ARMED POLICE FORCE, NEPAL
MESSAGE FORM

APFC(HQ) SERIAL NO:- ८७२

FROM:-	स.प्र.बल, नेपाल प्र.का.मानवश्रोत विभाग (यू.एन. मिशन शाखा)।	DTO:- १२/१२/२८
TO:-	स.प्र.बल, नेपाल प्र.का. विभागहरु सबै, राष्ट्रिय सशस्त्र प्रहरी बल नेपाल प्रशिक्षण प्रतिष्ठान, बाहिनी मुख्यालयहरु सबै।	IN/OUT:-
INFO:-	स.प्र.बल, नेपाल प्र.का., स.प्र.म.नि.को कार्यालय, सूचना तथा संचार प्रविधि शाखा (कम्प्युटर)।	GROUP COUNT:-

१. UNHQ New-York बाट United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA) मा **Deputy Police Commissioner, D-1** पदको लागि योग्य सशस्त्र प्रहरी अधिकृतको माग भई आएको हुँदा मापदण्ड पुग्ने (स.प्र.ना.म.नि. देखी माथी) ईच्छुक सशस्त्र प्रहरी अधिकृतहरुले Updated P-11 र Employment and Academic Certification (EAC) Form सहित मिति २०८३/०५/२५ गते कार्यालय समय भित्र यस शाखाको E-mail:-apfp11bank@gmail.com मा प्राप्त हुने गरी पठाउनुका साथै संचारबाट समेत अनिवार्य जानकारी दिनु हुन अनुरोध (०)

निम्नः-

२. <u>क्राईटेरिया :</u>

क) कारवाही अवधी वा कारवाही प्रक्रियामा नरहेको।

ख) अंग्रेजी र फ्रेन्च भाषामा राम्रो दख्खल भएको ।

ग) अन्य क्राईटेरियाको हकमा माग भई आएको पदका लागि उल्लेख भएको क्राईटेरिया पुरा भएको हुनुपर्ने।

३. साथै, उपरोक्त अनुसारको क्राईटेरिया भित्र पर्ने ईच्छुक सशस्त्र प्रहरी अधिकृतहरुको विवरण खुलाई पठाउनु हुन मजकुर स.प्र.बल, नेपाल प्र.का., स.प्र.म.नि.को कार्यालयलाई यसै संचारको बोधार्थद्धारा सादर अनुरोध (०)

४. उल्लेखित पद सम्बन्धि प्राप्त **Job Description** पत्रहरु सशस्त्र प्रहरी बल, नेपालको Website मा Upload गरि दिनु हुन स.प्र.बल, नेपाल प्र.का. सूचना तथा संचार प्रविधि शाखा (कम्प्युटर) लाई यसै संचारको बोधार्थद्धारा अनुरोध साथै ईच्छुक स.प्र.अ.हरुले उक्त Website बाट प्राप्त गर्न हुन अनुरोध (०)

मितिः-२०८३/०५/१५...गते।

Degree of Priority Originator's Instruction					Originator's Signature (With Rank)	T.H.I.			
						Date & Time		System	Operator
MJ	TJ	AJ	J	O		IN			
Reg. No.						OUT			

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	**Deputy Police Commissioner, D-1**
Organizational Unit	**United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA)**
Duty Station	**Bangui**
Reporting to	**Police Commissioner**
Duration	**12 Month (extendible)**
Deadline for applications	**26 October 2026**
Job Opening number	**2026-MINUSCA-89623-DPO**

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

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RESPONSIBILITIES:

MINUSCA's mandate addresses the immediate challenges facing the country while laying the groundwork for sustainable peace and security. In compliance with the mission mandate and under the supervision and substantive guidance of the Police Commissioner (PC), the Deputy Police Commissioner will be responsible for the operational oversight of the UN Police component's activities related to the Mission mandate implementation, and will:

- Advise the UN Police Commissioner and other MINUSCA leadership on issues related to the implementation of the mandate of the police component and provide regular reports on key issues and work program implementation;
- Assist the UN Police Commissioner in his strategic advisory support and assistance to the Central African Republic (CAR) national Police and Gendarmerie leadership in the development of short-, medium- and long-term plans and programs for the reform and restructuring of the national police, as well as their capacity building;
- Provide advisory support to the CAR Police and Gendarmerie leadership in integrating organizational change and strategic reform initiatives across all the key areas of the organizations, including crime combatting, operations, administration, professional standards, legal, planning and development, training, infrastructure and technical logistical requirements;
- Assist the UN Police Commissioner in managing, controlling and directing the UN Police component, as well as assigning specific duties to the UN Police officers deployed in the mission;
- Provide support to the UN Police Commissioner on the general management of human, material and financial resources welfare and general personnel administration, policy issues and procedures relating to the headquarters and field offices of the UN Police component;
- Provide an oversight and coordination of all UN Police operational activities within the framework of Mission mandate, including individual police officers and formed police units (FPU).
- Ensure timely preparation of monthly, bi-annual and annual progress reports of the police component and follow-up on recommendations;

- Provide a direct oversight of all subordinate units within the infrastructure of UN Police component as may be assigned by the Police Commissioner.
- Contribute to the development and monitoring the implementation of Mission Implementation Plan, UN Police CONOPs, SOPs, Guidelines and Policies and ensure that activities of the UN Police are directed towards the achievement of the overall goal of the mission;
- Assist the Police Commissioner in coordinating, liaising and forging effective and efficient relationships with key partners, including members of the UNCT, international community, donor community and civil society to build consensus and strengthen efforts on the reform and development of the CAR police and other law enforcement and security agencies as required by the mission mandate;
- Ensure close liaison with the MINUSCA Military component, DSS pillar and relevant CAR national agencies in regard to the safety and security of all UN Police personnel deployed in the mission area; oversee the development of evacuation plans for the UN Police personnel and ensure regular exercises in this regard.
- Make regular visits to the team sites to ensure the professional functioning of the UN Police personnel and observe/monitor the overall progress, welfare and concerns of the UN Police personnel on the ground;
- May act as the interim UN Police Commissioner in the absence of the UN Police Commissioner.
- Performs other functions as are consistent with the mandate provided by the Security Council Resolution and as may be required by the UN Police Commissioners, relating to the management of police component.

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. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in the management and administration: ability to review and edit 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.

Accountability: Takes ownership of all responsibilities and honors commitments; delivers outputs for which one has responsibility within prescribed time, cost and quality standards; operates in compliance with organizational regulations and rules; supports subordinates, ,provides oversight and takes responsibility for delegated assignments; takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable.

Leadership: Serves as a role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by

pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands.

Judgement/Decision-making: identifies the key issues in a complex situation, and comes to the heart of the problem quickly; gathers relevant information before making a decision; considers positive and negative impacts of decisions prior to making them; takes decisions with an eye to the impact on others and on the Organization; proposes a course of action or makes a recommendation based on all available information; checks assumptions against facts; determines that the actions proposed will satisfy the expressed and underlying needs for the decision; makes tough decisions when necessary.

QUALIFICATIONS:

Education: Advanced university degree (Masters or equivalent) in Law, Law Enforcement, Criminal Justice, Security Studies, Public Administration, Development management, Social Science, Human Resources Management, Change Management or related area. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including management, planning and administration may be accepted in lieu of the advanced university degree. Advanced training for command/senior staff is highly desirable. Graduation from a certified police academy or other law enforcement training institution is also required.

Work Experience: Candidate must be in active police service possessing a minimum of 15 years (17 years in absence of advanced university degree) of progressive and active relevant policing experience at the field and/or national police headquarters level, including at least 10 years of active policing experience at senior policy making level, with extensive strategic planning and management experience in the following areas: police operations, including public order management, crime management, police administration, police training and development. Practical command level experience of running a department or a region or a state level police unit is required. Experience in change management, human resources and finance management, reform and restructuring, particularly in international multicultural environment, is desired. Previous UN or international experience is an advantage.

Rank: Deputy/Assistant Police Commissioner, Deputy/Assistant Inspector General, Deputy Chief of Police, equivalent to Brigade General in the military or higher rank.

Language: Fluency in spoken and written French and English is required. Knowledge of another UN language is an advantage.

Preference will be given to equally qualified women candidates.

Date of Issuance: 26 August 2026

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.

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