

**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

JOB DESCRIPTION

Post Title: Police Adviser
Level: Seconded
Organizational Unit: United Nations Police (UNPOL)
Reporting To: Senior Police Adviser
Duty Station: United Nations Assistance Mission in Afghanistan (UNAMA)
Duration: 12 months (extendable)

Duties and Responsibilities:

Under the guidance and supervision of the Senior Police Adviser (SPA), the incumbent will act as Police Adviser to successfully carry out main task of providing police advice to the mission leadership and the counterparts and perform following tasks in the respective regions:

- Provide comprehensive and analytical inputs on the police and related law enforcement initiatives within the respective region;
- Provide strategic advice to Afghan National Police (ANP) Regional Commander and his/her deputies in the respective regions, national administrative and political leaderships and to the local commissions and the forums engaged in the development of police and its related activities;
- Oversee, monitor and report on all police reform initiatives undertaken within the region, systematically analyze its impact and outline what corrective measures could be initiated;
- Coordinate with CSTC-A, EUPOL and other partners providing strategic advice and cooperation in the development and implementation of comprehensive training initiatives, including the development and implementation of a national training framework, policy and programs for all levels of police staff within the region;
- Conduct analytical assessments of ANP system and structure at the Regional/ Provincial and District levels, so as to determine weaknesses and capabilities and send periodic reports to SPA; assess the needs of ANP in close co-ordination with national actors, UN system partners and contribute to the development and coordination of bilateral aid/support proposals;
- Initiate and support development projects for ANP, in coordination with other partners at regional/district level, to facilitate the process of Police reform and Security Sector Reforms according to mandate and national policy;
- Work closely with other components within UNAMA to ensure human rights, political affairs, rule of law, governance and gender issues are collectively addressed at the regional levels;

- At the headquarters, the Police Adviser will work as the principle liaison officer on all police related issues within the UN family.

Experience / Essentials

- Graduate of a certified Police Academy or equivalent police training institutions. Basic University Degree preferred in Political Science/International Relations/ Law/ Management and Degree in Police Administration., in a pertinent field or a relevant combination of academic qualifications, professional training and experience;
- Minimum of ten years of active Police experience, most of which in Police administrative and operational issues;
- Currently holding the rank of Superintendent or equivalent;
- In-depth knowledge of the police reform from the wider security sector reform frameworks;
- In-depth understanding of the Mandate of the Police component in the Mission;
- Previous experience in UN Police post conflict operations is an advantage;
- Knowledge and understanding of theories, concepts and approaches relevant to democratic policing;
- Good knowledge of the conditions prevailing in Afghanistan with the ability to appraise and evaluate the implications of economic, political, cultural and historical sensitivities in the Region.

Other Essential Requirements

- Ability to meet minimum requirements for assignment to UN Police operations (i.e. language proficiency and operation of Office equipments);
- Ability to prepare reports and presentations that clearly formulate UN Police positions and recommendations;
- He/She shall be familiar with the host country's culture and tradition as well as United Nations policies and procedures.

Competencies

- Integrity, Professionalism and Respect for Diversity are the United Nations core values;
- Vision - Ability to identify strategic goals, objectives, opportunities and risks; ability to inspire and motivate others to pursue the same;
- Planning and Organizing - Proven ability to plan and organise work following identification of strategic priorities including the ability to balance and integrate this work into the activities and priorities of relevant partners; versatile in planning and organising a wide range of international activities in support of law enforcement;
- Leadership - Set clear goals; delegate responsibility, clarify expectations and gives staff autonomy in important areas of their work; Support creativity and initiative; proactively develop strategies to accomplish objectives; promote the development and career of staff under her/his supervision;
- 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;

- Judgment/decision-making – Demonstrate sound judgment in applying technical expertise to resolve a range of issues/problems;
- Communications - Diplomacy, negotiation and excellent communication (spoken and written) skills, including the ability to draft/edit a variety of written documents and to articulate ideas in a clear and concise style;
- Building Trust - Ability to deal honestly and openly and directly with personnel and sensitive issues;
- Technology Awareness - Proficiency in the use of computer and relevant software and other applications, e.g. word processing, presentation, 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;
- 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.

Language

- Proficiency in English language (both oral and written) is required. Knowledge of Dari, Pushtu or Urdu is an added value.

Command and Control

- The incumbent will be reporting directly to the SPA, or designated official.