

Government of Pakistan
Ministry of Interior
National Police Bureau

F.No.1/3/2018-DD(P)

Islamabad, the 19th March 2018

To

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 Director General, Intelligence Bureau, **Islamabad.**
The Director General, Federal Investigation Agency, FIA HQs, **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: **MINUJUSTH- Nomination of Individual Police Officers for the post of Police Commissioner, D-2**

I am directed to enclose herewith a copy of Military Adviser's Office Pakistan Mission to United Nations, New York letter No.Mily-4/2/2018 dated 15th March 2018 alongwith its enclosures on the subject cited above.

2. It is, requested that suitable nominations of police officers against the vacancy mentioned in the above referred letter, who fulfill the criteria of UN may kindly be furnished by **30th March, 2018** positively for onward submission to concerned quarters. Duly filled relevant forms may be forwarded to this office before the deadline. Scanned copies of passport may also be sent by email npb.un2016@gmail.com. Kindly ensure that all forms are complete in all respects. Incomplete forms and nominations received after the due date will not be entertained/ processed.

3. This issues with the approval of competent authority.

Encl: As above.


(Muhammad Shahid)
Deputy Director (Police)
Tel: 051-9219966

CC:

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

Police Section
By No. 639/018
Dated 26/3/18

Plz. placed the same on the website of MoI.
DS (Adnan)
26-3-18

Shahid
ROHAIL BHATTI
Section Officer (Police)
Ministry of Interior
Islamabad

Military Adviser's Office
Pakistan Mission to the
United Nations, NY
No: Mily-4/2/2018
Ph: (212) 879-8600 Ext. 142
Fax: (212) 744-7348
E-mail: pakmushir@gmail.com
15 March 2018

FAX

IMMEDIATE

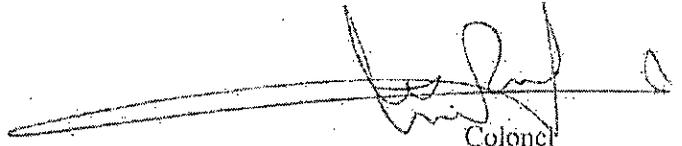
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To : Mr. Arshad Mirza
Additional Secretary
Ministry of Interior
Fax: (9251) 9202515

Subject: MINUJUSTH – Nomination of Individual Police Officers for the Post of Police Commissioner, D-2

1. Please find attached a copy of UN Circular Note Verbale No. DPKO/OROLSI/PD/2018/046 of 12 March 2018 inviting nominations of individual police officers in active service for the post of Police Commissioner, D-2 in the United Nations Mission for Justice Support in Haiti (MINUJUSTH). Details concerning the post are provided in the attached Job Opening No. 2018-MINUJUSTH-69123-DPKO, along with Application Procedures for Positions in Political Mission Requiring Official Secondment from National Government of Member States of the United Nations. Proficiency in French and English languages (both oral and written) is required. The UN deadline for the receipt of nominations documents is **15 April 2018**.

2. Forwarded for information/action, please.



Colonel
Military Adviser
(Umar Sharif)

*plz. put-up to police Section
on or before 15th April, 2018.*

DG (NPB)

Shahid
15/3
Director General
National Police Bureau
Ministry of Interior
Islamabad

16/3
DG NPB AD Try

(13)

Police Section
386
Dy No. 14/3
Dated.

3/15/18
15/3/18

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DPKO/OROLSI/PD/2018/046

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 Mission for Justice Support in Haiti (MINUJUSTH), 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-MINUJUSTH-69123-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-0716, 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.

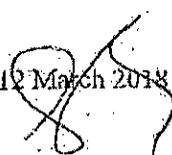
The Secretariat wishes to reiterate that promoting and encouraging respect for human rights is a core purpose of the United Nations and central to the delivery of its mandates. Should the Secretariat become aware of grave human rights violations which give rise to concerns as to the record and performance 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 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.


12 March 2018

United Nations



Job Opening for Position carrying official recruitment from national governments of Member States of the United Nations Organization. Appointments are limited to service posts financed by the support account of peacekeeping operations.

Post title and level	MINUJUSTH Police Commissioner, D-2
Organizational Unit	United Nations Mission for Justice Support in Haiti
Duty Station	Haiti
Reporting to	SRSG through Principal DSRSG
Duration	12 Month (extendible)
Deadline for applications	15 April 2018
Job Opening number	2018-MINUJUSTH-69123-DPKO

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

RESPONSIBILITIES:

Under the overall supervision of the Principal Deputy Special Representative of the Secretary General (PDSRSG), and within the limits of delegated authority, the MINUJUSTH Police Commissioner will be responsible for, but not limited to, the performance of the following duties:

- Advises the SRSG/DSRSG and other UN mission leaderships on issues related to the implementation of the mandate of the police component and provide regular reports on key issues and work program implementation;
- Advises and assists the national senior police leadership of the host state in all aspects of police administration and management in support of the implementation of the peace agreement;
- Advises the SRSG on matters relating to the assistance/support requirements needs for the development of the national police of the host state in line with the international standards of policing;
- Leads and manages the development and implementation of the capacity enhancement and overall institutional development plans for the host state national police through a wide ranging consultation process which will engage international and national partners;
- Assists the national authorities in the development of police operational plans to enhance the law and order and public security provisions in the country and operationally supports in their implementations.
- Provides advice and guidance to national authorities about the reform and strengthening of the police system in line with the local reality and relevance that will include issues relating to international human rights standards, implementation of strategic planning processes, legislative proposals, development of policy and procedures, rehabilitation of facilities, management of police in accordance with international guidelines, police administration, budget management, human resource management, performance management and staff training;
- Assess the needs of the host state police in close coordination with national actors, UN system partners and contribute to the development of bilateral aid/support proposals;
- Provides an overall oversight and guidance in regard to all UN Police operational activities within the framework of Mission mandate.

- Manage, guide, develop and train staff under his/her supervision; properly utilizing all available police resources including the formed police units, for mandate implementation;
 - Guides and supports the development and implementation of a comprehensive training initiatives, including the development and implementation of a host state national training framework, policy and programs for all levels of police staff;
 - Regularly consult and collaborate with UN agencies, international and national NGOs, judicial officers, correction officers, bilateral/multilateral donors, members of civil society, and members of the host state national government on police issues relevant to the UN mandate;
 - Coordinates and supports UN Human Rights Office initiatives relating to police monitoring, development of accountability mechanisms and police training;
 - Coordinates all UN activities related to police reform and provides necessary guidance to national and international staff in the Mission.
 - Participates in Mission senior management team meetings contributing towards the smooth operations of the mission.
 - Supervises and helps in developing the skills, competencies and experience of all staff members that the Mission may determine to hire to directly support the work of the Police Component
 - Make proposals to the Police Division on the skill set and qualification of the UN Police Component personnel required for the efficient implementation of the UN Police mandate. Ensures timely and transparent staffing of positions within the Police Component in accordance with the police officers' background, expertise and experience and in compliance with the principles of respect for diversity, as well as geographic and gender balance
 - Regularly consult and collaborate with the Head of the Mission's Military Component on the joint use of police and military personnel in response to various security contingencies in the mission area, in particular on the use of formed police units in response to crowd management and other possible public order incidents;
 - Coordinates with UN Human Rights Office, Office of Humanitarian assistance, Elections, DDR and other relevant components within the mission agencies in relation to police monitoring, development of accountability mechanisms and staff training;
-
- Performs other functions as are consistent with the mandate provided by the Security Council Resolution and as may be required by the SRSG/DSRSG, relating to the management of UN 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. 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

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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.

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.

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, 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 Training Institution is required.

Work Experience: A Minimum of 15 years (17 years in absence of advanced university degree) of progressive and active policing service/experience at the field and national police headquarters level, including 10 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 a 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 D-2 is Senior/Chief Superintendent of Police, Police Commissioner, Chief of Police, Deputy Inspector General, equivalent to Brigade-General in the military or higher rank.

Languages: Proficiency in French and English languages (both oral and written) is required. Creole is an advantage.

Preference will be given to equally qualified women candidates.

DATE OF ISSUANCE: 7 March 2018

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

APPLICATION PROCEDURES FOR PROFESSIONAL CONTRACTED POSITIONS IN UNITED NATIONS POLICE COMPONENTS IN PEACEKEEPING OPERATIONS OR SPECIAL POLITICAL MISSIONS REQUIRING OFFICIAL SECONDMENT FROM NATIONAL GOVERNMENTS OF UN MEMBER STATES

Outlined below are the procedures to be followed by Permanent Missions for the presentation of candidates to professional posts requiring secondment from active police services, which are open for recruitment within UN peacekeeping operations or special political missions. In the interest of promoting an orderly process and to avoid delay in the consideration of applications, Permanent Missions are respectfully requested to adhere closely to these procedures.

1. The above mentioned posts are reserved only for candidates recommended by Member States through their Permanent Missions to the United Nations. Candidates applying independently will not be considered. It is requested that applications be submitted as soon as possible but not later than deadline specified in each Job Opening announcement. Applications received after the deadline will not be considered.
2. All applications must be submitted in a duly completed typed (not hand-written) and signed United Nations Personal History Form (P-11) along with Academic and Employment Certification Form (attachment to P-11 form). Applications using other formats will not be accepted, but additional information may be attached to the P. 11. For the convenience of the Permanent Mission, a P-11 form and attachment are enclosed as samples to be photocopied as needed.
3. Selection for service with the United Nations is made on a competitive basis. It is therefore essential that all the Personal History Forms be completed with a view to presenting the candidates qualifications and experiences as they relate to the requirements as set out in the relevant Job Opening. In the event a Permanent Mission wishes to recommend a candidate for several posts, a separate Personal History Form should be submitted for each post.
4. In accordance with the Policy on Human Rights Screening of UN Personnel, Permanent Mission is requested to provide human rights certification for all nominees. The following language must be included in a nomination note verbal: *"The Government of is hereby confirming that none of the nominated candidates has been convicted of, or is not currently under investigation or being prosecuted for, any criminal or disciplinary offence, or any violations of international human rights law or international humanitarian law. The Government of also certifies that it is not aware of any allegations against the 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."*
5. 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 self-attestation must be attached to the P-11 form and contain the following wording: **I attest that I have not committed, been convicted of, nor prosecuted for, any criminal or disciplinary offence. I attest that I have not been involved, by act or omission, in any violation of human rights law or international humanitarian law.** The applications without signed individual self-attestations will not be accepted.
6. The Government is also requested to certify that there was no corruption or fraud in the nomination procedures of police officers on secondment to the United Nations.
7. Permanent Mission are requested to present their candidates in one single submission, in accordance with the deadline date specified in the Job Opening, under cover of a note.

verbale listing the names of the candidates, post title(s) they are nominated for and the corresponding vacancy announcements.

8. Applications must be hand-delivered by Permanent Mission to the Police Division Selection and Recruitment Section, Office of Rule and Law and Security Institutions, Department of Peacekeeping Operations at 1 UN Plaza, 7th floor, room DC1 -0716, in accordance with the specific directions in the relevant Note Verbale.
9. Upon delivery of the applications, the Selections and Recruitment Section will acknowledge the receipt to the individual making the delivery.
10. Communication regarding this process will be through the Permanent Mission only. The Secretariat will not entertain personal queries from individual applicants.

23 February 2018