

# United Nations



*Job Description for Position requiring official secondment from national governments of Member States of the United Nations Organization*

## **CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)**

<b>Post title and level</b>	<b>Anti-Gang Adviser, Seconded (non-contracted) – 2 positions</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Office in Haiti (BINUH)</b>
<b>Duty Station</b>	<b>Port-au-Prince</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months (subject to BINUH's budget approval)</b>
<b>Deadline for application</b>	<b>23 October 2022</b>

**United Nations Core Values: Integrity, Professionalism and Respect for Diversity**

### **RESPONSIBILITIES:**

Under the overall guidance and supervision of the Senior Police Adviser and collocated with the Central Director of the Administrative Police of the Haitian National Police (HNP), the incumbent will technically support HNP on anti-gangs' initiatives and strategies, with a particular focus on research, operational planning, law enforcement, investigations, intelligence and training's activities. S/he will also coordinate with donors and international partners in developing the HNP's capacity to tackle gang-related violence in all police interventions aspects. The incumbent will also perform the following duties:

- Provide advisory support in translating strategic policies into concrete action for the smooth implementation of BINUH's mandate on HNP capacity building through advising, coaching, and training on matters related to Anti-Gang priorities and efforts.
- Work with other stakeholders on providing coordinated technical advice with a view to strengthening HNP Police operational capability and facilitating the implementation of the required improvements and changes to build an effective anti-gang capability within HNP.
- Assist HNP counterparts in building their internal capacity to undertake effective anti-gang public information and awareness initiatives at the national and local community levels as required.
- Assess the training needs and help design and conduct appropriate training programs to enhance HNP anti-gangs' training efforts.
- Advise on the development of all necessary policies and Standard Operating Procedures governing the operations of the HNP on Anti-Gangs including the update of existent HNP policies and its organizational chart.
- Recommend the efficient distribution and or deployment of personnel to the Anti-Gang operations or efforts against gangs.
- Act as a liaison with senior HNP officers and other national officials on matters related to the work performed by the HNP on Anti-Gangs.
- Perform other duties as may be required by the BINUH Police and Corrections Unit leadership within the framework of mandate implementation.

## **COMPETENCIES:**

**Professionalism:** Demonstrates knowledge of theories, concepts and approaches relevant to democratic policing, law enforcement and community safety, including assessing threat to human security, as well as analyzing and developing plans for capacity-building of law enforcement agencies. Ability to plan, develop and implement strategies, programmes, projects and activities in the field of combating gang activities. Possesses knowledge on the current trends and developments in the field of gang activities, terrorism, transnational organized crime, good research, analytical and problem-solving skills. Exhibits good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve gang case related issues and challenges. Shows persistence when faced with complex 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.

**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.

**Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Demonstrates ability to draft/edit a variety of written reports.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

## **QUALIFICATIONS:**

**Education:** Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (law, law enforcement, security, forensic, criminology etc.) is highly desirable. Specialized training in police reform, strategic planning, project management, training management, certification in train-the-trainers and training delivery is an asset.

**Work Experience:** A minimum of 7 years of active supervisory functions in police or other national law enforcement institution as Police Operations Officer dealing with crime and investigation. At least 2 years of experience in the field of gang case or organized crime is required. Peacekeeping or other international experience in the UN or other organizations in conflict or post conflict area is highly desirable.

**Languages:** English and French are the working languages of the UN. For this position, fluency in oral and written English and French is required.

**Assessment for Mission Service:** All candidates should be cleared through an Assessment for Mission Service (AMS). All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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Preference will be given to equally qualified women candidates.

Date of Issuance: 9 September 2022

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

In accordance with the UN Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations, are requested to make "self-attestation" that s/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The exact wording of the self-attestation is outlined in para. 5.2 of the above mentioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.

# United Nations



*Job Description for Position requiring official secondment from national governments of Member States of the United Nations Organization*

## **CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)**

<b>Post title and level</b>	<b>Anti-Kidnapping Adviser, Seconded (non-contracted) – 2 positions</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Office in Haiti (BINUH)</b>
<b>Duty Station</b>	<b>Port-au-Prince</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months (subject to BINUH's budget approval)</b>
<b>Deadline for application</b>	<b>23 October 2022</b>

**United Nations Core Values: Integrity, Professionalism and Respect for Diversity**

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### **RESPONSIBILITIES:**

Under the overall guidance and supervision of the Senior Police Adviser and collocated with the Anti-Kidnapping Cell of the Haitian National Police (HNP), the incumbent will provide strategic guidance and advice to his/her HNP counterpart aiming at strengthening HNP's operational capability to effectively address kidnapping's cases. S/he will also provide technical assistance and support HNP Anti-Kidnapping Cell in increasing its capacity to deter and prevent kidnapping; training newly rank-and-file assigned to the cell; assisting kidnapping victims; and handling investigations to facilitate the prosecution of kidnappers. The incumbent will also perform the following duties:

- Provide advisory support in translating strategic policies into concrete actions for the smooth implementation of BINUH's mandate on the capacity building through advising, coaching, and training on matters related to Anti-Kidnapping priorities and efforts.
- Work with other stakeholders on implementing a coordinated technical advice or approach with a view to strengthening HNP Police's operational capability to effectively address kidnapping through updating the legislation if required and improving preventive measures and contingency plans.
- Monitor and analyse the trends in kidnapping and related cross-cutting issues in the country and provide specific analytical inputs for appropriate actions.
- Assess the training needs and help design and conduct appropriate training programs to enhance HNP kidnapping training efforts.
- Advise on the development of all necessary policies and directives governing the operations of the HNP Anti-Kidnapping Cell including the update of existent HNP policies and its organizational chart.
- Recommend the efficient distribution and or deployment of personnel to the Anti-Kidnapping Cell.
- Act as a liaison with senior HNP officers and other national officials on matters related to the work performed by the Anti-Kidnapping Cell.

- Perform other duties as may be required by the BINUH Police and Corrections Unit leadership within the framework of mandate implementation.

### **COMPETENCIES:**

**Professionalism:** hands on knowledge and proven experience in the field of Anti-Kidnapping both at investigation and operational level; Demonstrates knowledge of theories, concepts and approaches relevant to democratic policing, law enforcement and community safety, including assessing threat to human security, as well as analyzing and developing plans for capacity-building of law enforcement agencies; Ability to plan, develop and implement strategies, programmes, projects and activities in the field of preventing and combating kidnapping incidents; Possesses knowledge of the current trends and developments in the field of kidnapping and human trafficking with the nexus to the transnational and organized crime; good research, analytical and problem-solving skills; Exhibits good judgment in the context of assignments given; able to plan own work and manage work/task priorities; Ability to apply technical expertise to resolve police related issues and challenges; Shows persistence when faced with complex problems or challenges; remains calm in stressful situations; Conscientious and efficient in meeting commitments, observing deadlines and achieving results; Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

**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.

### **QUALIFICATIONS:**

**Education:** Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (criminal justice, law enforcement, security, criminology etc.) is highly desirable. Specialized training in conducting negotiations, anti-trafficking and transnational organized crime is an asset.

**Work Experience:** A minimum of 7 years progressively responsible experience in law enforcement matters, including anti kidnapping and organized crime issues within national police or other national law enforcement institution. Experience working in a conflict and post conflict setting along with experience in transnational crime management and conducting negotiations is desirable. Peacekeeping or other international experience in the UN or other organizations in relevant area of specialties is highly desirable.

**Languages:** English and French are the working languages of the UN. For this position, fluency in oral and written English and French is required.

**Assessment for Mission Service:** All candidates should be cleared through an Assessment for Mission Service (AMS). All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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Preference will be given to equally qualified women candidates.

Date of Issuance: 9 September 2022

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

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*Job Description for Position requiring official secondment from national governments of Member States of the United Nations Organization*

## **CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)**

<b>Post title and level</b>	<b>Criminal Analysis Adviser - Seconded (non-contracted)</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Office in Haiti (BINUH)</b>
<b>Duty Station</b>	<b>Port-au-Prince</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months</b>
<b>Deadline for applications</b>	<b>23 October 2022 (currently vacant)</b>

**United Nations Core Values: Integrity, Professionalism and Respect for Diversity**

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### **RESPONSIBILITIES:**

Under the supervision of the Police Commissioner through the established chain of command, the Criminal Analysis Adviser will:

- Advise and assist the Haitian National Police (HNP) Chief of Criminal Intelligence Unit to build capacities at the central and operational level for the proper collection, processing and exploitation, analysis and production, and dissemination in support of fighting crime;
- Assist with enabling the HNP criminal intelligence network to collect and analyze data and information to develop timely tactical intelligence products to inform HNP operational decision making and optimal deployment of resources;
- Provide expert assistance to the HNP in the development of long-terms and short-term criminal intelligence strategies and the proper development or establishment of crime analytics software, to predict and forecast potential crimes;
- Perform other duties as may be required by the UNPOL leadership within the framework of mandate implementation.

### **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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**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.

**Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Demonstrates ability to draft/edit a variety of written reports.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

## **QUALIFICATIONS:**

**Education:** Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (law, law enforcement, security, forensic, criminology etc.) is highly desirable. Specialized training in police reform, strategic planning, project management, training management, certification in train-the-trainers and training delivery is an asset.

**Work Experience:** A minimum of 7 years of active relevant experience in police or other national law enforcement in one or several of the following areas required: project/program management, institutional building, organizational planning, strategic planning, security sector reform, police reform and restructuring, conflict management, technical support; training experience in one of the above areas is highly desirable. Proven experience in collecting and managing and building information, intelligence and designing products to support operational decision making is an asset.

**Languages:** English and French are the working languages of the UN. For this position, fluency in oral and written English and French is required.

**Assessment for Mission Service:** All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection, Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment will result in candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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Date of Issuance: 9 September 2022

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*Job Description for Position requiring official secondment from national governments of Member States of the United Nations Organization*

## **CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)**

<b>Post title and level</b>	<b>Criminal Investigation Adviser (Crime Scene/Information Technology analysis), Seconded (non-contracted)</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Office in Haiti (BINUH)</b>
<b>Duty Station</b>	<b>Port-au-Prince</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months (subject to BINUH's budget approval)</b>
<b>Deadline for application</b>	<b>23 October 2022</b>

**United Nations Core Values: Integrity, Professionalism and Respect for Diversity**

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### **RESPONSIBILITIES:**

Under the overall guidance and supervision of the Head of the Judicial Police section of the Police and Corrections Unit and collocated within the *Direction Centrale de la Police Judiciaire* (DCPJ) of the Haitian National Police (HNP), the incumbent will be the counterpart of the Scientific and Technical Investigation Bureau (BPST) of DCPJ and will provide strategic and technical advice to effectively enhance the crime investigation practices through strengthening or improving the internal policies, guidelines, training regimes and technical resource aspects. Given the scope, depth and rising relevance of gang-related crimes, BINUH's support to HNP on criminal investigation needs to be scaled up to deliver an adequate assistance a on Crime Scene and IT forensic investigations. The incumbent will also perform the following duties:

- Provide advisory support in translating strategic policies into concrete actions for the smooth implementation of BINUH's mandate on the capacity building through advising, coaching, and training on matters related to HNP crime scene investigation priorities and efforts.
- Assist in the development of standard operating procedures with regard to obtaining and processing information from crime scenes.
- Assess the training needs and help design and deliver appropriate training programs to enhance effective and efficient HNP crime investigation capabilities including in the area of Information Technology analysis.
- Provide advisory support in reviewing and analysing evidence and information obtained or collected by the criminal investigators and technical staff of the BPST from crime scenes.
- Ensure that the evidence obtained from crime scenes meet the legal requirements of Haiti and are obtained in accordance with international standards and best practices.
- Provide advisory support in gathering the evidence relevant to the investigation of crimes, including through interviews of witnesses and victims and the collection of the documentation.
- Provide technical advice on issues affecting the functioning of the BPST mandate and activities, including criminal investigation procedures relating to the crime scenes, relevant legal framework, workplan and technical capacities of the crime scene staff.
- Advise HNP on reviewing evidentiary material collected from crime scenes, institutional and operational modalities, agreements, legal submissions and other legal documents.

- Liaise and participate in meetings and discussions with other services of HNP, other national institutions; and with other donors, as required.
- Assist in providing the guidance and technical support to junior officers or technical staff assigned to the BPST.
- Perform other duties as may be required by the BINUH Police and Corrections Unit leadership within the framework of mandate implementation.

### **COMPETENCIES:**

**Professionalism:** Demonstrates Expert knowledge and understanding on scientific approaches in the crime investigations with full comprehension of the human rights approaches and professional standards of policing, fully conversant on the of investigation theories and concepts relevant to crime investigations and prosecutions practices; good research, analytical and problem-solving skills. Experts in crime scene management; recording the forensic evidence and analyzes. Ability to propose appropriate solutions, implement, and maintain productive relationships with other Sections/Departments. Exhibits good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Motivated by professional rather than personal concerns; shows persistence when faced with complex 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.

**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.

**Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Demonstrates ability to draft/edit a variety of written reports.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

### **QUALIFICATIONS:**

**Education:** Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (law, law enforcement, security, forensic, criminology etc.) is highly desirable. Specialized training in crime scene management such as in collecting impressions, DNA evidence, firearms evidence and chemical evidence is an asset.

**Work Experience:** A minimum of 7 years progressively responsible experience in law enforcement matters, including serious and organized crime investigations within national police or other national law enforcement institution. At least 2 years of substantive experience of working within crime investigation unit as a crime scene officer, investigator, or case officer. is required. Experience in crime scene management, applying scientific method of investigation and full understanding of the forensic evidence is desirable. Peacekeeping or other international experience in the UN or other organizations in conflict and post conflict area is highly desirable.

**Languages:** English and French are the working languages of the UN. For this position, fluency in oral and written English and French is required.



**Assessment for Mission Service:** All candidates should be cleared through an Assessment for Mission Service (AMS). All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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Preference will be given to equally qualified women candidates.

Date of Issuance: 9 September 2022

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

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*Job Description for Position requiring official secondment from national governments of Member States of the United Nations Organization*

## **CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)**

<b>Post title and level</b>	<b>Electoral Security Adviser - Seconded (non-contracted) United Nations Integrated Office in Haiti (BINUH) Port-au-Prince</b>
<b>Organizational Unit</b>	
<b>Duty Station</b>	
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months</b>
<b>Deadline for applications</b>	<b>23 October 2022 (currently vacant)</b>

**United Nations Core Values: Integrity, Professionalism and Respect for Diversity**

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### **RESPONSIBILITIES:**

Under the supervision of the Police Commissioner through the established chain of command, the Electoral Security Adviser will:

- Advise its Haitian National Police counterpart on the coordination, planning, implementation and supervision of security activities related to electoral processes;
- Advise on the inclusion of gender sensitive electoral plans based on sound risk assessment and adequate level of resourcing;
- Assist the Electoral Security Cell of the HNP in liaising and maintaining close communication and coordination with Haitian Electoral authorities and national and international stakeholders;
- Provide strategic advice and technical expertise to the HNP in the strengthening of its Electoral Security Cell capacities including in the development of its Annual Action Plan;
- Perform other duties as may be required by the UNPOL leadership within the framework of mandate implementation.

### **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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**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.

**Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Demonstrates ability to draft/edit a variety of written reports.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

## **QUALIFICATIONS:**

**Education:** Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (law, law enforcement, security, forensic, criminology etc.) is highly desirable. Specialized training in police reform, strategic planning, project management, training management, certification in train-the-trainers and training delivery is an asset.

**Work Experience:** A minimum of 7 years of active relevant experience in police or other national law enforcement in one or several of the following areas required: project/program management, institutional building, organizational planning, strategic planning, security sector reform, police reform and restructuring, conflict management, technical support; training experience in one of the above areas is highly desirable. Experience with electoral reform practices required. Experience with benefits of gender inclusion in all aspects of electoral processes and security aspects is required. Experience with presenting detailed reports and evidence-based data on planning and coordination of all elements of electoral security processes is required. Experience in providing security for elections in Haiti would be an asset.

**Languages:** English and French are the working languages of the UN. For this position, fluency in oral and written English and French is required.

**Assessment for Mission Service:** All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment will result in candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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**Date of Issuance:** 9 September 2022

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*Job Description for Position requiring official secondment from national governments of Member States of the United Nations Organization*

## **CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)**

<b>Post title and level</b>	<b>Human Resources Adviser - Seconded (non-contracted)</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Office in Haiti (BINUH)</b>
<b>Duty Station</b>	<b>Port-au-Prince</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months</b>
<b>Deadline for applications</b>	<b>23 October 2022 (post available February 2023)</b>

**United Nations Core Values: Integrity, Professionalism and Respect for Diversity**

### **RESPONSIBILITIES:**

Under the supervision of the Police Commissioner through the established chain of command, the Human Resources Adviser will:

- Work in close liaison and offer strategic guidance to his/her Haitian National Police counterpart in the direction and oversight of the Human Resources;
- Provide guidance related to health and safety, compensation and benefits, employer-employee relations, performance managements and recruitment (gender focus);
- Provide expert assistance to the HNP in the development of long-terms and short-term human resources strategies;
- Perform other duties as may be required by the UNPOL leadership within the framework of mandate implementation.

### **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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**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.

**Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets

messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Demonstrates ability to draft/edit a variety of written reports.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

### **QUALIFICATIONS:**

**Education:** Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (law, law enforcement, security, forensic, criminology etc.) is highly desirable. Specialized training in police reform, strategic planning, project management, training management, certification in train-the-trainers and training delivery is an asset.

**Work Experience:** A minimum of 7 years of active relevant experience in police or other national law enforcement in one or several of the following areas required: project/program management, institutional building, organizational planning, strategic planning, security sector reform, police reform and restructuring, conflict management, technical support; training experience in one of the above areas is highly desirable. Experience in directing recruitment, retention, promotion, legal rights including compensation and staff wellbeing is an asset.

**Languages:** English and French are the working languages of the UN. For this position, fluency in oral and written English and French is required.

**Assessment for Mission Service:** All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment will result in candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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Preference will be given to equally qualified women candidates.

Date of Issuance: 9 September 2022

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

In accordance with the UN Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations, are requested to make "self-attestation" that s/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The exact wording of the self-attestation is outlined in para. 5.2 of the above mentioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.





# United Nations

*Job Description for Position requiring official secondment from national governments of Member States of the United Nations Organization*

## **CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)**

<b>Post title and level</b>	<b>Human Rights Officer - Seconded (non-contracted)</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Office in Haiti (BINUH)</b>
<b>Duty Station</b>	<b>Port-au-Prince</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months</b>
<b>Deadline for applications</b>	<b>23 October 2022 (post available March 2023)</b>

**United Nations Core Values: Integrity, Professionalism and Respect for Diversity**

### **RESPONSIBILITIES:**

Under the supervision of the Police Commissioner through the established chain of command and in collocation with General Inspectorate of the Haitian National Police (HNP), the Human Rights Officer advise on human rights compliance and influence the strategic level for accountability. The incumbent will be also responsible for the following:

- Provide advisory support in translating strategic policies into concrete action for the smooth implementation of BINUH's mandate through advising, coaching, mentoring, co-location and training;
- Provide guidance on follow-up cases related to allegations of human rights violations, as well as provision and implementation of recommendations pertaining to improving the Haitian National Police (HNP) Human Rights standards and institutional regulations;
- Act as liaison with the Human Rights component of BINUH as a core activity;
- Perform other duties as may be required by the UNPOL leadership within the framework of mandate implementation.

### **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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities.

Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of

women and men in all areas of work.

**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.

**Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Demonstrates ability to draft/edit a variety of written reports.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

### **QUALIFICATIONS:**

**Education:** Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (law, law enforcement, security, forensic, criminology etc.) is highly desirable. Specialized training in police reform, strategic planning, project management, training management, certification in train-the-trainers and training delivery is an asset.

**Work Experience:** A minimum of 7 years of active relevant experience in police or other national law enforcement in one or several of the following areas required: project/program management, institutional building, organizational planning, strategic planning, security sector reform, police reform and restructuring, conflict management, technical support; training experience in one of the above areas is highly desirable. Peacekeeping or other international experience in the UN or other organizations, particularly in the listed areas is an advantage. Experience in Human Rights compliance and investigations required.

**Languages:** English and French are the working languages of the UN. For this position, fluency in oral and written French is required.

**Assessment for Mission Service:** All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment will result in candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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Preference will be given to equally qualified women candidates.

Date of Issuance: 9 September 2022

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

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# United Nations



<b>Post title and level</b>	<b>Illicit Flow Adviser - Seconded (non-contracted)</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Office in Haiti (BINUH)</b>
<b>Duty Station</b>	<b>Port-au-Prince</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months (subject to BINUH's budget approval)</b>
<b>Deadline for application</b>	<b>23 October 2022</b>

**United Nations Core Values: Integrity, Professionalism and Respect for Diversity**

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## **RESPONSIBILITIES:**

Under the overall guidance and supervision of the Head of the Judicial Police section and the Illicit financial Flow team leader of the BINUH Police and Corrections Unit and collocated in the *Direction Centrale de la Police Judiciaire (DCPJ)* of the Haitian National Police (HNP) the incumbent will be responsible for the delivery of technical assistance, mentoring and training support to national counterparts in the area of illicit financial flows as well as on anti-money laundering techniques. The incumbent will also perform the following duties:

- Deliver technical assistance, mentoring and training to the national counterparts in the areas of illicit financial flows and anti-money laundering and countering the financing of criminal groups including the armed gangs.
- Carry out a relevant review of criminal investigation cases of illicit financial flows and anti-money laundering in view of providing recommended actions or courses of action to DCPJ counterparts.
- Contribute to conducting the needs' assessment in terms of training, logistical and data capabilities and contribute to the development of project proposals or recommendations to strengthen the capacity of BAFE (and BLTS when required) to better perform its duties.
- Support the BAFE and other national authorities to carry out financial analysis and investigations as necessary and implement capacity to address the illicit financial flow issues.
- Contribute to the establishment of a comprehensive coordination and liaison mechanism to enhance the cooperation and support from other national or international entities with a view to meeting HNP needs to reach international standards related to the area of illicit financial flows as well as on anti-money laundering.
- Perform other duties as may be required by the BINUH Police and Corrections Unit leadership within the framework of mandate implementation.

## **COMPETENCIES:**

**Professionalism:** Has demonstrated current and comprehensive understanding and knowledge of financial analysis and financial investigation techniques and their application in cases of illicit financial flows from drugs and crime. Exhibits full understanding of the international legal and policy frameworks on the issue. 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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**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.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

## **QUALIFICATIONS:**

**Education:** Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (criminal justice, law enforcement, security, criminology etc.) is highly desirable. Specialized training in conducting negotiations, anti-trafficking and transnational organized crime is an asset.

**Work Experience:** A minimum of 7 years progressively responsible experience in law enforcement matters, including anti kidnapping and organized crime issues within national police or other national law enforcement institution. Experience working in a conflict and post conflict setting along with experience in transnational crime management and investigation and management of illicit financing flow cases is highly required. Peacekeeping or other international experience in the UN or other organizations in relevant area of specialties is highly desirable.

**Languages:** English and French are the working languages of the UN. For this position, fluency in oral and written English and French is required.

**Assessment for Mission Service:** All candidates should be cleared through an Assessment for Mission Service (AMS). All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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Preference will be given to equally qualified women candidates.

Date of Issuance: 9 September 2022

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

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# United Nations



*Job Description for Position requiring official secondment from national governments of Member States of the United Nations Organization*

## **CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)**

<b>Post title and level</b>	<b>Integrity and Compliance Adviser (Vetting) - Seconded (non-contracted) – 2 positions</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Office in Haiti (BINUH)</b>
<b>Duty Station</b>	<b>Port-au-Prince</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months (subject to BINUH's budget's approval)</b>
<b>Deadline for application</b>	<b>23 October 2022</b>

**United Nations Core Values: Integrity, Professionalism and Respect for Diversity**

### **RESPONSIBILITIES:**

Under the overall guidance and supervision of the Senior Police Adviser and collocated with the General Inspectorate of the Haitian National Police (IGHNP), the incumbent will help HNP strengthen its capacities to better fulfil internal oversight and accountability responsibilities and functions through the reinforcement and proper implementation of the vetting system within the HNP. To that end, they will assist IGHNP and the Permanent Recruitment Service of HNP in strengthening background checks for new cadets (police recruits) and facilitating the establishment of a continued vetting system for serving police officers throughout their career to address gaps in skillsets, misconduct and ensure the quality service and compliance with human rights standards with the ultimate goal to enhance the professionalization of the HNP. The incumbent will also closely liaise with local HNP counterparts of the Vetting Unit of IGHNP and perform the following duties:

- Collaborate with the Inspector General in Chief and members of IGHNP to implement the Vetting system.
- Support IGHNP to maintain a comprehensive data on the different processes of the vetting system including which could help the HNP senior leadership make informed management decisions.
- Support IGHNP in the development and implementation of a process to investigate and properly document the backgrounds of the Haitian National Police Officers including their integrity and ability to serve.
- Conduct the trainings for the HNP Officers assigned to both Vetting Unit of IGHNP and Permanent Recruitment Service of HNP to develop their skillsets to effectively undertake and monitor the vetting of all serving members of HNP personnel as well as the background checks of all police recruits (new cadets).
- Support in the creation and implementation of all necessary supporting policies, SOPs and service notes governing the vetting process and background checks.
- Liaise with senior officers of HNP and other national officials on matters related to the integrity of the police personnel (When required).
- Monitor and regularly assist HNP in carrying out the monitoring and evaluations of the initiated programs and making any necessary adjustments to improve or strengthen the effectiveness of the program.



- Provide regular updates to HNP and BINUH senior leadership on the status of the vetting process and background checks along with any relevant recommendations to ensure the success and sustainability of the implemented activities
- Carry out risk assessments of the vetting process and background checks related activities and provide timely feedback to mitigate any potential reputational and operational risks to the BINUH's engagement in these areas.
- Perform other duties as may be required by the BINUH Police and Corrections Unit leadership within the framework of mandate implementation.

### **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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**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.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

### **QUALIFICATIONS:**

**Education:** Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (law, law enforcement, security, forensic, criminology etc.) is highly desirable. Specialized training in police reform, strategic planning, project management, training management, certification in train-the-trainers and training delivery is an asset.

**Work Experience:** A minimum of 7 years of active service in the area of Human resource management including vetting and integrity compliance activities within national police or other national law enforcement institution. Full understanding of project/program management, institutional building, organizational planning, and training development and delivery experience is desirable. Peacekeeping or other international experience in the UN or other organizations in relevant area of specialties is highly desirable.

**Languages:** English and French are the working languages of the UN. For this position, fluency in oral and written English and French is required.

**Assessment for Mission Service:** All candidates should be cleared through an Assessment for Mission Service (AMS). All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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Preference will be given to equally qualified women candidates.

Date of Issuance: 9 September 2022

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

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# United Nations

*Job Description for Position requiring official secondment from national governments of Member States of the United Nations Organization*

## **CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)**

<b>Post title and level</b>	<b>Integrity and Compliance Officer - Seconded (non-contracted)</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Office in Haiti (BINUH)</b>
<b>Duty Station</b>	<b>Port-au-Prince</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months</b>
<b>Deadline for applications</b>	<b>23 October 2022 (post available February 2023)</b>

**United Nations Core Values: Integrity, Professionalism and Respect for Diversity**

### **RESPONSIBILITIES:**

Under the supervision of the Police Commissioner, the Integrity and Compliance Officer is responsible for the coordination of the Police and Corrections Unit. In collocation with the Inspector General in Chief of the Haitian National Police (HNP), number 2 position of the HNP, the Integrity and Compliance Officer will also be responsible for the following:

- Provide advisory support in translating strategic policies into concrete action for the smooth implementation of BINUH's mandate through advising, coaching, mentoring, co-location and training;
- Advise on audit and inspection as well as discipline and internal investigation matters and directly influences the strategic level for oversight and accountability;
- Provide technical advice for the strengthening of the several divisions comprising the Inspectorate General of the Haitian National Police including in the creation of the Bureau of Investigation and Audit of the Penitentiary Administration to improve follow-up on investigations and ensure the conformity of the internal regulations;
- Perform other duties as may be required by the UNPOL leadership within the framework of mandate implementation.

### **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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**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.

**Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Demonstrates ability to draft/edit a variety of written reports.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

### **QUALIFICATIONS:**

**Education:** Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (law, law enforcement, security, forensic, criminology etc.) is highly desirable. Specialized training in police reform, strategic planning, project management, training management, certification in train-the-trainers and training delivery is an asset.

**Work Experience:** A minimum of 7 years of active relevant experience in police or other national law enforcement in one or several of the following areas required: project/program management, institutional building, organizational planning, strategic planning, security sector reform, police reform and restructuring, conflict management, technical support; training experience in one of the above areas is highly desirable. Peacekeeping or other international experience in the UN or other organizations, particularly in the listed areas is an advantage. Senior level / strategic experience is essential and demonstrated ability to influence change is highly desirable.

**Languages:** English and French are the working languages of the UN. For this position, fluency in oral and written English and French is required.

**Assessment for Mission Service:** All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment will result in candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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Preference will be given to equally qualified women candidates.

Date of Issuance: 9 September 2022

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

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# United Nations

*Job Description for Position requiring official secondment from national governments of Member States of the United Nations Organization*

## **CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)**

<b>Post title and level</b>	<b>Operations Adviser - Seconded (non-contracted)</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Office in Haiti (BINUH)</b>
<b>Duty Station</b>	<b>Port-au-Prince</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months</b>
<b>Deadline for applications</b>	<b>23 October 2022 (post available February 2023)</b>

**United Nations Core Values: Integrity, Professionalism and Respect for Diversity**

### **RESPONSIBILITIES:**

Under the supervision of the Police Commissioner through the established chain of command, the Operations Adviser will be responsible for the following:

- Operational advice and mentoring of center of operations for the Haitian National Police (HNP) and the management of specialized units of the HNP;
- Provide advice to the Police Commissioner and senior HNP officials in relation to all facets of police operations including crowd control and specialized units of the HNP and The Central Directorate of the Judicial Police (DCPJ), anti-gang operations, coordination with the DCPJ for criminal investigations, and the Departmental Directors of the HNP in relation to planning police operations across the territory;
- Perform other duties as may be required by the UNPOL leadership within the framework of mandate implementation.

### **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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.



**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.

**Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Demonstrates ability to draft/edit a variety of written reports.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

### **QUALIFICATIONS:**

**Education:** Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (law, law enforcement, security, forensic, criminology etc.) is highly desirable. Specialized training in police reform, strategic planning, project management, training management, certification in train-the-trainers and training delivery is an asset.

**Work Experience:** A minimum of 7 years of active relevant experience in police or other national law enforcement in one or several of the following areas required: project/program management, institutional building, organizational planning, strategic planning, security sector reform, police reform and restructuring, conflict management, technical support; training experience in one of the above areas is highly desirable. Peacekeeping or other international experience in the UN or other organizations, particularly in the listed areas is an advantage. Experience with managing all types of operational policing is required. Additionally, experience with working across the widest breadth of business areas of Justice, Operations and Investigations with relevant experience of anti-gangs and elections security is essential.

**Languages:** English and French are the working languages of the UN. For this position, fluency in oral and written French and English is required. Spanish is an asset.

**Assessment for Mission Service:** All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment will result in candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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Preference will be given to equally qualified women candidates.

Date of Issuance: 9 September 2022

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

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# United Nations

*Job Description for Position requiring official secondment from national governments of Member States of the United Nations Organization*

## **CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)**

<b>Post title and level</b>	<b>Resource Mobilization Adviser - Seconded (non-contracted)</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Office in Haiti (BINUH)</b>
<b>Duty Station</b>	<b>Port-au-Prince</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months</b>
<b>Deadline for applications</b>	<b>23 October 2022 (post available December 2022)</b>

**United Nations Core Values: Integrity, Professionalism and Respect for Diversity**

### **RESPONSIBILITIES:**

Under the supervision of the Police Commissioner through the established chain of command, the Resource Mobilization Adviser will:

- Liaise and coordinate with United Nations Country Team and donor countries to align funding and projects with the Strategic Development Plan (SDP) of the Haitian National Police (HNP)
- Act as an entrepreneur for the HNP in mobilizing financial resources by identifying funding streams for the SDP to enable HNP operations and administration, as well as its logistic technological and intelligence support;
- Ensure that donor projects and execution of resources are in line with the HNP SDP and will work in close coordination with the HNP Strategic Planning Unit;
- Provide expert assistance to the HNP in the development of long-term and short-term resource mobilization strategies;
- Perform other duties as may be required by the UNPOL leadership within the framework of mandate implementation.

### **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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**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.

**Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Demonstrates ability to draft/edit a variety of written reports.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

### **QUALIFICATIONS:**

**Education:** Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (law, law enforcement, security, forensic, criminology etc.) is highly desirable. Specialized training in police reform, strategic planning, project management, training management, certification in train-the-trainers and training delivery is an asset.

**Work Experience:** A minimum of 7 years of active relevant experience in police or other national law enforcement in one or several of the following areas required: project/program management, institutional building, organizational planning, strategic planning, security sector reform, police reform and restructuring, conflict management, technical support; training experience in one of the above areas is highly desirable. Experience with co-ordinating projects / programmes and presenting the benefits of strategic plans and how impact is captured is an asset.

**Languages:** English and French are the working languages of the UN. For this position, fluency in oral and written English and French is required.

**Assessment for Mission Service:** All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment will result in candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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Preference will be given to equally qualified women candidates.

Date of Issuance: 9 September 2022

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

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# United Nations

*Job Description for Position requiring official secondment from national governments of Member States of the United Nations Organization*

## **CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)**

<b>Post title and level</b>	<b>Sexual and Gender Based Violence (SGBV) Adviser - Seconded (non-contracted)</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Office in Haiti (BINUH)</b>
<b>Duty Station</b>	<b>Port-au-Prince</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months</b>
<b>Deadline for applications</b>	<b>23 October 2022 (post available February 2023)</b>

**United Nations Core Values: Integrity, Professionalism and Respect for Diversity**

### **RESPONSIBILITIES:**

Under the supervision of the Police Commissioner through the established chain of command, the SGBV Prevention Adviser will:

- Mentor Haitian National Police (HNP) counterparts on gender related issues on promoting and reporting gender integration and education as a transversal objective for sustainable development in accordance with the Strategic guidance Framework for the development of a professional national police force;
- Advise and assist the HNP leadership for the substantive development and implementation of the Sexual and Gender Based Violence prevention training and policy programme for the HNP;
- Provide expert assistance to the HNP in the development of long-terms and short-term SGBV strategies;
- Perform other duties as may be required by the UNPOL leadership within the framework of mandate implementation.

### **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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**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.

**Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Demonstrates ability to draft/edit a variety of written reports.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

### **QUALIFICATIONS:**

**Education:** Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (law, law enforcement, security, forensic, criminology etc.) is highly desirable. Specialized training in police reform, strategic planning, project management, training management, certification in train-the-trainers and training delivery is an asset.

**Work Experience:** A minimum of 7 years of active relevant experience in police or other national law enforcement in one or several of the following areas required: project/program management, institutional building, organizational planning, strategic planning, security sector reform, police reform and restructuring, conflict management, technical support; training experience in one of the above areas is highly desirable. Experience in building teams from multi-agency components is an asset.

**Languages:** English and French are the working languages of the UN. For this position, fluency in oral and written English and French is required.

**Assessment for Mission Service:** All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment will result in candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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Preference will be given to equally qualified women candidates.

Date of Issuance: 9 September 2022

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

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# United Nations

*Job Description for Position requiring official secondment from national governments of Member States of the United Nations Organization*

## **CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)**

<b>Post title and level</b>	<b>Training Adviser - Seconded (non-contracted)</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Office in Haiti (BINUH)</b>
<b>Duty Station</b>	<b>Port-au-Prince</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months</b>
<b>Deadline for applications</b>	<b>23 October 2022 (currently vacant)</b>

**United Nations Core Values: Integrity, Professionalism and Respect for Diversity**

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### **RESPONSIBILITIES:**

Under the supervision of the Police Commissioner through the established chain of command, the Training Adviser will:

- Advise on the training delivery and coordination with Haitian National Police (HNP) counterparts, namely, the Director of the National Police School, Director of the National Police Academy, and with the Training Coordinator of the HNP;
- Assist with ensuring increased coordination among the various HNP entities for training and national and international stakeholders including through the establishment of a both, in-service and specialized training programs;
- Assist with optimizing the provision of international training including from various donors;
- Assist with formulating and implementing training policies and programs in accordance to the guidelines of the HNP Strategic Development Plan;
- Provide expert assistance to the HNP in the development of long-terms and short-term training strategies;
- Perform other duties as may be required by the UNPOL leadership within the framework of mandate implementation.

### **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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and



challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**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.

**Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Demonstrates ability to draft/edit a variety of written reports.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

## **QUALIFICATIONS:**

**Education:** Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (law, law enforcement, security, forensic, criminology etc.) is highly desirable. Specialized training in police reform, strategic planning, project management, training management, certification in train-the-trainers and training delivery is an asset.

**Work Experience:** A minimum of 7 years of active relevant experience in police or other national law enforcement in one or several of the following areas required: project/program management, institutional building, organizational planning, strategic planning, security sector reform, police reform and restructuring, conflict management, technical support; training experience in one of the above areas is highly desirable. Experience at transforming strategic action plans, understanding of training needs analysis, and coordinating various stakeholders to agreed and tangible outcomes is essential.

**Languages:** English and French are the working languages of the UN. For this position, fluency in oral and written English and French is required.

**Assessment for Mission Service:** All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment will result in candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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**Date of Issuance:** 9 September 2022

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

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# United Nations

*Job Description for Position requiring official secondment from national governments of Member States of the United Nations Organization*

## **CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)**

<b>Post title and level</b>	<b>Weapon Management Adviser - Seconded (non-contracted)</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Office in Haiti (BINUH)</b>
<b>Duty Station</b>	<b>Port-au-Prince</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months</b>
<b>Deadline for applications</b>	<b>23 October 2022 (post available February 2023)</b>

**United Nations Core Values: Integrity, Professionalism and Respect for Diversity**

### **RESPONSIBILITIES:**

Under the supervision of the Police Commissioner through the established chain of command, the Weapon Management Adviser will:

- Advise and assist the Haitian National Police (HNP) Weapon Registration and Armory Chief for an effective management and monitoring of the HNP armory service;
- Advise on the sound management of the HNP weapons and ammunition to define solutions for the continuous maintenance as well as proper weapons management programmes across the organization;
- Advise on the registering of HNP weapons, maintaining relevant registration information in a weapons database and providing oversight to the weapons database;
- Provide expert assistance to the HNP in the development of long-terms and short-term armory strategies;
- Perform other duties as may be required by the UNPOL leadership within the framework of mandate implementation.

### **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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**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.

**Communication:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed. Demonstrates ability to draft/edit a variety of written reports.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

### **QUALIFICATIONS:**

**Education:** Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (law, law enforcement, security, forensic, criminology etc.) is highly desirable. Specialized training in police reform, strategic planning, project management, training management, certification in train-the-trainers and training delivery is an asset.

**Work Experience:** A minimum of 7 years of active relevant experience in police or other national law enforcement in one or several of the following areas required: project/program management, institutional building, organizational planning, strategic planning, security sector reform, police reform and restructuring, conflict management, technical support; training experience in one of the above areas is highly desirable. Experience across all aspects of management of firearms, ammunition and less lethal equipment required. Experience with creating and managing detailed databases and experience of weapons management programmes required.

**Languages:** English and French are the working languages of the UN. For this position, fluency in oral and written English and French is required.

**Assessment for Mission Service:** All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment will result in candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment.

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