

United Nations



*Job Opening for Position 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 peacekeeping operations*

Post title and level	Police Reform Coordinator, P-5
Organizational Unit	United Nations Multidimensional Integrated Stabilisation Mission in Mali (MINUSMA)
Duty Station	Bamako
Reporting to	MINUSMA Police Commissioner
Duration	12 Months (extendible)
Deadline for applications	12 March 2021
Job Opening number	2021-MINUSMA-0823-DPO

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

RESPONSIBILITIES: In compliance with the UN mandate and under the guidance and supervision of the MINUSMA Deputy Police Commissioner, the Reform Coordinator (P-5) will be responsible for the development of Police and Gendarmerie in Mali in conformity with the modern democratic principles and operational efficiency and effectiveness. Within the limits of delegated authority, the Reform Coordinator will be performing the following duties:

- Review the existing local Police and Gendarmerie structure and systems including in-depth analysis of personnel and skills requirement, evaluation of the criminal justice system and local Police/Gendarmerie operational capabilities, as basis for making comprehensive analysis and recommendations for the overall reform, restructuring and institutional development of the local Police and Gendarmerie;
- Develop the plans and programs for the reform and restructuring and the institutional development of the local Police and Gendarmerie;
- Advise and assist local counterparts on issues related to the National Police/Gendarmerie reform initiatives to bring them to internationally accepted standards of democratic policing;
- Conduct Periodic evaluation and assessment of all reform, restructuring and institutional development activities and provide guidance and support to other Police/Gendarmerie initiatives;
- Assist and advise the local counterpart in the development and implementation of recruitment, vetting and selection policies and procedures;
- Coordinate bilateral and multilateral support initiatives relating to security sector reform and capacity enhancement of local security services.
- Ensure the production and timely submission of reports relating to the overall reform and restructuring and institutional development of the local Police and Gendarmerie;
- Liaise with senior local Police/Gendarmerie officials and other relevant government officials on matters related to the restructuring of the existing or setting up of a new Police/Gendarmerie structures.
- Lead the formation, supervision and coordination of UNPOL training of the Malian Police/Gendarmerie and other law enforcement agencies;

- Coordinate with national authorities and provide regular advice to ensure the effective implementation of developed training plans, programmes and policies;
- Produce and timely submit reports relating to the implementation of training programmes and overall skills enhancement of the local Police and Gendarmerie;
- Engage international and regional partners in the development and expansion of areas of training support for the sustainability of the capacity development of the law enforcement agencies;
- Develop a system for and implement procedures and practices for the collecting and maintenance of a training data base;
- Make periodic assessments of MINUSMA Police and Gendarmerie officers' performance;
- Liaise and chair periodic meetings with UNPOL Sectors Commanders concerning training and administrative functioning;
- Supervises and assesses the performance of, and providing direction and oversight to, assigned administrative staff and UNPOL personnel under his/her command making sure the subordinate staff conforms to the highest standards of professional conduct, personal behavior and dedication in the implementation of mandated tasks.
- Ensures that mission Police assets and personnel under his/her supervision are utilized efficiently, effectively, and economically;
- Perform any other duties as assigned by the Police Commissioner in fulfillment of the mandate;

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.

Vision: Identifies strategic issues, opportunities, and risks; clearly communicates links between the Organization's strategy and the work unit's goals; generates and communicates broad and compelling organizational direction, inspiring others to pursue that same direction; conveys enthusiasm about future possibilities.

Client Orientation: Considers all those to whom services are provided to be "clients" and seeks to see things from clients' point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients' needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients' environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

QUALIFICATIONS:

Education: Advanced university degree (Masters or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management (preferably in law enforcement) or related area. A first-level university 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 (reform, gap analysis, training, planning, human resources management) is highly desirable. Graduation from a certified Police Academy or other national or international Law Enforcement Training Institution is required.

Work Experience: A minimum of 10 years (12 years in absence of advanced degree) of progressive relevant and active policing service/experience in a national or international law enforcement agency both at the field and/or national police headquarters level - required; 7 years of active police experience at senior policy making level with extensive strategic planning and managerial experience in one or few of the following areas: police operations, human 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 units, or heading a department at national police HQ level is required. Previous UN or international experience is an advantage.

Rank: Chief Superintendent of Police, Colonel, other equivalent or higher rank.

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

Preference will be given to equally qualified women candidates.

Date of Issuance: 8 January 2021

In accordance with the new 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>