

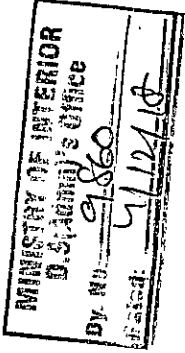
Government of Pakistan
Ministry of Interior
National Police Bureau

F.No.3/11/2018-UN

Islamabad, the 29th November 2018

To

The Director General, Federal Investigation Agency, FIA HQs, Islamabad
The Provincial Police Officer, Punjab, Lahore.
The Inspector General Police, Sindh, Karachi.
The Provincial Police Officer, K-P, Peshawar.
The Inspector General Police, Balochistan, Quetta.
The National Coordinator, NACTA, Islamabad
The Commandant, National Police Academy, Islamabad
The Commandant Frontier Constabulary, FC HQs, Peshawar Cantt.
The Inspector General Police, NH&MP, Islamabad.
The Inspector General Police, AJ&K, Muzaffarabad.
The Inspector General Police, Gilgit-Baltistan, Gilgit.
The Inspector General Police, ICT, Islamabad.
The Inspector General Police, Pakistan Railways Police, Lahore.



Subject:

MONUSCO: Nominations for the post of Deputy Police Commissioner, P-5 in the Democratic Republic of Congo

I am directed to enclose herewith a copy of Military Adviser's Office Pakistan Mission to United Nations, New York letter No.Mily-19/4/2018 dated 12 November 2018 alongwith enclosures on the subject cited above.

2. It is, requested that **One suitable nomination** of police officer against the vacancy mentioned in the above referred letter, who fulfill the criteria of UN may kindly be furnished by **14 December, 2018** positively. UN criteria for the subject post are given as under:

- a) **Experience:** A minimum of 10 years (12 years in absence of advanced degree) of progressive relevant and active policing service/ experience in the National or International Law Enforcement Agency at the field and/ or National Police Hqs level is required. Peacekeeping or other international experience in the UN or other organizations is desired.
- b) **Rank:** Required Rank for the subject post (P-5) is SSP (BS-19), other service equivalent or higher rank is desirable.

3. Duly filled relevant forms may be forwarded to this office before the deadline. Scanned copies of signed documents may also be emailed to rohaimoid@gmail.com. Fluency in **English** and French languages (both oral and written) is required. Kindly ensure that all forms are complete in all respects. Incomplete forms and nominations received after the due date will not be entertained/ processed.

4. This issues with the approval of competent authority.

Encl: As above.

CC:

PS to DG NPB
Section Officer (Police), MoI Islamabad

To be placed on the website of MoI, please.
DS (A/W)
4/12
ROHAIL BHATTI
Section Officer (Police)
Ministry of Interior
Islamabad

M Shahid
(Muhammad Shahid)
Assistant Director
Tel: 051-9219966

SALT

Udair
5/12

4/12

IMED

General Headquarters

GS Branch MO Dte

Rawalpindi

Tel: 30944

57/12/PKO/MO-11C-7RP10J

14 Nov 2018

To: Mr Alam Zeb,
Jt Secretary (CAF),
Ministry of Interior
Islamabad

Mr Rohail Bhatti,
Section Officer
Ministry of Interior
Islamabad


Sl. No.	1024/18.
Date	23/11.

Dy. No. 293/18
 Dated: 23/11/18
 National Police Bureau
 Director's Office

Subject: Nominations for the Post of Deputy Police Commissioner in MONUSCO

17/11/18
 11/11/18

Copy of Pakistan Mission to the United Nations, New York fax message number Mily-19/4/2018 dated 12 November 2018 is enclosed for information/ necessary action, please.


 Lieutenant Colonel
 For Chief of General Staff
 (Asif Zaheer Babur)

To be put-up
 as already requested
 please.
 18/11/18
 AS TO (DG (N/PB)) 20/11/18.

Director General 22/11
 National Police Bureau
 Ministry of Interior
 Islamabad

Docu ID: 7RP10J APPROVED By GSO-1 Lt Col Asif Zaheer Babur on 14 Nov 2018

Note: Computer Generated Documents Do Not Require Signature.

AD/VP/PS 2

86718
Dy. No. 19/11
Dated: 12/11
National Police Bureau
Director's Office

Military Adviser's Office
Pakistan Mission to the
United Nations, NY
No: Mily-19/4/2018
Ph: (212) 879-8600 Ext. 142
Fax: (212) 744-7348
E-Mail: pakmushir@gmail.com
12 November 2018

FAX

Total pages: 21

IMMEDIATE

To : Mr. Muhammad Siddique Sheikh
Additional Secretary-I
Ministry of Interior
Fax: (01192) 51-9203317

Subject: Nominations for the Post of Deputy Police Commissioner, P-5 in the Democratic Republic of Congo

1. Please find attached a copy of UN Secretariat's Note Verbale No. DPKO/OROLSI/PD/2018/221 dated 05 November 2018 inviting the Government of Pakistan to nominate individual police officers in active service appointment on secondment to the United Nations Organization Stabilization Mission in the Democratic Republic of Congo (MONUSCO). The UN deadline for receipt of applications is **5 January 2019**. English and French are the working languages of the UN. For the post advertised, fluency in oral and written French and English is required.

RECEIVED
19/11
9981/18

2. Forwarded for information / action, please.

[Signature]

Colonel
Military Adviser
(Uma Sharif)

*To be put up on or before
17th Dec, 2018 to MOI, please.*

DG (NPB)

[Signature]
ROHAIL BHATTI
Section Officer (Police)
Ministry of Interior
Islamabad

*What is the
Criteria*
[Signature]

Director General 14/11
National Police Bureau
Ministry of Interior
Islamabad

[Signature]
15/11
AD/NPSC

12/16/18
13/11

UNITED NATIONS HEADQUARTERS
SECURE COMM'S OPERATIONS

2018 NOV -8 P 8:03

004384

DPKO/OROLSI/PD/2018/221

The Secretariat of the United Nations presents its compliments to the Permanent Mission of Member State to the United Nations and has the honour to invite its Government to nominate individual police officers in active service for appointment on secondment to the United Nations Organization Stabilization Mission in the Democratic Republic of Congo (MONUSCO), for a period of one year. Any further contract extension can be granted on an exceptional basis provided there is a mission mandate requirement and the incumbent displays good performance, dedication, professionalism and the achieved results. The final decision on the extension is subject to approval by the United Nations and concurrence by the national authorities.

Details regarding the post/s for which the Secretariat is seeking qualified applicants are provided in the attached job opening/s No 2018-MONUSCO-49448-DPKO. Also attached are the "Application Procedures for Positions in United Nations Police Components in Peacekeeping Operations and Special Political Missions Requiring Official Secondment from National Governments of Member States of the United Nations".

The Secretariat kindly requests the Permanent Mission to submit a separate application for each nominee for each job opening to the Selection and Recruitment Section/ Police Division/OROLSI/DPKO, 1 UN Plaza, 7th floor, room DCI-0778, in accordance with the above-referenced procedures, certifying that the nominee/s meet/s the requirements in the attached job opening/s. Applications submitted after the deadline specified in the job opening will not be considered.

The Permanent Mission is also requested to confirm that selected candidates will be released, in a timely manner, from the national police service obligations for service with the United Nations. It is also requested to ensure that the rank of each candidate submitted is indicated on the application. In addition, it is strongly recommended that Member States carefully pre-screen their applicants and submit only those candidates meeting all requirements for the position as described in the job opening/s.

Member States are strongly encouraged to nominate qualified female police officers. Preference will be given to equally qualified women candidates.

The Secretariat wishes to inform the Permanent Mission of Member State that, in an effort to streamline and expedite the procedures of recruiting seconded officers, candidates placed on a roster following the selection process may be considered for posts with similar functions within a period of two years and if recommended for deployment, further arrangements will be coordinated with the Permanent Mission in due course.

It should be noted that during the period of their secondment, officers may not transfer to alternative positions within the United Nations. As a result, the nomination of police officers who are currently United Nations staff members on secondment, will not be considered.

The Secretariat wishes to reiterate that promoting and encouraging respect for human rights is a core purpose of the United Nations and central to the delivery of its mandates. Should the Secretariat become aware of grave human rights violations which give rise to concerns as to the record and performance of [country] police personnel, this may constitute grounds to revoke its acceptance of such personnel to serve in UN peace operations. In the case of nominees who have been investigated for, charged with or prosecuted for any criminal offence, with the exception of minor traffic violations (driving while intoxicated or dangerous or careless driving are not considered minor traffic violations for this purpose), but were not convicted, the Government is requested to provide information regarding the investigation(s) or prosecutions concerned. The Government is also requested to certify that it is not aware of any allegations against its nominated candidates that they have committed or been involved, by act or omission, in the commission of any acts that may amount to violations of international human rights law or international humanitarian law.

The Secretariat recalls that it has a zero-tolerance approach to fraud and corruption. The Government is therefore requested to certify that there was no corruption or fraud in the nomination and extension procedures of police officers on secondment to the United Nations. Should the Secretariat become aware of allegations of corruption or fraud in the nomination or extension procedures of police officers on secondment, this may constitute grounds to revoke its acceptance of such personnel to serve in the United Nations as well as suspension of any future police deployments from the contributing country concerned.

The Secretariat also recalls that the responsibilities of those personnel who are appointed to serve in United Nations peacekeeping or special political missions are exclusively international in character. They perform their functions under the authority of, and in full compliance with, the instructions of the Secretary-General

The Secretariat wishes to inform the Permanent Mission of Member State that, in an effort to streamline and expedite the procedures of recruiting seconded officers, candidates placed on a roster following the selection process may be considered for posts with similar functions within a period of two years and if recommended for deployment, further arrangements will be coordinated with the Permanent Mission in due course.

It should be noted that during the period of their secondment, officers may not transfer to alternative positions within the United Nations. As a result, the nomination of police officers who are currently United Nations staff members on secondment, will not be considered.

The Secretariat wishes to reiterate that promoting and encouraging respect for human rights is a core purpose of the United Nations and central to the delivery of its mandates. Should the Secretariat become aware of grave human rights violations which give rise to concerns as to the record and performance of [country] police personnel, this may constitute grounds to revoke its acceptance of such personnel to serve in UN peace operations. In the case of nominees who have been investigated for, charged with or prosecuted for any criminal offence, with the exception of minor traffic violations (driving while intoxicated or dangerous or careless driving are not considered minor traffic violations for this purpose), but were not convicted, the Government is requested to provide information regarding the investigation(s) or prosecutions concerned. The Government is also requested to certify that it is not aware of any allegations against its nominated candidates that they have committed or been involved, by act or omission, in the commission of any acts that may amount to violations of international human rights law or international humanitarian law.

The Secretariat recalls that it has a zero-tolerance approach to fraud and corruption. The Government is therefore requested to certify that there was no corruption or fraud in the nomination and extension procedures of police officers on secondment to the United Nations. Should the Secretariat become aware of allegations of corruption or fraud in the nomination or extension procedures of police officers on secondment, this may constitute grounds to revoke its acceptance of such personnel to serve in the United Nations as well as suspension of any future police deployments from the contributing country concerned.

The Secretariat also recalls that the responsibilities of those personnel who are appointed to serve in United Nations peacekeeping or special political missions are exclusively international in character. They perform their functions under the authority of, and in full compliance with, the instructions of the Secretary-General

of the United Nations and persons acting on his behalf and are duty-bound not to seek or accept instructions in regard to the performance of their duties from any government or from other authorities external to the United Nations. Seconded personnel should carry out their functions in accordance with all applicable regulations, rules and procedures of the Organization.

The Secretariat of the United Nations avails itself of this opportunity to renew to the Permanent Mission of Member State to the United Nations the assurances of its highest consideration.


05 November 2018

Vertical line of text or markings, possibly a page number or identifier.

Horizontal line of text or markings, possibly a page number or identifier.

Small markings or characters at the bottom left corner.



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	Deputy Police Commissioner, P-5
Organizational Unit	United Nations Organization for the Stabilization in Democratic Republic of Congo, MONUSCO
Duty Station	Goma
Reporting to	MONUSCO Police Commissioner
Duration	12 Month (extendible)
Deadline for applications	5 January 2019
Job Opening number	2018-MONUSCO-49448-DPKO

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

RESPONSIBILITIES:

MONUSCO'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 including the over-all PNC development and reform agenda, and within the limits of delegated authority, will perform the following duties:

- Advising the Police Commissioner and other UN mission leadership on issues related to the implementation of the mandate of the police component and provides regular reports on key issues and work program implementation.
- Assists 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 to the mission;
- Provides a direct oversight of all subordinate units within the infrastructure of the UN Police component as may be assigned by the Police Commissioner;
- Coordinate operational details of the UN Police component activities in the mission;
- Manage the integration and coordination of the bilateral projects and support in the overall framework of PNC programs and initiate the development of bilateral activities that support the achievement of PNC capacity building objectives;
- Oversee the management of activities undertaken by the PNC, ensure that programmed activities are carried out in a timely fashion and co-ordinate work in the different areas both within the Police, and with other organizations of the Government and United Nations System as appropriate;
- Through the administrative and support capabilities of the PNC, facilitate the provision of capital infrastructure, personnel, training, vehicles and equipment, communications, systems and policies for the full spectrum of service delivery responsibilities of PNC;
- Participate in international, regional or national meetings and provide programmatic/substantive expertise on an issue or hold programmatic/substantive and organizational discussion as with representatives of other institutions;

- Regularly consult and collaborate with UN agencies, international and national NGOs, judicial offices, correction offices, humanitarian, human rights, bilateral/multilateral donors, members of civil society, and members of the national government on police development and administration requirements relevant to the UN mandate;
- Assist in the development and implementation of the capacity enhancement and overall institutional development plans for the local law enforcement agencies through a wide-ranging consultation process which will engage international and national partners;
- Assessing the needs of the PNC (Congolese National Police) in the areas of responsibility in close coordination with national actors, UN system partners and contribute to the development of bilateral aid/support proposals;
- Contributes to the development and monitoring of the implementation of the Mission Implementation Plan, UN Police CONOPs, SOPs, Guidelines and Policies and ensures that activities of the UN Police are directed towards the achievement of the overall goal of the mission;
- Assist the Police Commissioner in the provision of inputs for the Secretary-General's reports to the Security Council and other documents as they may pertain to law enforcement matters;
- Performing other functions that are consistent with the mandate provided by the Security Council Resolution and may be required by the mission leadership, relating to the management of the UN police component;
- Provide leadership to the police component of the mission during the absence of Police Commissioner and perform any other duties as assigned by the Police Commissioner in fulfilment of the mandate;

COMPETENCIES:

Professionalism: Displays commitment to human rights and the ability to give the necessary prominence to human rights; 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. Strong negotiation and conflict-resolution skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

Client orientation: 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 and setbacks in projects; meets time line for delivery of products or services to clients.

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.

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. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.

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; proposes a course of action or makes a recommendation based on 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 (Master's 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 university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Advance training for command/senior staff is highly desirable. Graduation from a certified Police Academy or other national or international Law Enforcement Institution is required.

Work Experience: A minimum of 10 years (12 years in absence of advanced degree) of progressive and active policing service/experience both at the field and national police headquarters level including 7 years of active police experience at senior policy making level, with extensive strategic planning and management experience in areas such as operations, human and financial resources, crime management, police administration and, police training and development; practical command level experience of running a department or a region or state level police units, Highly developed advisory, coaching/mentoring skills, well-developed consultation, effective negotiation and written communication skills; in-depth planning (strategic and operational) and organizational skills especially working in a multicultural environment. Previous UN or international experience is an advantage.

Rank: Rank required for a P-5 is Senior/Chief Superintendent of Police, Deputy Police Commissioner, Colonel, other equivalent or higher rank

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

Preference will be given to equally qualified women candidates.

Date of Issuance: 5 November 2018

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

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.