

United Nations

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

Recruitment closure and onboarding of selected candidate is subject to budgetary availability

Post title and level: Gender-Based Violence Police Adviser (UN Police Analyst), P-3
Organizational Unit: United Nations Interim Security Force for Abyei (UNISFA)
Duty Station: Abyei
Reporting to: Police Commissioner through Chief of Operations
Duration: 12 Month (extendible)
Deadline for application: 11 December 2025
Job Opening number : 2025-UNISFA-31031292-DPO

United Nations Core Values: Inclusion, Integrity, Humility and Humanity

RESPONSIBILITIES:

Under the overall direction of the Police Commissioner, the Gender Based Violence (GBV) Police Adviser will take the lead role in supporting the Abyei Police Service (APS) and Community Protection Committee (CPC) to establish a new strategy to fight against GBV at the operational level. He /She will also assist to develop specific training programs and will work with a special focus on the women in IDP camps.

The Gender Based Violence Police Adviser will work also with his/her Abyei Police Service (APS) and Community Protection Committees (CPC) counterparts in order to undertake the following tasks:

- Evaluate current practices of the APS and CPC on gender-based violence (GBV) issues.
- Review the existing strategy to fight against GBV to make sure they are operational through specific programs and contribute to ensuring that the design of GBV programs are innovative and reflect international standards.
- Provide assistance to the APS and CPC counterparts in the regular monitoring of GBV, in particular provide guidance in developing standardized indicators and monitoring tools.
- Ensure collaboration with other partners and technical units where appropriate.
- Ensure APS and CPC emergency response and capacity building to respond effectively and efficiently to sexual violence emergencies are in place.
- Develop and assist to deliver a specific training program for APS and CPC officers.
- Developing the capacity of the APS and CPC to perform all functions within this area of responsibility.
- Assist in the development of a special victim's unit to support the APS and CPC.

- Ensure that the victims are provided with useful information (referrals to other organizations specialized to assist victims of such violence, community groups, etc.).
- Assist the mission in organizing and planning of international gender events such as the International Women's Day and the Global Open Day on Women Peace and Security among others.
- Contribute to the mission induction training for new military, police and civilian personnel deployed in UNISFA.
- In close collaboration and coordination with AFPs e.g. IOM, mobilize and enhance the capacity of women within the Misseriya and Ngok Dinka communities on gender issues and child protection coaching them on micro economic activities.
- Conduct gender sensitization campaigns to different segments of the Abyei communities in ensuring gender equality prevails with the Abyei Area.
- Coordinate all agencies in the area to support the efforts of crime prevention campaigns.
- Implement favorable initiatives in Abyei to address GBV issues like victim support programs, establishment of call centers in partnership with stakeholders.
- Advise and mentor APS and CPC personnel on proper detention procedures of women and children to ensure human rights are respected when detaining them.
- Implement Gender Parity Strategy in discharging the mandated tasks.
- Performing other duties as assigned by the Senior Leadership of UNISFA.

COMPETENCIES:

Professionalism: Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement; Experience in planning, development and implementation of policing programs, management and administration; Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills and a demonstrated ability to establish priorities and to plan, coordinate, and monitor the work of others.

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 other's ideas and expertise; is willing to learn from others; 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.

QUALIFICATIONS:

Education: Advanced University Degree (Master's or equivalent) in Law enforcement, Criminal

Justice, Security, Public Administration, Security Sciences, Human Resources Management, Social Sciences, Development Studies (particularly in law enforcement), Change Management or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including public order management, police unit commanding and planning police operations may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required.

Work Experience: A minimum of 5 years (7 years in absence of advanced degree) of progressive and active relevant service/experience at the field level (region/district), including direct practical experience in crime prevention, investigation of domestic violence, community policing, victim protection, is required. Experience in gender mainstreaming, project management, policy development, implementation of GBV programs in emergencies and post-conflict contexts is highly desirable. Experience in budgeting and police planning is an asset. Peacekeeping or other international experiences in the UN or other international organizations is an advantage.

Rank: Rank required for a P-3 is Chief Inspector, Major, its equivalent or higher rank.

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

Preference will be given to equally qualified women candidates.

Date of Issuance: 11 September 2025

<https://police.un.org/en/vacancies>

In accordance with the 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.