

# 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 peace operations and subject to the approval of United Nations General  
Assembly and renewal of the UNSOM's mandate.*

<b>Post Title and Level</b>	Police Adviser (Strategic Advice and Coordination), seconded - non-contracted (2 positions).
<b>Organizational Unit</b>	United Nations Assistance Mission in Somalia (UNSOM Special Political Mission).
<b>Duty Station</b>	Field offices in Somalia (Kismayo, Baidoa, Beletweyne, Garowe, and Dhusamareb) as per operational needs.
<b>Reporting to</b>	UNSOM Police Commissioner through the chain of command.
<b>Duration</b>	12 months (Extendable).
<b>Application Deadline</b>	31 January 2024

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

## **RESPONSIBILITIES**

Under the authority of the direct supervisor within the organizational structure of the UNSOM Police Section and within the limits of delegated authority, the UN Police Adviser for Strategic Advice and Coordination will be responsible for, but not limited to, the following duties:

- Support the Somali Government-led inclusive political process in strengthening the rule of law, including the development of a federal justice system and implementation of a federated policing system in line with the Comprehensive Approach to Security.
- Ensure that the UNSOM strategic priorities (governance and state building, security and the nexus approach) are driving the UN's programmatic interventions on policing in Somalia.
- Support the development, review and implementation of the Somali (FGS and FMS) Strategic Police Plans by advising, coaching and mentoring Somali counterparts.
- Advise Somali police in the formulation and implementation of legislation, policy and procedures to enable the delivery of basic policing services to targeted communities.
- Develop and maintain collaborative relationships with the African Union Mission in Somalia focal points, especially in relation to ATMIS support to operational policing activities.
- Provide advice to Somali police in the development of long and short-term strategies in the areas of procurement, logistics, asset management, budgeting, strategic financial planning, payroll systems, financial auditing, weaponry, information technology, communication, public information etc.
- Provide high quality advice and briefings to the UNSOM Police leadership.
- Perform other duties as may be required by the UNSOM Police leadership within the framework of mandate implementation especially in connection to the specific subject matter expertise.

## **COMPETENCIES**

**Professionalism:** Shows pride in work and achievements; demonstrates professional competence and

mastery of subject matter; is motivated by professional rather than personal concerns; demonstrates good judgment in the context of assignments given. 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; 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 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. 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. Specialized training in police reform, strategic planning, or project management, is an asset.

**Work Experience:** A minimum of 5 years of relevant experience in police or other national law enforcement is required. Experience in one or more of the following areas: project/program management, institutional building, organizational planning, strategic planning, security sector reform, police reform and restructuring, conflict management and/or technical support is required.

Experience in facilitating high-level coordination of police and non-police stakeholders is highly desirable, and experience from regional or national police headquarters including planning, project management or reporting is an advantage. Experience from supporting Female Police Networks, One-Stop Centres for SGBV crimes or similar is an advantage.

Service in special political missions, peacekeeping or similar experience in the UN or other organizations, particularly in a mission HQ position is an advantage. Previous working experience from the Horn of Africa is highly desirable.

Experience in a command or strategic positions with exposure to one or more of the following subjects is an advantage: oversight, Human Rights, weapons and ammunition management, anti-corruption, human resources, logistics, finance, diplomatic police, border management, gender and/or countering serious and organized crime. Familiarity with federated police models is an advantage.

**Languages:** For the post advertised, fluency in oral and written English is required. Knowledge in Somali language is an advantage.

### **MISCELLANEOUS:**

UNSOM Police Section Leadership is committed to maintaining gender parity and strongly encourage Member States to nominate qualified male and female candidates.

PCCs are encouraged to nominate candidates who can serve for two years (subject to performance and operational needs).

Evaluation of qualified candidates may include an assessment exercise which may be followed by a competency-based interview.

All shortlisted candidates will be required to fill in a job-fit questionnaire.

**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 (only applicable to a limited number of PCCs that do not host SAAT) of the candidates. Failure to pass the in-mission assessment will result in the 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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**Date of Issuance: 01 December 2023**

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

**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 abovementioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.**