

United Nations



*Job Opening for Positions requiring official secondment
from national governments of Member States of the United Nations
Organization Appointments are limited to service on posts financed by
the support account of peace operations*

Post title and level	Training Coordinator, P- 4
Organizational Unit	United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA)
Duty Station	Bangui
Reporting to	Development Coordinator/ UNPOL Development Pillar
Duration	12 months (extendible)
Deadline for applications	08 July 2024
Job opening number	2024-MINUSCA- 20973-DPO

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

RESPONSABILITIES:

The UN Police Training Officer will report to the Head of UNPOL Development Pillar. The Training Coordinator will be responsible but not limited for the followings:

- Assists the host country's Internal Security Forces (ISF) services in developing and implementing training programs and plans in Police and Gendarmerie training schools and other training centers, in accordance with internationally recognized standards. Appropriate and quality training for the benefit of these ISPs;
- In close consultation with the Head of the Development Pillar and the UNPOL Program Officer, assists in continuously assessing the conditions and availability of training facilities, equipment and logistics and facilitate the effective and efficient delivery of training and involvement of international and regional partners in the development and expansion of areas of training support to ensure sustainability of capacity building of local police and gendarmerie;
- Assist the ISF Services in the management and administration of the training institutions of the Police and the Gendarmerie and in the development of basic, advanced and specialized training programs for the benefit of the ISPs according to the analysis training needs and national priorities and strategic plans;
- Works in close collaboration with the Security Sector Reform Section of the Development Pillar and senior officials of the local Police and Gendarmerie services, to ensure a coordinated approach to the implementation of security initiatives, human resources and training;
- Works closely with all national and international stakeholders in the evaluation and coordinated implementation of a five-year training plan and ensure its follow-up;
- Facilitates the development and animation of a system for implementing procedures for managing a training database;
- Ensures the proper management of the content of training courses delivered to (ISF) and its registration in the training database including pre-recruitment, verification and selection data;
- Supervises and evaluate the performance of UNPOL personnel under his command, ensuring that subordinate personnel comply with the highest standards of professional conduct, personal behavior and dedication;
- Ensure that the resources of the mission and the personnel under its supervision are used effectively, efficiently and economically;

- Perform other functions in accordance with the mandate provided by the Security Council resolution and which may be required by the Head of the Police Component (HOPC).

COMPETENCIES:

Professionalism: Shows pride in work and in 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. Expert knowledge in the field of work in general and in the areas specifically supervised in particular; ability to edit and reformulate the work of others; strong coordination and liaison capacity.

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;

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 input 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.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management or related area. A first level degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Specialized training in the area of incumbent's responsibility (administration, training, etc) is highly desirable. Graduation from a certified Police Academy or other national or international law enforcement training institution is required.

Experience: A minimum of 7 years (9 years in absence of advanced degree) of progressive relevant responsible and active policing service/experience in a national or international law enforcement agency, both at the field and national headquarters level- required; 5 years of active police experience at policy making level with strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management, police administration, police training and development, change management (particularly in law enforcement), reform and restructuring or related field- required; practical direct experience in commanding a regional or a state level police unit- highly desirable. Previous UN or international experience is an advantage.

Rank: Rank required for a P-4 is Superintendent of Police, Lieutenant Colonel, other equivalent or higher rank.

Language: English and French are the working languages of the United Nations Secretariat. Fluency in French oral and written is required; knowledge of English is desirable.

Preference will be given to equally qualified women candidates.

Date of Issuance: 09 April 2024

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.

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