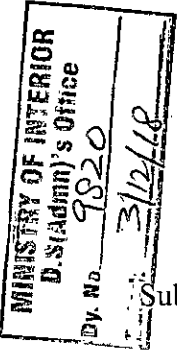


Government of Pakistan
Ministry of Interior
National Police Bureau

F.No.2/11/2018-UN
To

Islamabad, the 28th November 2018

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, Federal Investigation Agency, FIA HQs, **Islamabad**
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:

UNAMID: Vacancy Announcement for the post of Senior UN Police Advisor (Capacity Building Coordinator) P-5

I am directed to enclose herewith a copy of Military Adviser's Office Pakistan Mission to United Nations, New York email dated 15 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 email, who fulfill the criteria of UN may kindly be furnished by **13 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 rohailmoid@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.

(Muhammad Shahid)
Assistant Director
Tel: 051-9219966

CC:

PS to DG NPB
Section Officer (Police), M/I, Islamabad

To be placed on the website of M.O.I, please.

17/11/18
ROHAIL BHATTI
Section Officer (Police)
Ministry of Interior
Islamabad

Wazir
4/12/2018

S.A.I.T.

3-12-18

Dy. No. 293/18
Dated: 27/11/18
National Police Bureau
Director's Office

IMED
General Headquarters
GS Branch MO Dte
Rawalpindi
Tel: 30944
57/5/SO/DPKO/MO-11C-79PPJ3
16 Nov 2018

Mr Alam Zeb
Joint Secretary (CAF)
Ministry of Interior
Islamabad

Mr Rohail Bhatti,
Section Officer (Police)
Minsitry of Interior
Islamabad


DO/PPS
1228/18
26/11

Subject: **UNAMID: Vacancy Announcement for the post of Senior UN Police Advisor (Capacity Building Coordinator, P-5)**


Copy of Pakistan Mission to the United Nations, New York email dated 15 November 2018 is enclosed for information/ necessary action, please.

17/11/18
22/11

DIG NPB / Shalida
discuss-pl


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

on file pl, on or before
14-12-2018
Bhatti
22/11/18
AS to DG (NPB)


Director General
National Police Bureau
Ministry of Interior
Islamabad
26/11
DIG NPB
AD/NPS 2

**Fw: UNAMID: Vacancy Announcement for the post of Senior UN Police Advisor
(Capacity Building Coordinator, P-5)**



-
-
-
-

muhammad khan <thetopgun2016@outlook.com>

Thu 11/15/2018, 4:53 AM

You

P11supplementarysheets.docx

23 KB

APPLICATION PROCEDURES P POSTS in the field - Oct 2017.doc

31 KB

EACF.docx

30 KB

Guidance on filling P11 form.pdf

2 MB

P11.docx

43 KB

Signed NV.pdf

3 MB

JD - P-5.pdf

188 KB

Show all 7 attachments (4 MB)

Download all

Save all to OneDrive

Dear Rohail Bhatti,

AoA,

Please find attached UN Police Division's e-mail message, along with its enclosures requesting nominations for the post of Senior UN Police Advisor (Capacity Building Coordinator, P-5) in UNAMID for your nomination and necessary action.

Best Regards



**Colonel Umar Sharif,
Military and Police Adviser
Permanent Mission of Pakistan to the United Nations**

**8 East 65th Street New York, NY, 10065
Tel: +1 (212) 879-8600 Extn 142
Fax: +1 (212) 744-7348**

This e-mail and any attachments may contain sensitive and privileged information. If you are not the intended recipient, please notify the sender immediately by return e-mail; delete this e-mail and destroy any copies. Any further dissemination or use of this information by a person other than the intended recipient is unauthorized and will be treated as illegal use of information.

**"From: Mao He <hem@un.org>
Date: Wed, 14 Nov 2018 at 16:17
Subject: UNAMID: Vacancy Announcement for the post of Senior UN Police Advisor
(Capacity Building Coordinator, P-5)
To: Mao He <hem@un.org>**

Dear Sir/Madam,

Kindly find the attached package in respect of vacancy announcement for the post of Senior UN Police Advisor (Capacity Building Coordinator, P-5) in UNAMID for your nomination.

Regards

**Mao HE
Selection and Recruitment Officer**

Selection and Recruitment Section
Police Division, OROLSI
Department of Peacekeeping Operations
DC1-0782 United Nations, New York, NY 10017
E-mail: hem@un.org
Tel: 212-963-2690

--
Best Regards



Colonel Umar Sharif,
Military and Police Adviser
Permanent Mission of Pakistan to the United Nations

8 East 65th Street New York, NY, 10065
Tel: +1 (212) 879-8600 Extn 142
Fax: +1 (212) 744-7348

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DPKO/OROLSI/PD/2018/215

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 African Union/United Nations Hybrid Operations in Darfur (UNAMID), 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 of Senior UN Police Adviser, P-5 (Capacity Building Coordinator). Also attached are the "Application Procedures for Positions in United Nations Police Components in Peacekeeping Operations and Special Political Missions Requiring Official Secondment form, 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 DC1-0782**, 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

UNITED NATIONS

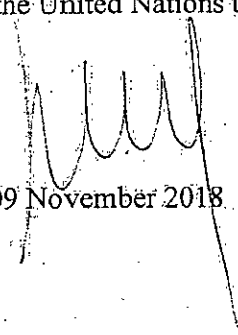


NATIONS UNIES

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.

This recruitment is subject to reconfiguration of the mission and approval of legislative bodies continuity of the post.

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.


09 November 2018

**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 -0782**, 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.

September 2018

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	Senior UN Police Adviser, P-5 (Capacity Building Coordinator)
Organizational Unit	UN-African Union Hybrid Operation in Darfur (UNAMID)
Duty Station	Zalingei, Darfur Central State
Reporting to	Deputy Police Commissioner
Duration	12 Month (extendible)
Deadline for applications	09 January 2019
Job Opening number	Subject to Budget

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

RESPONSIBILITIES:

In compliance with the UN mandate and under the supervision and substantive guidance of the Police Commissioner, the Senior UN Police Adviser (Capacity Building Coordinator) will be responsible for designing, implementing, monitoring and evaluating police capacity building and development of projects and programmes for the Sudan Police Force (SPF). The Senior UN Police Adviser (Capacity Building Coordinator) will coordinate the works of the States Liaison Functions, Khartoum Liaison functions, Specialized Police Teams and Mobile Training Teams. Within the limits of delegated authority. The Senior UN Police Adviser (Capacity Building Coordinator) will be responsible for, but not limited to, the performance of the following duties:

- Manage and oversee program design and delivery for all capacity building-related activities targeted at enhancing the capacity of the SPF;
- Provide lead technical direction/technical assistance in activity planning for the program's capacity development strategy;
- Coordinate with appropriate stakeholders in all aspects of project planning, monitoring, and implementation capacity building and development activities;
- Participate in program monitoring, evaluating and periodic reporting related to capacity building and development;
- Serve as a liaison officer with partners in the field, including Sudan Police Force, NGOs, INGOs, UNCTs and others to ensure adequate capacity of the SPF is built;
- In collaboration with UNCT, conduct a comprehensive analysis of the training needs including an in-depth analysis of skills requirements of the SPF in Darfur;
- Prepare project proposal for the implementation of donor funded Police projects and infrastructure for sustaining the development of SPF;
- Develop standardized basic, advanced and specialized training of trainer's programs in consultation with SPF in the various Darfur states for the smooth and gradual transfer of tasks to SPF;
- In partnership with SPF Training department develop curricular for implementation of community orientated policing initiatives in conjunction with the United Nations Country Team on core policing

- areas including Sexual and Gender Based Violence, Child Protection and human rights pursued through engagement with the State Liaison Functions;
- Design evaluation / assessment methods to determine if the training is being delivered effectively;
 - Assists the SPF in developing comprehensive training policies that are in line with the strategic vision of the Sudanese police and implement programs for the Sudanese Police training schools and other police training facilities, including overall human resource development policy and in consonance with internationally accepted standards;
 - Provide Supervision and oversight for programmatic and other police funded projects in the mission area.
 - Assist the SPF in the development of structures and coordination mechanisms for mainstreaming gender into SPF including support for the creation of awareness on gender related issues.
 - Advise the local police in the management and administration of the police training institutions and in the development of basic, advance and specialized training programs including Train-the-Trainer's Program.
 - Continuously develop and implement the in-mission induction training for UN Police officers assigned to the mission;
 - Working with national and international bodies to fully assess the capabilities and needs of the SPF in Darfur and making recommendations for change;
 - Monitoring capacity enhancement and overall institutional development of the SPF;
 - Providing strategic guidance to UNAMID Police for monitoring and mentoring of local police and together with UN trainers oversee the production of a training package for UNAMID Police in this regard;
 - Ensuring that UNAMID Police assets and personnel under his/her supervision are utilized efficiently, effectively and economically;
 - Contributing to the development of UNAMID police component in order to ensure that it continuously evolves to meet changing demands and circumstances preparing short-term and long-term plans as appropriate;
 - As appropriate, delegate functions and responsibilities to qualified UNAMID Police personnel under his/her supervision;
 - Perform other tasks as may be directed by the DPC in fulfillment of the mandate.
 - Performing 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 ensures the equal participation of women and men in all areas of work. 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

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 openness in sharing

information and keeping people informed. Communicates effectively with a wide range of international and national agencies, partners and people of different national and cultural backgrounds.

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.

QUALIFICATIONS:

Education: An advanced degree (Masters or equivalent) in Project Management, Change Management, Business or Public Administration, Development Studies, Criminal Justice or a related International Development, Social Sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in International Development, including planning and training and community policing experience may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is also required.

Work Experience: A minimum of 10 years (12 years in absence of advanced degree) of relevant progressive responsible experience in law enforcement in a national law enforcement agency at the strategic, operational, and managerial level. At least seven (7) years of practical experience in such areas as project management, police administration, human and/or financial resources managements, police policy development, training and community policing experience are required. Peacekeeping or other international experience in the UN or other organizations is desired.

Rank: 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 English is required. Knowledge of Arabic Language is an advantage.

Attention: The availability of this newly-created position is subject to the budget of UNAMID which is pending for approval.

Preference will be given to equally qualified women candidates.

Date of Issuance: 09 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.