

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)

Post title and level	Anti-Gang Adviser, Seconded (non-contracted) IPO
Organizational Unit	United Nations Integrated Office in Haiti (BINUH)
Duty Station	Port-au-Prince
Reporting to	Police Commissioner
Duration	12 Months extensible
Deadline for application	30 August 2024

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

RESPONSIBILITIES:

Under the overall guidance and supervision of the of the Police Commissioner through the established chain of command, the incumbent will technically support HNP entities, in particular the Central Director of the Administrative Police of the Haitian National Police (HNP), on anti-gangs' initiatives and strategies, with a special focus on the 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 analysing and developing plans for capacity-building of law enforcement agencies. Ability to plan, develop and implement strategies, programs, 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.

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 is required. 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 French and English is required. Knowledge of Haitian Creole is a strong advantage.

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 based on 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.

Preference will be given to equally qualified women candidates.

Date of Issuance: 05 July 2024

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

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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)

Post title and level	Anti-Kidnaping Adviser, IPO, 02 Positions
Organizational Unit	United Nations Integrated Office in Haiti (BINUH)
Duty Station	Port-au-Prince
Reporting to	Police Commissioner
Duration	12 Months
Deadline for application	30 August 2024

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

RESPONSIBILITIES:

Under the overall guidance and supervision of the Police Commissioner through the established chain of command, the incumbent will provide strategic guidance and advice to his/her HNP counterparts of the Haitian National Police (HNP), in particular the Anti-Kidnapping Cell, aiming at strengthening HNP 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, programs, 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 of active supervisory functions in police or other national law enforcement institution as Police Operations Officer dealing with crime and investigation is required. At least 2 years of experience in the field of anti-kidnaping case or organized crime is required. 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. Knowledge in Haitian Creole is a strong advantage.

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 based on 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.

Preference will be given to equally qualified women candidates.

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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)

Post title and level	Command and Control Adviser, Seconded (non-contracted) – 12 positions
Organizational Unit	United Nations Integrated Office in Haiti (BINUH)
Duty Station	Port-au-Prince (or Gonaïves or Cap-Haïtien)
Reporting to	Police Commissioner
Duration	12 Months extensible
Deadline for application	30 August 2024

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

RESPONSIBILITIES:

Under the overall guidance and supervision of the of the Police Commissioner through the established chain of command, the incumbent will also perform the following duties:

- Assist the HNP in enhancing the capacity of the National Police Command Centre in the West Department (eventually in the North and Artibonite Departments).
- Assist HNP counterparts in identifying strategies to address crime conditions, coordinate with specialize units of crime condition(s), specifically, gang activities and provide assistance to the anti-gang IPO in developing strategies to address gang activities and develop effective police strategy to combat gang criminal activities.
- Assist HNP personnel in creating and maintaining gang data base; conduct surveillance and record all gang activities.
- Assist HNP personnel create and maintain casefiles on all gang members.
- Liaise with HNP counterparts on all criminal matters, train and advise on establishing confrontation tactics to ensure safety of officers, public, and properties.
- Assist HNP in establishing suitable method to preserve life in coordination of all Human Rights laws, and safeguarding evidence within crime scenes.
- Train HNP counterparts to identify potential criminal indicators and set up educational prevention programs, including ensuring that HNP officers assigned to the centres are certified at all levels of the Incident Command Centres (ICS).
- Assist HNP counterpart creating and disseminating all matters of importance; established an internal communication system to keep the proper channels of criminal matters, police incidents, and community unrest.

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 analysing and developing plans for capacity-building of law enforcement agencies. Ability to plan, develop and implement strategies, programs, 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.

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, emotional control, 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 Emergency Response Personnel or 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 French and English is required. Knowledge of Haitian Creole is a strong advantage.

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 based on 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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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)

Post title and level	Human Rights Officer - Seconded (non-contracted)
Organizational Unit	United Nations Integrated Office in Haiti (BINUH)
Duty Station	Port au Prince
Reporting to	Police Commissioner through the established chain of command
Duration	12 Months Extensible
Deadline for applications	30 August 2024

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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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)

Post title and level	Operations Adviser - Seconded (non-contracted) IPO,
Organizational Unit	United Nations Integrated Office in Haiti (BINUH)
Duty Station	Port au Prince
Reporting to	Police Commissioner through the established chain of command
Duration	12 Months Extensible
Deadline for applications	30 August 2024

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.

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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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)

Post title and level	Resource Mobilization Adviser - Seconded (non-contracted)
Organizational Unit	United Nations Integrated Office in Haiti (BINUH)
Duty Station	Port au Prince
Reporting to	Police Commissioner through the established chain of command
Duration	12 Months Extensible
Deadline for applications	30 August 2024

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:

Formation: Un diplôme de l'école ou de l'académie de police ou d'un autre établissement d'enseignement reconnu dans le domaine de l'application de la loi est exigé. Un diplôme universitaire dans un domaine connexe (droit, application de la loi, sécurité, gestion de projet, administration publique, etc. Une formation spécialisée dans la réforme de la police, la planification stratégique, la gestion de projet, la gestion de la formation, la certification dans la formation des formateurs et la prestation de formation est un atout.

Expérience professionnelle : Un minimum de 7 ans d'expérience active dans le domaine de la police ou d'autres services nationaux chargés de l'application de la loi dans un ou plusieurs des domaines suivants est requis : gestion de projets/programmes, renforcement institutionnel, planification organisationnelle, planification stratégique, réforme du secteur de la sécurité, réforme et restructuration de la police, gestion des conflits, soutien technique ; une expérience en matière de formation dans l'un des domaines susmentionnés est vivement souhaitée. Une expérience de la coordination de projets/programmes et de la présentation des avantages des plans stratégiques et de la manière dont l'impact est mesuré est requise.

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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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)

Post title and level	Training Adviser - Seconded (non-contracted), 02 position.
Organizational Unit	United Nations Integrated Office in Haiti (BINUH)
Duty Station	Port au Prince
Reporting to	Police Commissioner through the established chain of command
Duration	12 Months (extensible)
Deadline for applications	30 August 2024

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 Training Adviser will:

- Advise on the training delivery and coordination with Haitian National Police (HNP) Director of Training;
- Assist with ensuring increased coordination among the various HNP training functions and Professional Development;
- 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 2017-2021;
- 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: training management, project/program management, institutional building, organizational planning, strategic planning, security sector reform, police reform and restructuring, conflict management, technical support, curriculum design; training experience in one of the above areas is highly desirable. Experience at transforming strategic action plans and understanding of training needs analysis and coordinating various stakeholders to agreed and tangible outcomes is 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.

Preference will be given to equally qualified women candidates.

Date of Issuance: 05 July 2024

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

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)

Post title and level	Weapon and Ammunitions Management Adviser - Seconded (non-contracted), 2 positions
Organizational Unit	United Nations Integrated Office in Haiti (BINUH)
Duty Station	Port-au-Prince
Reporting to	Police Commissioner
Duration	12 Months (Extensible)
Deadline for application	30 August 2024

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

RESPONSIBILITIES:

Under the overall supervision of the Police Commissioner through the established chain of command, the Weapon and Ammunitions Management Adviser will support the Haitian National Police as follow:

- Advise and assist the Haitian National Police (HNP) Weapon Registration and Armory Chief for an effective management and monitoring of the HNP armoury service.
- Support the weaponry and ammunition management section of the Haitian National Police, namely the *Brigade de Détention Illégale d'Armes à Feu* (BDIAF) and the *Service de Port d'Armes à Feu* (SPAF)
- Advise on the sound management of the HNP weapons and ammunition to define solutions for the continuous maintenance as well as proper weapons management programs across the police organization while also ensuring that the administrative procedures are put by HNP to transparently manage the firearms seized from the police operations or collected from the judiciary as part of the criminal investigations.
- Advise on registering the 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 armoury strategies.
- Participate in any efforts aiming at fighting the illicit ammunition and arms trafficking in Haiti.
- Perform other duties as may be required by the BINUH Police and Corrections 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

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 weapons and ammunitions management issues within national police or other national law enforcement institution is required. 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 French and English is required. Knowledge of Haitian Creole is a strong advantage.

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.

Preference will be given to equally qualified women candidates.

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