, opportunities and risks; clearly communicates links between the Organization's strategy and the work unit's goals; generates and communicates broad and compelling organizational direction, inspiring others to pursue that same direction; conveys enthusiasm about future possibilities.

## **QUALIFICATIONS:**

**Education:** Advanced University Degree (Master's or equivalent) in Law, Police Management, Criminal Justice, Public Administration, Human Resources Management, Change Management, Social Sciences or another relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including planning and administration may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is also required.

**Work Experience:** Minimum of 15 years of progressive and active policing service/experience both at the field and police headquarters level required; 10 years of active police experience at senior policy making level, with extensive strategic planning and management experience in areas such as operations, human and financial resources management, crime management, administration and

training and development, change management, reform and restructuring or related field; practical direct experience in commanding a region or a state level police units or running a department at police HQ level, including the provision of strategic advice on issues concerning security sector development; experience working in an international setting with multiple national and international stakeholders is desirable.

**Rank:** Chief Superintendent of Police, Chief of Police, Police Commissioner, Deputy (Assistant) Inspector General, equivalent to the military rank of General or above.

**Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language is an advantage.

**Preference will be given to equally qualified women candidates.**

**Date of Issuance: 14 March 2018**

**<http://www.un.org/en/peacekeeping/sites/police>**