

AFRICAN UNION

الاتحاد الأفريقي



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UNITED NATIONS
DEPARTMENT OF
PEACEKEEPING
OPERATIONS



NATIONS UNIES
DEPARTEMENT DES
OPERATIONS DE
MAINTIEN DE LA PAIX

United Nations Core Values: INTEGRITY, PROFESSIONALISM, RESPECT FOR DIVERSITY

POST DESCRIPTION

Post Title: **Chief of Police Operations**
Level: **P-5 (Secondment)**
Organizational Unit: **United Nations Police Component**
Reporting To: **Deputy Commissioner (Operations)**
Duty Station: **UNAMID- El Fasher (DARFUR)**
Duration: **12 months (Extendible)**

Duties and Responsibilities:

Under the immediate guidance and supervision of the Deputy Police Commissioner (Operations), the incumbent will be responsible for the following:

- Oversee and ensure that all aspects of the mandate are vigorously pursued through the effective and efficient coordination of the activities of all UNAMID police staff;
- Oversee and control the implementation of effective monitoring of Government of Sudan Police in Darfur and the Police of the Movements activities in camps for internally displaced persons, demilitarized and buffer zones and areas of control;
- Oversee the effective implementation of training of community police in camps for internally displaced persons;
- Provide oversight to the activities of Government of Sudan police and Movements Police in IDP camps their efforts to maintain public order;
- Build capacity of Sudanese law enforcement through specialized training and joint operations; Oversee the efforts in supporting the Government of Sudan Police in Darfur and the Police of the Movements in restructuring and building the capacity of the police service in Darfur through monitoring, training mentoring, co-location and joint patrols;
- Assist in developing and maintaining close professional relationships with the Government of Sudan Police in Darfur and the Police of the Movements at the most senior levels in order to facilitate the execution of the mandate;
- Coordinate the development of the Government of Sudan Police in Darfur and the Police of the Movements with local counterparts, other United Nations agencies, international and bilateral partners in police development and take a leading role in joint planning activities in the Police Development Committee; ensure that the

- implementation plan is actively pursued in line with the Government of Sudan Police in Darfur and the Police of the Movements strategic vision to bring short, medium and long term improvements in policing;
- Implement directives from the Police Commissioner and offer advice and comment as appropriate;
 - Issues operational directives when required;
 - Ensure that police personnel at all times conform to the highest standards of professional conduct and personal behavior;
 - Assist in the deployment and activities of the Formed Police Units deployed throughout Darfur;
 - Managing, controlling, directing, supervising and deploying international police officers in the mission; in consultation with the Chief of Administration and Sector Commanders;
 - Assist the Deputy Police Commissioner (Operations) in the formulation and implementation of the UN Police plan of action and Concept of Operations; Assist in planning and executing of police operations and advising the Deputy Police Commissioner/OPS with appropriate inputs in relation to the operational issues in the implementation of the mission mandate;
 - Directing, supervising and deploying Hybrid Police in the mission emphasizing respect for diversity and in due consideration for gender and national balance; Coordinate operational details of the Hybrid Police component activities in the mission;
 - Making regular visits to the sectors, team sites and community policing centers and observing the overall progress of the Implementation Plans and the welfare and security concerns of the Hybrid Police personnel on the ground;
 - Advising the Hybrid Police Leadership at the Sector levels with appropriate inputs in relation to the Coordinate with the Hybrid Security Coordinator and national security agencies in matters relating to the security and safety of Hybrid Police personnel and the equipment within the mission;
 - Conducting periodic assessment with the aim of ensuring that the activities of the Hybrid Police units are directed towards the achievement of the overall goal of the mission;
 - Establish and maintain a close liaison with the Sector Commanders on matters of operations, safety and security in the sectors;
 - Carry out any other operational duties assigned to him/her by the Police Commissioner or Deputy Police Commissioner (Operations) and deputizes for the Deputy Police Commissioner (Operations) in his/her absence.

Competencies:

- **Professionalism** - Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement, management and administration; good research, analytical and problem-solving skills, ability to identify and participate in the resolution of issues/problems; abilities to apply good judgment in the context of assignments given; ability to plan own work and manage work/task priorities.
- **Leadership/Management** - Leadership and supervisory skills and ability to coach, mentor develop and supervise staff.

- **Communications** - Diplomacy, negotiation and excellent communication (spoken and written) skills, including the ability to draft/edit a variety of written reports and to articulate ideas in a clear and concise style.
- **Technology Awareness** - Fully proficient in the use of computer and relevant software and other applications, e.g. word processing, power point, graphics software, spreadsheets and other statistical applications, Internet, etc. familiarity with and experience in the use of various research methodologies and sources, including electronic sources on the internet, intranet and other databases.
- **Teamwork** - Good interpersonal skills and ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.
- **Gender Mainstreaming** - Provide leadership and take responsibility for ensuring appropriate attention to both gender balance and geographic representation in staffing and incorporating gender perspectives into the substantive work.
- **Judgment/decision-making** - Demonstrate sound judgment in applying technical expertise to resolve a range of issues/problems.

Experience / Essentials:

Education

- An advanced university degree (Bachelor's or equivalent) in a subject, preferably in International Relations/ Political Science/ Public Administration/ management/ Law or related field or a relevant combination of academic qualifications of professional training, including graduation from a certified police academy, professional development courses and relevant professional police experience may be considered in lieu of the degree.

Experience

- Minimum of 10 years of progressive and active policing experience in the rank of Colonel /Superintendent of Police in senior management, operations, administration, training and planning, at supervisory levels;
- In-depth knowledge of local and international procedures and understanding of issues related to security sector reform and restructuring and institutional development;
- In-depth understanding of the Hybrid Police Component mandate, strong analytical skills combined with good judgment;
- Ability to prepare reports and presentations clearly formulating Hybrid Police positions on issues, articulating options and defending recommendations;
- Previous experience in UN or AU peace operations or international policing;
- Good knowledge of the conditions prevailing in Darfur in particular and Sudan generally.
- In-depth knowledge of local and international procedures and understanding of issues related to security sector reform and restructuring and institutional development;
- In-depth understanding of the Hybrid Police Component mandate, strong analytical skills combined with good judgment;
- Ability to prepare reports and presentations clearly formulating Hybrid Police positions on issues, articulating options and defending recommendations;

- Previous experience in UN or AU peace operations or international policing is desirable;
- Good knowledge of the conditions prevailing in Darfur in particular and Sudan generally.

Other Essential Requirements:

- Ability to meet minimum UN Police peace operations requirements (Language Proficiency and Driving Skills)
- Computer Literacy
- Skills in political assessment/analysis and the preparation of succinct analytical reports
- Extensive ability and experience in preparing project proposals
- Excellent physical and mental conditions (fulfilling all UN medical requirements)
- Availability for immediate deployment.
- Ability to work under tight timelines with minimum supervision.

Language:

- Proficiency in English (both oral and written).
- Arabic language skills are an asset.

Command and Control:

- The incumbent will be reporting to the PC through the Deputy Police Commissioner/OPS.

Note: Countries are encouraged to nominate female candidates.