

No.21023/17/2025-PP
Government of India
Ministry of Home Affairs
[Police-II Division]

Kartavya Bhavan-3, New Delhi
Dated 13th Oct, 2025

To

Col Tarunendra Pratap Singh
Military and Police Advisor
PMI to UN, New York
(Through Email)

Subject- Vacancy announcement for the post of Senior Police Adviser (P5) in United Nations Peacekeeping Force in Cyprus (UNFICYP) – reg.

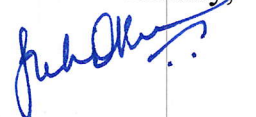
I am directed to invite attention to this Ministry's letter dated 25.09.2025 and PMI to UN's email dated 30.09.2025 on the subject cited above and to convey approval of the competent authority for nomination of following 02 officers for the post of Senior Police Adviser (P5) in UNFICYP on secondment for a duration of one year (extendible):-

- (i) Shri Vineet Kapoor, IPS (MP-2010), DIG, Bhopal, Madhya Pradesh
- (ii) Shri Manmohan Singh, DIG, SSB

2. All the requisite documents in r/o above officers are also attached. It is requested that the nominations may be forwarded to Police Division, UNHQ for selection process and convey the outcome to this Ministry.

Encl: As Above

Yours faithfully,



(Juhi Verma)
Director (Pers-Coord)
Tele-24010094

Copy to :

- (i) Chief Secretary, Madhya Pradesh
- (ii) DGP, Madhya Pradesh
- (iii) DG, SSB
- (iv) OSD(UNP), MEA, JNB, New Delhi
- (v) SO (IT), MHA: With the request to upload the above communication on MHA website (Police Division-II (Secondment vacancies) and also under "what's new".

Human Rights Certificate

“The Government of India 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 India 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.”

- (i) Shri Vineet Kapoor, IPS (MP-2010), DIG, Bhopal, Madhya Pradesh
- (ii) Shri Manmohan Singh, DIG, SSB

Fwd: Vacancy announcement for the seconded posts of Senior Police Adviser (P5) in UNFICYP-reg.

Shashi Mishra <us-polfin6@mha.gov.in >

Fri, 19 Sep 2025 10:52:07 AM +0530

To "Dharmendra Kumar"<police2-un@mha.gov.in>

==== Forwarded message =====

From: Shri Ashish Kulhade <so.homeb2@mp.gov.in>

To: "JUHI VERMA" <juhiverma@nic.in>, "Shashi Mishra" <us-polfin6@mha.gov.in>

Date: Wed, 17 Sep 2025 17:06:18 +0530

Subject: Vacancy announcement for the seconded posts of Senior Police Adviser (P5) in UNFICYP-reg.

==== Forwarded message =====

R/Sir,

Please find attached document regarding above subject.

Regards.

Ashish Kulhade,

Section Officer (IPS Est.)

Home Department, GoMP,

Mantralaya, Vallabh Bhawan, Bhopal, M.P.,

0755-2708069

Regards,

Shashi Bodh Mishra

SO(PP), P-II Division

Kartavya Bhawan-03, MHA

2 Attachment(s)

P5 Vineet Kapoor.pdf

20.4 MB

ACR Grading Vineet Kapoor.pdf

203.3 KB

क्रमांक-1/1/1/0737/2025/बी-2/दो
मध्य प्रदेश शासन
गृह विभाग
मंत्रालय, वल्लभ भवन, भोपाल

प्रेषक,

अन्नू भलावी
अवर सचिव

प्रति,

सुश्री जूही वर्मा,
निदेशक (Pers-Coord),
भारत सरकार, गृह मंत्रालय,
नार्थ ब्लॉक, नई दिल्ली-110001

भोपाल, दिनांक- 17/09/2025

विषय- United Nations में नियुक्ति के संबंध में - श्री विनीत कपूर, भापुसे (2010)।

—00—

महोदय,

उपर्युक्त विषय में आपके पत्र क्र. 21023/17/2025, दिनांक 22 अगस्त, 2025 के संदर्भ में श्री विनीत कपूर, भापुसे, उप पुलिस महानिरीक्षक/पी.एस.ओ टू डी.जी.पी, पुलिस मुख्यालय, भोपाल द्वारा United Nations के अंतर्गत Senior Police Adviosr (P-5) के पद पर नियुक्ति हेतु निर्धारित प्रपत्र में प्रस्तुत आवेदन पत्र अनुशंसा सहित आवश्यक कार्यवाही हेतु संलग्न प्रेषित है।

2/ पुलिस मुख्यालय से प्राप्त प्रतिवेदन अनुसार श्री विनीत कपूर, भापुसे के विरुद्ध अपराधिक प्रकरण/सतर्कता तथा विभागीय जांच लंबित नहीं है।

3/ कृपया प्रकरण में लिये गये निर्णय से विभाग को अवगत कराने का कष्ट करें।

संलग्न-उपरोक्तानुसार।

भवदीय

Digitally signed by
ANNU BHALAVI
Date: 17-09-2025
16:29:32

(अन्नू भलावी)

POLICE HEADQUARTERS, MADHYA PRADESH, BHOPAL
HR CERTIFICATE

"The Police Headquarters, Madhya Pradesh, Bhopal is hereby confirming that neither **Shri Vineet Kapoor**, working as **PSO to DGP, Police Headquarters, Bhopal, M.P.** has been convicted nor currently under investigation or being prosecuted for, any criminal or disciplinary offence, or any violations of International Human Right Law or International Humanitarian Law.

The Police Headquarters, Madhya Pradesh State, Bhopal also certifies that it is not aware of any allegations against the nominated candidate that she has committed or been involved, by act or omission, in the commission of any acts that may amount to violations of International Human Right Law of International Humanitarian Law".

Dated :- 04.09.2025

Place :-Bhopal

(Adarsh Katiyar)
Special Director General
(Administration)
Police Headquarter, Bhopal
Adarsh Katiyar, IPS
Special D.G.P. (Admin.)
PHQ, MP, Bhopal

BIO-DATA Proforma

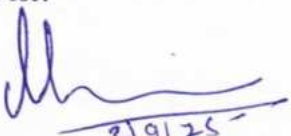


Name of Post(s) Applied Senior Police Adviser (P5) in UNFICYP Department of Peace Operations,

- **Job Opening Number**
Vacancy Announcement Number: DPO - UNFICYP- 0194 -2025
- **Name of the Officer (as per official documents) Vineet Kapoor IPS**
- **Designation/Rank, Organization, Pay scale/level** DIG Community Policing- Rank DIG, Indian Police Service-MP Cadre, Pay Scale 13A- (Basic Pay- Rs 198300 per month)
- **Present Place of Posting –** Bhopal- MP
- **In the case of officers on Deputation with other organization:**NA
Name of Parent Organization/Name of organization presently employed
Date of Deputation/Expected Date of repatriation to parent cadre/organization
- **NoC from Parent Cadre (if on deputation) mandatory :**Yes
- **Date of Birth –** 28 Sept 1970
- **(a) Educational qualification-** PHD / MA.
(b) Required qualification as per applied job/posts- (Yes)
- **Date of Joining Police Service-** 02/01/1995
- **Date of Superannuation-** 30/09/2030
- **Service/Cadre/Batch:-**IPS-2010/ MP Cadre.
- **Previous UN Experience-** UNMIK-2003-2004.UN Mission in Kosovo.
- **Other Foreign/international Experiences-**
 - *-Recipient of Best Community Safety International Award for Community Police Initiative through ICAP, (International Association for Chiefs of Police) Boston USA, 2024*
 - *-Visiting Fellowship to work on 'Peace Keeping Research related to Public Order Management and Social Conflict through Community Policing', at Democracy Lab, Univ of Virginia USA year 2019-20,-Research on ''Democratic Police Accountability and Human Rights imperatives for UN Development Agencies'-research assignment at London School of Economics -London UK -2009.*
 - *British Chevening Human Rights Award by UK Foreign Office for Police Human Rights Training*
 - *Safety Security and Access to Justice- Training lead Police Reforms (DFID lead master trainer development in UK) -GoI- UK Govt joint project 2002.*
- **Contact Details: Telephone No**
Office -0755-2443526
Residence- 9425150465
Mobile- 9425150465
E-mail- Kapoorvineet28@gmail.com
- **APAR/ACR Gradings of Last 05 years(mandatory): -**
- **Outstanding Achievements, if any—**given in P11 form.
National /International recognition in the field of Evidence Based Policing, Public Order,Community Policing, Police Training andResearch, relevant to UN Peacekeeping and for the post applied.

- *International Community Safety Award for the year 2024 for Best Community Police Initiative given by International Association of Chief's of Police at IACP Conference Boston.*
 - *Recognition as a Fellow of the Cambridge Centre for Evidence Based Policing Cambridge University Cambridge UK 2024.*
 - *Recognition as a special speaker on community police initiatives for women and girl's safety at the 'World Safe Cities for Women Conference' at Ecuador organized by UN Women 2023.*
 - *Member of National Committee on Standardizing Police Syllabi (for Indoor Subjects) through the Bureau of Police Research and Development MHA, GoI. -2023- 2025 conitnuing.*
 - *-Recognition as Visting Scholar and Professor of Practice at Democracy Lab, University of Virginia USA for action research on Women's Security, Access to Justice and Community Policing Solutions for Conflict Prevention in Multicultural Societies having imperatives for UN Peacekeeping 2019-20.*
 - *-Recognition as Honorary Professor at National Law University Delhi for Polie Training Victim Justice and Community Police and Access to Justice Promotion 2017.*
 - *Award of PHD in Police Training , Human Rights Mainstreaming and Organization Socialization at Tata Institute of Social Sciences Mumbai 2013-2017.*
 - *Member National Police Mission BPRD- MHA for Micro Missions related to Human Resources (special contributor to Community Policing) 2017 onwards.*
 - *Visting Fellow at the London School of Economics at its Human Right Centre for research work related Police Accountability in Democratic Societies multinational comparisons.2009*
 - *British Chevening Human Rights Fellow at University of Essex research on Mainstreaming Democratic values and Human Rights in Police Training 2004-5*
 - *Master Trainer for Police Training Reforms in India through Indo-British Project on Police Training and Reforms Project coordinated by BPRD -MHA and UK DFID 2001-2003*
- **Last Five(years) work profile/experiences- Details given in P11 form.**
DIG/Principal Staff Officer to the DGP -job responsibility: organization wide coordination and advisory role to DGP with additional charge DIG Community Policing -4th Aug 2023 to Present.
DIG Community Policing for the state of Madhya Pradesh along with the charge of Principle Staff Officer to the DGP of MP -4th Aug 2023 to Present (currently serving)
- DCP Headquarters and Administration along with in-charge Community Policing for the Police Commissionerate of Bhopal- Position held from 31st Dec 2021-to- 4th Aug 2023
- Deputy Director of Police Training Academy for MP Police -01June 2020 to 30th Dec 2021.-

I hereby certify that, I fulfil the eligibility requirement notified for the post applied for.


 31/9/25
Signature of applicant

Vineet Kapoor IPS
 DIG. MP Police.

UNITED NATIONS

Employment and Academic Certification

Attachment to Personal History Profile (P11)

TO BE COMPLETED BY CANDIDATE:

1. PERSONAL DATA :			
Family Name: Kapoor	First name: Vineet	Middle names:	Gender: M Male
e-mail address: Kapoorvineet28@gmail.com			

2. POSITION/S O WHICH YOU ARE APPLYING	
Title: Senior Police Adviser (P5) in UNFICYP Department of Peace Operations	Job Opening Number : DPO - UNFICYP- 0194 -2025

Military Service History/Police Service History

3. MILITARY SERVICE HISTORY/ POLICE SERVICE HISTORY			
Date of Commission (for military officers) or date of enlistment/entry o service (for police officers):			
Current rank:	Date Last Promoted:	Date eligible for Promotion to next rank:	Projected Retirement date from current rank:
DIG (Deputy Inspector General of Police)	1/01/2024	Jan 2028	30 Sept 2030
Branch/Corp/Mustering Civilian Police			
Sub Specialisation/additional qualifications <ul style="list-style-type: none"> Senior Level Police Organizational Coordination, Advising, Liaison, Monitoring and Mentoring Command level Administration, Senior Management role in Planning and Program Implementation Police and Security Sector Reforms; Human Rights and Ethics Mainstreaming Police Training and Training Needs Analysis. Capacity Building, Mentoring and Training Management Evidence Based Policing, Reforms and Research – promoting evidence informed policy and practice Community Policing and Police-Public interface, conflict management through community police solutions Institutionalizing Community Safety based Police Reforms and Mainstreaming Democratic Policing Norms Public Order Management and Policing - Peacekeeping and Rule of Law standard setting Ending Violence Against Women & Children – institutionalising reforms and Community safety innovations. 			
Additional qualifications <ul style="list-style-type: none"> - <i>PHD on Organizational Socialization of the Police and Human Rights Mainstreaming in Police Training and Capacity Building, TISS -Unive Mumbai -2017.</i> - <i>Recognized as Fellow of the Cambridge Centre for Evidence Based Policing- Cambridge Univ UK 2024</i> - <i>Member of National Committee on Standardizing Police Syllabi (for Indoor Subjects) through the Bureau of Police Research and Development MHA, GoI. -2023- 2025 conitnuing.</i> - <i>-Visting Scholar and Professor of Practice at Democracy Lab, University of Virginia USA for action research on Women’s Security, Access to Justice and Community Policing Solutions for Conflict Prevention in Multicultural Societies having imperatives for UN Peacekeeping 2019-20.</i> - <i>Member National Police Mission BPRD- MHA for Micro Missions related to Human Resources (special contributor to Community Policing) 2016 onwards.</i> - <i>Selected as an expert member for in DDG (Doctrine Development Group) which was a UNDPKO selectin under the Strategic Guidance Framework to develop doctrines for International Peacekeeping. Remote position expert on Monitoring, Mentoring and Advising</i> 			

- Recognition as Honorary Professor at National Law University Delhi for Police Training Victim Justice and Community Police and Access to Justice Promotion 2017.
- Visiting Fellow at the London School of Economics at its Human Right Centre for research work related Police Accountability in Democratic Societies multinational comparisons.2009
- British Chevening Human Rights Fellow at University of Essex research on Mainstreaming Democratic values and Human Rights in Police Training 2004-5
- Master Trainer for Police Training Reforms in India through Indo-British Project on Police Training and Reforms Project coordinated by BPRD -MHA and UK DFID 2001-2003

Awards, Recognitions and Research - relevant to the position

- International Community Safety Award for the year 2024 for Best Community Police Initiative given by International Association of Chief's of Police at IACP Conference Boston
- Recognition as a special speaker on community police initiatives for women and girl's safety at the 'World Safe Cities for Women Conference' at Ecuador organized by UN Women 2023.
- Research Papers and Documents on Community Safety.
- Research and Training Documents on Police Training, Women's Safety and Child Protection
- Research Papers on Community Policing Solutions for Conflict Prevention and Peacekeeping,
- Research Papers on Multicultural Policing and Community Policing

Are you currently working for the United Nations?

Yes,

No

If Yes Please Explain: -----

4. DEGREES AND ACADEMIC DISTINCTIONS OBTAINED :				
	NAME OF INSTITUTIONS, PLACE AND COUNTRY, (Please give complete address)	ATTENDED		RANK AND DEGRESS OBTAINED
		From Month/Year	To Month/Year	
Military or Police Degrees.	<u>Military Academy</u> (and/or similar military officer institution) -name and address: NOT APPLICABLE			RANK OBTAINED DEGREE OBTAINED
	<u>Command and Staff College</u> (and /or similar military officer institutions)- name and address			RANK OBTAINED DEGREE OBTAINED
	<u>Police Academy</u> (and /or similar law enforcement training institution)- name and address Graduation from Police Academy as a Deputy Superintendent of Police Institution- Jawahar Lal Nehru Police Academy Sagar Madhya Pradesh, India.	Jan1995	Feb 1996	RANK OBTAINED – Dy SP (Deputy Superintendent of Police) DEGREE OBTAINED- Qualified Police Officer Degree for DySP Rank
Civilian Degrees	NAME of INSTITUTION, PLACE AND COUNTRY. Please give complete address	ATTENDED		DEGREES and ACADEMIC DISTINCTIONS OBTAINED
		FROM: Month/Year	TO: Month/Year	
	Tata Institute of Social Sciences, Mumbai, India.	Aug 2013	July 2017	PHD in Human Rights Police Reforms, Training & Org. Behaviour
	Human Rights, University of Essex, Colchester UK	Oct 2005	Dec 2006	MA in Theory and Practice of Human Rights and International Human Rights Law

Delhi School of Economics, Delhi University, New Delhi	Jul 1991	Aug 1993	MA in Human and Development Geography
Kirorimal College Delhi University, New Delhi-India	Jul 1988	Jun 1991	BA (Hons) Geography

Military and/or Police Training Courses/Seminars: (last two years)

5. MILITARY AND /OR POLICE TRAINING COURSES/SEMINARS: Related to the Post			
Name of Course	Date attended: From mm/yy – To mm/yy	Institution	
Community Police Solutions for Public Peace and Security- National Best Practice Review- New Delhi	April 17 th to 18 th April 2025	National Police Mission -Bureau of Police Research and Development,	
Public Order Management and Police Training and Planning Seminar -National Standardisation of Syllabi for the East Zone and North East Zone-	4-5 th April 2025	Ministry of Home Affairs Govt of India through Bureau of Police Research and Development- Central Detective Training Institute Kolkatta - Gol	
Police Training and Planning Seminar for Police Reforms -National Standardisation of Syllabi for the West Zone -Jaipur	9 th -10 th March 2025	Ministry of Home Affairs Govt of India through Bureau of Police Research and Development- Central Detective Training Institute Jaipur- Gol.	
National Standardisation of Syllabi for the Police for all states of North Zone -New Delhi	27-28 February 2025	Ministry of Home Affairs Govt of India through Bureau of Police Research and Development	
Police Training Standardization for Law Enforcement -National Standardisation of Syllabi for the Central Zone – Bhopal	09-10 February 2025	Ministry of Home Affairs Govt of India through Bureau of Police Research and Development and Central Academy for Police Training	
Police Training and Planning Seminar -National Standardisation of Syllabi for South Zone – Hyderabad	27-28 January 2025	Ministry of Home Affairs Govt of India through Bureau of Police Research and Development and National Police Academy	
Victim Support Asia Conference -International Conference -New Delhi	9-10 November 2024	National Law University Delhi in collaboration with Asian Society for Victimology	
International Police Chief's Conference and Community Safety Award IACP-Boston USA-	18-22 Oct 2024	IACP- International Association of the Chiefs of Police Washinton DC	
National Symposium on the best innovations in Community Policing for Public Order and Safety through Police Public Interface	28 Feb 2024	National Police Mission under yhe Ministry of Home Affairs Govt of India New Delhi	
The 18 th International Symposium of the World Society for Victimology -Gandhinagar	1-5 September 2024	World Society for Victimology with National Forensic Science University GandhiNagar	
Justice Inclusion and Victims Access JIVA – International Conference 2024- Bhopal	22-23 March 2024	UN Women and Collaboration with MP Police	
National Standardization of Police Syllabi National Symposium on Police Training on Indoor subjects – New Delhi	21 st February 2024	Ministry of Home Affairs Govt of India through Bureau of Police Research and Development	
National Seminar on Police Human Resource Development Innovations in Mgmt and Planning	13 December 2023	National Police Mission under the Ministry of Home Affairs Govt of India New Delhi	
International Safe Cities Conference for Women's Safety – Quito Ecuador South America	26-30 th Nov 2023	Organized by UN Women - International Seminar UN Women Headquarters New Yok	
Safe Cities for Women Conference - Bhopal	11 -12 Sept 2023	UN Women in Collaboration with MP Police and Parimal Research Centre	
National Standardization of Police Syllabi National Symposium carving out a national committee – New Delhi	23- 24 August 2023	Ministry of Home Affairs Govt of India through Bureau of Police Research and Development	
Justice Inclusion and Victims Access JIVA Conference -Bhopal	17-20 th March 2023	Unicef and Civil Society Organizations in Collaboration with MP Police	

6. EXPERIENCE IN PEACEKEEPING OPERATIONS :			
Specify UN or other, starting with your most recent experience and list in reverse order			
Dates mm/yy-mm/yy	Mission/ Operation/Location	Position/title (Milob, HQ Staff, Contgt, Adviser, International Police Officer(IPO), Police Adviser, FPU Officer, Professional Post or above)	Description of duties
May 2003 to May 2004	UNMIK UN Mission in Kosovo	UN-Deputy Regional Kosovo Police Service and Field Training Coordinator at The Border and Boundary Police Headquarters Pristina	<ul style="list-style-type: none"> - Liaison with all other police and defence services working through UNMIK, OSCE, EU and KPS(Newly formed Kosovo Police Service) in Kosovo -Police Monitoring and Evaluation . -Training Needs Analysis for Kosovo Police Service and establishing standards for them -Training Design for Kosovo Police Service - Examiner for various kinds of in service courses and basic training courses - Standard Setting , Monitoring and field evaluation of various Police officers across the Border Police jurisdiction in Kosovo - Planning and Policy adviser for developing
Other- related UNDPKO work assignment			
March 2016 - August 2016	UNDPKO - DDG	1-DDG Expert on Monitoring, Mentoring and Advising 2- DDG Expert on Operational Planning	As an expert contribute to the the UN DPKO Strategic Guidance Framework to develop doctrines for International Peacekeeping. This is a seconded expert nomination through national government through which UNDPKO has selected the expert to contribute through online and other distance based communication channels. <i>(An expert remote position to contribute to Doctrinal Development Group at UNDPKO an expert position not involving deployment from home country)</i>
Peacekeeping Research Assignment			
August 2019- March 2020	Global Studies Department at University of Virginia- USA	Chief Researcher on Global Conflicts, Security and Peace Keeping. Research on Gender Based Violence and Community Policing	<ul style="list-style-type: none"> • Research on International Peacekeeping within the context of Multicultural Community Policing and how it illustrates replicable examples for Peacekeeping through Conflict Management and Civilian Policing. • The paper was published at the World Journal (MDPI) IN 2022- Community Policing Solutions for Religion-on-Religion Conflict: Lessons from an Indian Case Study" has been published in the journal 'World' 2022 (MDPI) and is available online: pdf Version: https://www.mdpi.com/2673-4060/3/4/47/p • Evidence Based Police Research on Gender Based Violence and Community Policing through action research.

7. COMMAND EXPERINCE (at Battalion/equivalent level or above when applying for positions at the P5 level and above), starting with your most recent experience and list in reverse order		
Dates mm/yy-mm/yy	Unit/Position/Org	Significant Unit Activities
<i>I have been at command level positions since more than a decade but I am not mentioning them here as this is a P4 position and the information as per above instruction is asked in case of P5 position or above . (although mentioned in P11)</i>		

8. SIGNIFICANT EXPERIENCE RELATED TO THE FUNCTIONS OF THE POST/S YOU ARE APPLYING :

start with your most recent experience and list in reverse order

(Experience for the Post applied for is Senior Police Adviser, P-5 DPO - UNFICYP- 0194 -2025

Dates mm/yy-mm/yy	Position/Org	Operation/Activity
<i>Experiences most relevant to the Job – Senior Police Adviser P-5 UNFICYP - position</i>		
04/08/2023 to present	Principal Staff Officer to the Director General of the State Police Chief of a police force of 125K Personnel (Organization wide senior level senior Coordination, headquarters management and Advisory role)	<ul style="list-style-type: none"> • Principal advisor to the state police chief of a large police service having more than 125000 personnel. • Coordination of the police headquarters with field level regional police chiefs, district police superintends and heads of various police verticals at the police headquarters on behalf of and through the chief of the police. • Policy and Practice based feedback and Advisory role with the police chief on various programs and systems of practice. • Monitoring and evaluation of ongoing programs and schemes and advising the chief on the progress of various initiatives. • Administration and oversight of the police headquarters as per the directions of the chief of the police. • Planning, coordinating and hosting various police stakeholder meetings, police chiefs and their vertical heads and thematic area experts meetings and documenting key outcomes of such deliberations to carry forward policy issues and practice based directions and their compliance. • Advise the DGP on police related issues and provide regular reports regarding various programs and priority areas and their implementation. • Lead the formulation and implementation of the operational strategy in accordance with the changing public order and police performance situations • Coordination with other Government Departments, Civic Bodies, elected representatives and non-governmental stakeholders and the civil society on directions of the DGP . • Liaise with various stakeholders in the police and public institutions for criminal and public administration matters. • Support the DGP and his office to prioritise public peace, crime control and public safety based on evidence-based analysis. Strategize law enforcement cooperation mechanisms through investigational, forensics and first responder specialists and other police expertise. • Monitor the Community Policing Wing of the state Police • Prepare analytical progress reports meeting minutes, doctrines and policy feeds based on in-depth analysis of police performance indicators
1 July 2016 to 1 March 2017	Staff officer for the Director General of Police,, Principle Advisor and Police Research and Reforms Lead	<p>Chief of staff for the Head of the State Police of Madhya Pradesh the Director General of the Police, in charge of large central Indian state having more than 8 billion population and more than one hundred thousand police personnel..</p> <p>The operation responsibilities included an advisory and senior communication role with police command level officers in the headquarters and in the field units over all public order and police performance indicators.</p> <p>Advisory Role for the Police Chief in keeping an oversight of Public Order situation including, Large Scale Public Events, social congregations, political agitations, Crowd Management scenarios, emerging public safety challenges and keeping tract of the day-to-day safety and public order scenario emerging in the state having 57 districts.</p> <p>Founded the DG Research and Policy Cell for the state Police with a mandate to do collaborative research with think tanks and universities for evidence informed police reforms and practice with action research methods.</p>

<p>July 2012 to July 2016</p>	<p>Police Adviser and Chief Aide to the Head of Federal State-The Governor of the State of Madhya Pradesh India, also called the ADC (Police) to the Governor.</p> <p>At Rajbhawan the Office of the Governor of the federal state of Madhya Pradesh at Bhopal MP India.</p>	<p>Police Adviser and Chief Liaison Officer and Aide to the Head of Federal State. The responsibility included:</p> <ul style="list-style-type: none"> - Advising and Briefing the head of state on Police Law Enforcement Issues - Representing the office of the Governor in all important Govt activities and meetings Accompanying the Governor in all important ceremonies and functions related to Union and State Government activities -Liaison with all Govt Ministries and Departments on behalf of the Governor's office - Liaison with Important dignitaries and officials on behalg of the Governor -Advising the Governor on various issues related to Official, Social and Cultural issues - Supervising the security of the Governor which includes supervising the top security staff related to both the security of the person and premises of the Governor.
<p>Other Relevant Positions</p>		
<p>30/12/21 to 04/08/23</p>	<p>Deputy Commissioner of the Police for the Police Commissionerate of Bhopal City (HQrs /Women's Security/community Policing)</p>	<ul style="list-style-type: none"> • Community Police In charge of State Capital Region and its large Metropolitan Commissionerate district. Command level work on community safety, Public order Police Administration • Running special community police drives in the city, managing peace committees at neighbourhood level, women safety and child protection measures for creating public trust in the police, promoting peaceful inter community coexistence, peaceful conduct of public events and crowding, managing conflicts and maintaining peace through police public interface. • Leadership role in Public Order Management, intelligence, Conflict Prevention, Peace Administration, Crowd Control, and public safety • Managing Police functions related to prevention of Crime Against Women, Child Protection and Crime Against Children along with running community safety drive for women and children • This position was related to leadership in Police Operations and Public Order and Pace Management in the city along with the responsibility for police administration and capacity building.
<p>1st June 2020-30th December 2021</p>	<p>Deputy Director of the State Police Training and Secretary Evidence Based Police Research Cell</p>	<ul style="list-style-type: none"> • Deputy Head of Training Academy involving Training Administration, Training related HR, running of day to day administration, Budget, finance and Academic aspects of Training Administration in the Institution. • Strategic Peace Building, Intelligence Collection, Conflict Management and Negotiation Skills training for recruit training and in-service training. • Curriculum Development syllabi design with significant inputs on Public Order Management Crowd Science, Public Event Management, Community Safety, Multicultural Peace Administration. • Training Content Development, Case Study Development and digital learning resources development based on Training Needs Analysis for mainstreaming Public Order and Peace Administration Training. Best s. • Specialised training solution including technical and digital solutions for Crowd Management and Public Safety Measures. • Resource planning and execution of Public Order Training programs through the Training of Trainers and Trainer development methodologies. • Research and Best Practice Reviews on Public Order Management through national and international Public Order and Peace Administration scenarios.

<p>21st July 2019 to 30th May 2020</p>	<p>Visiting Scholar and Professor of Practice- Global Studies- Global Security, Justice and Human Rights at the Democracy Lab of the University of Virginia USA</p>	<ul style="list-style-type: none"> • Research on Peacekeeping and Interreligious violence and how multicultural policing finds solutions in Civilian Conflicts and Peacekeeping which has imperatives for Peace keeping in the UN and other intergovernmental settings. • International Peacekeeping research inferences within the context of Case Study based Multicultural Community Policing and how it illustrates replicable examples for Peacekeeping through Conflict Management and Civilian Policing. • The paper was published at the World Journal (MDPI) IN 2022- Community Policing Solutions for Religion-on-Religion Conflict: Lessons from an Indian Case Study" has been published in the journal 'World' 2022 (MDPI) and is available online: pdf Version: https://www.mdpi.com/2673-4060/3/4/47/p • Evidence Based Police Research on Gender Based Violence and Community Policing through action research. Published a research on Access to Justice for Women and Women's Help Desks at Police Stations through Abdul Jameel Poverty Action Lab's Research and Research done with the support of University of Virginia devising a modelo f Women's Help Desls in Police Stations.
<p>17 January 2019 to 21st July 2019</p>	<p>Deputy Director of the State Police Training Academy</p>	<ul style="list-style-type: none"> • Deputy Head of Training Academy involving Training Administration, Training related HR, running of day to day administration, Budget, finance and Academic aspects of Training Administration in the Institution. • Training Management and Training Design through Training Needs Analysis for General Police Capacity Bulding andfor Public Order Management and Peace Administration .Research and Teaching to graduate students on Global Security, Justice and Human Rights and Public Security and Peace • Public Order and Crowd Behaviour Training -running online and offline courses related to public order management for recruit training and in service training. • Building Master Trainers through series of Trainers ToT workshops on Public Order Management and Community Safety.
<p>1 March 2017 to 15th January 2019</p>	<p>Senior Superintendent of Police for the district Vidisha in the state of Madhya Pradesh</p>	<p>Senior Command level pólice chief position involving supervisión and managment of a large pólice district having urban towns and hundreds of villages covering more ttan 3 million population with a suvervisory jurisdiction of 24 police stations .</p> <p>Leadership level position on Public Order Management, Crowd Control and Conflict Management at Command level in the district, erving public trust and cooperation.</p> <p>Successful Command level tenure at the Superintendnt of the Police district in the planning and executing of Peace building operations and Strategic Colfict Managment in the background of inter-faith and inter-community tensions and political agitations, requiring high level of responsibility in Public Order Managment, Coflict Prevention and Peace Administration.</p> <p>Chief Coordinator for Community Policing for the district and laying the protocols for community pólice interface for the various pólice stations under the jurisdiction. Leading Community Safety and Community Collaborated startegies in Crowd Control and Public Order managment in large sacle public events.</p> <p>Successfully Conducting Parliamentary Elections in multi-party political assertion in the backdrop of hstorical incidents requiring high levels of public safety measures sue to past community conflicts.</p>

<p>1 July 2016 to 1 March 2017</p>	<p>Staff officer for the Director General of Police,, Principle Advisor and Police Research and Reforms Lead</p>	<p>Chief of staff for the Head of the State Police of Madhya Pradesh the Director General of the Police, in charge of large central Indian state having more than 8 billion population and more than one hundred thousand police personnel..</p> <p>The operation responsibilities included an advisory and senior communication role with police command level officers in the headquarters and in the field units over all public order and police performance indicators.</p> <p>Advisory Role for the Police Chief in keeping an oversight of Public Order situation including, Large Scale Public Events, social congregations, political agitations, Crowd Management scenarios, emerging public safety challenges and keeping tract of the day-to-day safety and public order scenario emerging in the state having 57 districts.</p> <p>Founded the DG Research and Policy Cell for the state Police with a mandate to do collaborative research with think tanks and universities for evidence informed police reforms and practice with action research methods.</p>
<p>July 2012 to July 2016</p>	<p>Police Adviser and Chief Aide to the Head of Federal State-The Governor of the State of Madhya Pradesh India, also called the ADC (Police) to the Governor.</p> <p>At Rajbhawan the Office of the Governor of the federal state of Madhya Pradesh at Bhopal MP India.</p>	<p>Police Adviser and Chief Liaison Officer and Aide to the Head of Federal State. The responsibility included:</p> <ul style="list-style-type: none"> - Advising and Briefing the head of state on Police Law Enforcement Issues - Representing the office of the Governor in all important Govt activities and meetings Accompanying the Governor in all important ceremonies and functions related to Union and State Government activities -Liaison with all Govt Ministries and Departments on behalf of the Governor's office - Liaison with Important dignitaries and officials on behalg of the Governor -Advising the Governor on various issues related to Official, Social and Cultural issues - Supervising the security of the Governor which includes supervising the top security staff related to both the security of the person and premises of the Governor.
<p>August 2010 July 2012</p>	<p>Assistant Inspector General of Police Training for the State of Madhya Pradesh</p>	<p>As Assistant Inspector General of Police Training for the State of Madhya Pradesh I was responsible for the administration and Training Management of Eight Police Training Institutions across the state of Madhya Pradesh. This also included Training administration for the in-service courses being conducted at 50 police districts in the state.</p> <p>My major duties could be summed up as following:</p> <ol style="list-style-type: none"> 1- Training Needs Analysis, and Designing of Curriculum, Training the trainers of the different training g institutions, 2-Conducting training sessions on my own and organizing training workshop by inviting various experts, 3-Bringing changes in Training activities with an eye on the field requirements of the police officers. 4-The Institutional administration of police training centres and Human resource Management is also included in the job profile. 5-Public Order and Peace Adminsitration Training Design and Delivery including content development and methodology based innovation for capacity building. 6. Community Police Training: Special modules developed for community safety and police public interface to develop peaceful community based living as a training strategy to train younger officers in democratic police ethos.

<p>June 2009 Aug 2010</p>	<p>Addl Superintendent of Police – Indore City - Incharge of Operational District Police- Police Operations, Admn and Public Order Mgmt</p>	<ul style="list-style-type: none"> • Supervision and Senior command level management of the largest operational police district of central India- Indore. Human Resource Management in terms of deployment of police officers and forces to different police responsibilities and different police stations. • Leadership in Strategic Public Order Management and Crowd Management of day-to-day Law and order situation of the city. Managing communal tensions, devising community-based conflict management solutions, inculcating a community trust based inter cultural dialogue among conflict prevention strategies. • Conducting Peaceful Parliamentary and Municipal elections amidst high political tensions. • Managing large public congregations, religious rallies, political demonstration and other public events with professional efficiency and team enabled performance. • Heading the Community Policing Cell, planning various community policing events and monitoring and giving directions to the police station level community policing efforts. • Heading special community cells for Women and Children and running special community police schemes in this direction. Supervising the special cell for police efforts to control Domestic Violence and Crime Against Women. Monitoring the special Juvenile Protection Unit.
<p>Feb 2007to June 2010</p>	<p>Principle and Superintendent of Police at Police Training College Indore and Pachmarhi.</p>	<p>1-Heading police training institution, which involved overall management of the police training school, infrastructural development and administration. 2- Designing Courses by conducting TNA -Training Needs Analys and conducting Training Development sessions and Training of Trainer Courses 3- Running Public Order and Peace Administration Training Courses. Doing lesson Plans and Training Design for the Public Order Training Courses 4- General administration of the training centre, maintaining close contacts with the field police units in order to understand the training needs and then devise training strategy which remains need based. 5--Introducing innovation in police training for the initial training of basic recruits and also for conducting training for in-service training for the members of criminal justice sector functionaries.</p>
<p>May 2004 Sept 2005</p>	<p>Deputy Superintendent of Police for Training lead Reforms and Community Policing</p>	<ul style="list-style-type: none"> • Duties were mainly related to Police Public Interface, Community Policing and Criminal Justice sector reforms and training. Having a jurisdiction extending to 8 western police districts of western MP in central India, • Incharge of Public Police Interface, Conflict Management and Peace Administration and its research, planning, coordination and execution of police reforms and training programs. • Expertise in Community Policing and its training and conducting community policing training camps in all the seven districts of the zone. I have handled the responsibilities of conducting Training Needs Assessments and research work related to criminal justice reforms, democratic policing and pro-poor police reforms. •

<p>May 2003 to May 2004</p>	<p>UN-Deputy Regional Kosovo Police Service and Field Training Coordinator</p>	<p>This was a senior position involving human resource management and Building of Human Rights Culture within the Upcoming Kosovo police Service.</p> <p>This involved recruitment, training and placements ,and duty allocation for the Kosovo Police Service. Since it was a senior managerial position, it required planning and policy making at the regional level ,which consisted of a jurisdiction covering the entire Border Police Region of Kosovo which covered 14 police stations, Regional Headquarters and a training Unit.</p> <p>The job required constant monitoring of the field units with frequent visits to the field units for field training support and monitoring.</p> <p>The responsibilities also included mainstreaming of community policing strategy within policing ethos of the upcoming Kosovo Police Service, a responsibility in which my expertise in Community Policing became very useful.</p> <p>The job also required Strategic Training Management and Training Intervention to create a culture of professional and Human Rights sensitivse police service.</p> <p>Its was a police leadership position requiring decision making capacity,planning and devising of professional standards .</p>
<p>March 2000 to May 2003</p>	<p>City Suprintendent of Police Indore District MP India</p>	<ul style="list-style-type: none"> • As City Suprintendent of Police I was incharge of one of the most busy police subdivisions in the city of Indore which is the largest city in central India. The jurisdiction comprised of three police stations in Sanyogitagunj area which had high rate of crime and very high incidence of public agitations and demonstrations. The job profile was concernred with the operational policing and supervision of Investigation and Public Peace and Security. • Public Order Management of the juridiction in terms of regulation and control of Public agitations and demonstrations in order to maintain peace and order in the jurisdiction without affecting the democratic rights of the demonstrators. Crowd Control and Public Event safety management. • Building Communal Harmony in the disturbed areas and maintain pecaes and tranquillity in areas of mixed neighbourhood. • Security of the area and keeping a watch on the anti social and criminal elements in order to preserve peace and tranquillity. • Conducting Elections and maintaining political neutrality and peace administration during the elections. • Management of Traffic Control in the area
<p>January 1999 to Feb 2000</p>	<p>Sub Divisional Officer of the Police at BAIHAR District BALAGHAT Madhya Pradesh.</p>	<p>This was a special operations jurisdiction which gave me a valuable experience in Anti- Terrorist Operations, Anti- Insurgency Operations and helped me to understand the working of Conflict Zone Policing. The job profile of this area was related to the following tasks:</p> <ul style="list-style-type: none"> • Intelligence Collection for the movement and hide outs of the gorillas related to Left Wing Terrorism called the Naxals. • Public Order Management , Security Management, Planning special operations against to prevent anti social and terrorist activities. • Building the confidence of the general public living in the Conflict Zone where the police and the Naxal gorillas were against each other. • Community Policing and Winning back those Naxal guerrillas who wanted to come back to the normal civilian life. • Providing better and more humane policing with better Access to Justice initiatives in order to promote better police public interface and improving the orientation of policing in terms of its interface with poorer communities. •

October 1997 January 1999	Sub Divisional Police Officer at Jaora District Ratlam India- Sub divisional Police officer having operational command	<ul style="list-style-type: none"> As Sub Divisional Officer of Police I was in charge of one of the rural subdivisions in the Ratlam District which was situated in the heart of Opium growing areas notorious for drug crime and other related offences. The jurisdiction comprised of six police stations which had high rate of crime and very high incidence of public agitations and demonstrations as it had communal tension due to religious conflicts. The job profile was concerned with the operational policing and supervision of Investigation and Public Peace and Security. The mandate of responsibilities included Crime Prevention and Crime Detection work, Public Order Management, Intelligence Collection, Security and Surveillance work.
October 1996 to October 1997	Sub Divisional Police Officer Salhewara - Rajnandgaon District Chattisgarh State India O- Sub divisional Police officer having operational command	<p>This was a special operations jurisdiction which gave me a valuable experience in Anti- Terrorist Operations, Anti- Insurgency Operations and helped me to understand the working of Conflict Zone Policing. The job profile of this area was related to the following tasks:</p> <ul style="list-style-type: none"> Peace Administration, Public Order Management and Public Safety Incharge in Left Wing Terrorism affected Operational district in the state of Chattisgrah. Area Dominance and Securing the Police Out Posts and Police Parties from the frequent attacks of the Gurrellias who were increasingly targetting the Police to prove a point of dominance in the area.

9. INTERNATIONAL EXPOSURE OTHER THAN PEACE KEEPING OPERATIONS,

Start with your most recent experience and list in reverse order

Date: mm/yy- mm/yy	Position/Org	Function/Activity
October 2024	International Community Safety Award conferred by International Association of Chiefs of Police -IACP Conference held in Boston USA	Awarded the International Community Safety Award for the Best Practice in community police for institutionalising Girls and Youth Safety Based Community Policing Schemes in central India. This award recognized the MP police community police scheme which I initiated and monitored its scale up as DIG Community Policing.
September 2024 onwards	Fellow at Cambridge Centre for Evidence Based Policing at the Univ of Cambridge UK	Selected as the Fellow at the Cambridge Centre for the Evidence Based Policing at the University of Cambridge for contribution to evidence-based police research in community safety and Police Training.

<p>August 2019 June 2020</p>	<p>Visiting Professor of Practice- Global Studies- Global Security, Justice and Human Rights at the Democracy Lab of the University of Virginia USA</p>	<ul style="list-style-type: none"> • Research and Teaching to graduate students on Global Security, Justice and Human Rights and International Peace Keeping.. • Research on Community Outreach for Ending Violence Against Women with special reference to Police Practices and Opening up of Women's Help Desks at Police Stations in India • Research on Community Safety Solutions for Peacekeeping and Interreligious violence and how multicultural policing finds solutions in Civilian Conflicts and Peacekeeping base don Indian Case Study- which has imperatives for Peace keeping in the UN and other intergovernmental settings. • Published a research on Access to Justice for Women and Women's Help Desks at Police Stations through Abdul Jameel Poverty Action Lab's Research and Research done with the support of University of Virginia devising a modelo f Women's Help Desls in Police Stations. • Published a Research in Religion on Religion Civilian Conflicts and International Peace Keeping Implications through Community Police Models base don Best Practices from an Indian Perspective.
<p>Januray 2017 to July 2017</p>	<p>Expert Member Panel for UNPOL - DDG- for Drafting Manuals for Doctrinal Development related to UN Civilin Police Mandates Police Division, Office of Rule of Law and Security Institutions UNDPKO- NY</p>	<p>Nominated as an expert for the UN DDG to contribute to the Doctrinal Development for the UN Strategic Guidance Framework. For UNPOL.</p> <p>This was designed to contribute to the UN Police Manual on Operational Planning, Monitoring, Mentoring and Advising in Peace Keeping Operations and Special Political Missions</p> <p>Drafted the Manual with cocreation of documents with the team of experts chosen by the Police Division -DPKO.special responsibility of drafting the mentoring documents with other international experts chosen by the ORLSI-UNDPKO. .</p>
<p>November 2009 March 2010</p>	<p>Visiting Fellow Human Rights Centre London School of Economics and Political Science London UK</p>	<ul style="list-style-type: none"> • As the Visiting Research Fellow, I was invited to the Human Rights Centre at London School of Economics for my contribution to the Human Rights Training in the police in India. I was invited to work on a research paper and deliver lectures on Gender justice, Community Policing and Human Rights Mainstreaming in India. • Published a research paper on Human Rights Based Approach to Development. Through this position I have also worked on a paper on Police Accountability which was used for Training purpose and policy for the Turkish Police Reforms for UNDP Turkey.
<p>October 2005 to November 2007</p>	<p>British Chevening Human Rights Scholar at Human Rights Centre University of Essex UK</p>	<ul style="list-style-type: none"> • Selected as The British Chevening Human Rights Scholar through an international competitive process. This was based on my experience in mainstreaming Human Rights in Police Practice and Police Training. • Pursued a Human Rights Masters from Human Rights Centre, Department of Law University of Essex UK, the degree is called MA in Theory and Practice of Human Rights. As a part of this course I wrote a dissertation on Right to Development in India. I also completed an internship in a Human Rights NGO in London, called Medical Foundation For Torture Care, which worked in the area of Prohibition of Torture and relief for Torture Victims and refugees arriving in the UK from other Conflict zone countries.

Mentoring, and Advising, demonstrating my direct relevance to UN doctrinal development.

My academic foundation, a PhD focused on Organizational Socialization of the Police and Human Rights Mainstreaming in Police Training and Capacity Building, underpins my work in evidence-based police reforms and human rights education. As a Fellow of the Cambridge Centre for Evidence-Based Policing and an author of widely circulated training manuals and policy guidance on crowd control and community safety, I bring both theoretical rigor and practical application. My specialization in Community Policing and Conflict Management in multi-ethnic societies has been applied through Training Needs Analyses and Police Reforms in several Indian states, in collaboration with BPR&D and the Ministry of Home Affairs. My work with organizations like UNWOMEN, UNICEF, and DFID also highlights my commitment to gender-responsive policing and civilian protection.

As a British Chevening Human Rights Scholar and the recipient of the 2024 International Community Safety Award from the International Association of Chiefs of Police for Best Community Police Initiative, I possess global credibility in the training and reform work I undertake. My published research, including "Community Policing Solutions for Religion-on-Religion Conflict: Lessons from an Indian Case Study" in 'World' journal (MDPI, 2022), (available at <https://www.mdpi.com/2673-4060/3/4/47/pdf>) directly addresses the complex multicultural aspects vital for effective international peacekeeping.

With my deep commitment to work with the UN and its peacekeeping role, I am exceptionally prepared to contribute to the responsibilities of the Senior Police Adviser. My multi-faceted experience, blending operational leadership, international peacekeeping exposure, evidence-based research, and policy development, coupled with my deep commitment to rights-based, community-focused policing, would enable me to devote my energies meaningfully to the requirements of this position. Through this position, I would be looking forward to get an opportunity to serve for international peace and conflict prevention with commitment and all my strength.

Thank you for your consideration.

11. I certify that the statements made by me in answer to the foregoing questions are complete and correct. I understand that any misrepresentation or material omission made on a Personal History form or other document requested by the Organization renders a staff member for the United Nations liable ineligible for further consideration.

I declare that I have never committed, been convicted of and am not currently under investigation or being prosecuted for any criminal, human rights, civil action or disciplinary offence, with the exception for minor traffic violation (driving while intoxicated or dangerous or careless driving are not considered minor traffic violations for this purpose), I declare that I have not been involved, by act or omission, in the commission of any violation of international human rights, Law or international humanitarian Law.

I am not able to attest to the proceeding paragraphs for the following reasons.....

.....

.....

Date 3/9/25

Signature  3/9/25

N.B. You will be requested to supply documentary evidence which supports the statements you have made above. Do not, however, send any documentary evidence until you have been asked to do so by the Organization and, in any event, do not submit the original texts of references or testimonials unless they have been obtained for the sole use of the Organization.

July-Aug 2002	DFID lead Access to Justice and Police Reforms Training and Training Needs Analysis Course Birmingham, Ryton and Nottingham UK.	<ul style="list-style-type: none"> Selected by Ministry of Home Affairs Govt of India as a part of the selected group of police officers who were chosen to be a change agent for police reforms through Safety Security and Access to Justice Programme developed through Indo- British Collaboration, which was lead through the DFID and British Council in India and UK. Completed a Training of Trainers Course and Training Needs Analysis Course through this programme conducted in UK. Here I got exposure to some of the best practices for democratic policing in order to bring changes in my home country. This experience helped me to mainstream police reforms in India and also in UNMIK CIVPOL where I was working as a Training Coordinator at Regional Command level.
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10. Additional Comments:

This is to most respectfully express my profound interest in the position of Senior Police Adviser at UNMICYPR. My extensive professional practice, is deeply anchored in Senior Police adversarial role in three long stretches in my carrier graph, firstly as a senior security and public administration adviser and an *Aide De Camp* to the Governor of the state of Madhya Pradesh from 2012-2016 and then as a staff officer to the chief of the large police force of the state of Madhya Pradesh from 2016-2017 and latest and currently through my services as Principal Staff Officer and Officer on Special Duty to the Director General of Madhya Pradesh Police, which is a large police force of 125 thousand police personnel. These positions and opportunities to serve, along with my UN Mission exposure and exposure to peace keeping research and international peace keeping doctrine development have been given me strength in learning through my experiences and then feeling confident in applying for this position of senior police advisor. My current job relates to the work of Principal advisor to the state police chief of a large police service having more than 125000 personnel. This involves my role in coordination of the police headquarters with field level regional police chiefs, district police superintends and heads of various police verticals at the police headquarters on behalf of and through the chief of the police. My responsibilities include Policy and Practice based feedback and Advisory role with the police chief on various programs and systems of practice done through meticulous monitoring and evaluation of ongoing programs and schemes and advising the chief on the progress of various initiatives. I have the responsibilities of administration and oversight of the police headquarters as per the directions of the chief of the police.

Another significant aspect of my experience relevant to this position relates to the planning, coordinating and hosting various police stakeholder meetings, police chiefs and their vertical heads and thematic area experts meetings and documenting key outcomes of such deliberations to carry forward policy issues and practice based directions and their compliance. My responsibilities include advising the DGP on police related issues and provide regular reports regarding various programs and priority areas and their implementation and formulation of the operational strategy in accordance with the changing public order and police performance situations

My experience is rich in coordination with other Government Departments, Civic Bodies, elected representatives and non-governmental stakeholders and the civil society on directions of the DGP . I have to regularly liaise with various stakeholders in the police and public institutions for criminal and public administration matters. I have to support the DGP and his office through policy analysis and evidence-based research and decision making support. The Police and Crime Control strategies are devised and monitored by my office by developing law enforcement cooperation mechanisms needed as per the requirements and creating an enabling environment to improve organizational outcomes through a regular connect of the police chief's office with the field based investigational, forensics and first responder specialists and other police expertise. I have also an in-depth experience in monitoring the Community Policing Wing of the state Police. Currently serving in the additional charge as the Deputy Inspector General of Community Policing in a large central Indian state, I have innovated and scaled numerous communities policing projects, fostering enhanced police-public trust.

My experience includes leading complex public order operations, managing large-scale police deployments, developing comprehensive training programs, and implementing conflict mitigation strategies within diverse, multicultural environments. My international assignments with UNMIK and UNDP, coupled with academic fellowships at prestigious institutions such as the University of Virginia and the London School of Economics, have profoundly deepened my understanding of peacekeeping, civilian conflict resolution, and community-oriented policing models crucial for UN missions. Furthermore, I have got a good opportunity to serve as an expert contributor to the UN Strategic Guidance Framework, specifically on Operational Planning, Monitoring,

TO BE COMPLETED BY THE RELEVANT LOCAL AUTHORITY:

On behalf of DIRECTOR GENERAL OF POLICE (MP) I certify that the information provided by VINEET KAPOOR is complete and correct.

I further certify that the nominated candidate has never been convicted of and not currently under investigation or being prosecuted for any criminal, human rights, civil action or disciplinary 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) I also certify that the Government of MADHYA PRADESH is not aware of any allegations against the nominated candidate that she/he has committed or been involved by act or omission, in the commission of any acts that may amount to violation of international human rights, Law or international humanitarian Law.

Date..... Official Stamp:.....

Adarsh Katiyar, IAS
Special D.G.P. (Admin.)
PHQ, MP, Bhopal

INSTRUCTIONS

Please answer each question clearly and completely. TYPE OR PRINT LEGIBLY. Read carefully and follow all directions.

UNITED  NATIONS

Do not Write in This Space

PERSONAL HISTORY

1. Family name Kapoor		First name Vineet		Middle name		Maiden name, if any	
2. Date of (day/month/yr) Birth 28/09/70		3. Place of birth Shujalpur Shajapur		4. Nationality(ies) at birth INDIAN		5. Present Nationality(ies)	
8. Height 174 cm		9. Weight 85		9. Marital Status: Married <input checked="" type="checkbox"/>			
10. Entry into United Nations service might require assignment to any area of the world in which the United Nations might have responsibilities. (a) Are there any limitations on your ability to perform in your prospective field of work? NO <input type="checkbox"/> (b) Are there any limitations on your ability to engage in all travel? NO <input type="checkbox"/>							
11. Permanent address House No – E 5/65 Arera Colony , City -Bhopal State -MP, Country -India Pin 462016 Telephone No. 0091- 9425150465			12. Present address House No – E 5/65 Arera Colony , City -Bhopal State -MP, Country -India Pin 462016 Telephone 0091-755-2443526 Fax- 0091-755-2443501, Mobile. 0091-925150465			13. Office Telephone No. 0091-755-2443526 14. Office Fax No. 0091-755-2443501 E-mail: Kapoorvineet28@gmail.com	
15. Do you have any dependent children? YES <input type="checkbox"/> If the answer is "yes", give the following information:							
Name of Children		Date of Birth (day/mo/year)		Place of Birth		Nationality	
Lavanya Kapoor		09/07/2006		Great Yarmouth UK		Indian	
Kainaat Kapoor		14/12/2010		Indore India		Indian	
15. (a) Name of Spouse Dr Shalini Kapoor		04/08/1971		Kanpur		Indian	
16. Have you taken up legal permanent residence status in any country other than that of your nationality? YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> If answer is "yes", which country?							
17. Have you taken any legal steps towards changing your present nationality? YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> If answer is "yes", explain fully:							
18. Are any of your relatives employed by a public international organization? YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> If answer is "yes", give the following information:							
NAME		Relationship		Name of International Organization			
19. What is your preferred field of work? <i>Peacekeeping and Public Order Management, Community Policing, Training and Training Management, Evidence Based Policing, Organizational Development, Human Rights Mainstreaming, Women's Security and Child Protection.</i>							
20. Would you accept employment for less than six months? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>				21. Have you previously submitted an application for employment and/or undergone any tests with U.N.? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> If so, when? UN SAT UNMIK 2003			
22. KNOWLEDGE OF LANGUAGES. What is your mother tongue? Hindi							
OTHER LANGUAGES		READ		WRITE		SPEAK	
		Easily Not Easily		Easily Not Easily		Fluently Not Fluently	
English		<input checked="" type="checkbox"/> <input type="checkbox"/>		<input checked="" type="checkbox"/> <input type="checkbox"/>		<input checked="" type="checkbox"/> <input type="checkbox"/>	
Hindi		<input checked="" type="checkbox"/> <input type="checkbox"/>		<input checked="" type="checkbox"/> <input type="checkbox"/>		<input checked="" type="checkbox"/> <input type="checkbox"/>	
		<input type="checkbox"/> <input type="checkbox"/>		<input type="checkbox"/> <input type="checkbox"/>		<input type="checkbox"/> <input type="checkbox"/>	
		<input type="checkbox"/> <input type="checkbox"/>		<input type="checkbox"/> <input type="checkbox"/>		<input type="checkbox"/> <input type="checkbox"/>	
23. For clerical grades only Indicate speed in words per minute				List any office machines or equipment and computer programmes you use. Computer, Wireless Radio, security equipments etc			
		English French		Other languages			
Typing							
Shorthand							

24. EDUCATION, Give full details – N.B. Please give exact titles of degrees in original language. Please do not translate or equate to other degrees.

A. University or equivalent	ATTENDED FROM/TO		DEGEES and ACADEMIC DISTINCTIONS OBTAINED	MAIN COURSE OF STUDY
	Month/Year	Month/Year		
Tata Institute of Social Sciences (University) Mumbai India	Jun 2013	May 2017	PHD – Doctoral Degree. PHD in Human Rights Training and Organizational Behavior of the Police	Human Rights Training involving Organizational Socialization of the Police – critical evaluation . Human Rights Mainstreaming Training Design and Delivery in Police
Human Rights Center, University of Essex UK <i>Postgraduate Degree- Masters degree</i>	Oct 2005	Dec 2006	MA In Theory and Practice of Human Rights	Human Rights Theory and Practice Covered - International Human Rights and Humanitarian Law and Law of Armed Conflicts /International & Regional Human Rights Mechanisms/ /Treaty Bodies Conflicts & Peace keeping / Policing and Human Rights/ Women's Rights and Child Rights, Sustainable Development.
Delhi School of Economics- Delhi University – Masters Degree (Postgraduate Degree)	July 1991	Aug 1993	MA in Human & Social Geography	Human & Social Geography, Covered Political Geography & Governance, National and International Development , Global Studies Social Systems and Institutions Geography of Crime, Urban Studies, Rural Development, Environmental studies.
Kirorimal College Delhi University- Delhi India Graduate Degree (BA- Honours)	Jul 1988	Jun 1991	BA (Honours) Geography	Human and Social Geography Social systems, Governance and Political Geography, Physical Geography and Environment, Urban and Rural Studies, Global Systems, Peace and Development
Police College				
Jawahar Lal Nehru Police Academy Sagar MP, India. (Postgraduate Police Academy Diploma)	Jan 1995	Feb 1996	Graduation from Police Academy as a Deputy Superintendent of Police	Criminal Law, Police Investigation, Law Enforcement, Rule of Law Community Policing and Security Management, Civilian Policing Strategies, Weapons and tactics, Public Order Management and Peace keeping, Protection of Women Children and disadvantaged groups.
Other Academic Distinctions and Credentials				
Cambridge Center for Evidence Based Policing – Univesity of Cambridge UK	October 2024 onwards	continuing	Fellow at the Cambridge Center for Evidence Based Policing	Evidence Based Research on Policing and Law Enforcement. This includes research and training activity on Peace Administration, Public Order Policing, Crowd Control, Community Policing and GBV and Child Protection. Capacity Building of the Police , Digital security and Cyber Crime. Officer Exchange Programs.
Democracy Lab, Global Studies – University of Virginia -USA	Aug 2019	Jun 2020	Visiting Research Fellow and Professor of Practice in Global Security, Justice and Human Rights	Research and Some Teaching to graduate students on Global Security, Justice and Human Rights. Research on Ending Violence Against Women Research on Peacekeeping and Interreligious violence and how multicultural policing finds solutions in Civilian Conflicts and Peacekeeping which has imperatives for Peace keeping in the UN and other settings.

National Law University Delhi	September 2017 onwards	continuing	Honorary Professor of Practice for Police Public Interface, Victim Justice and Human Rights	Honorary Professor involved in police reforms related research, Training and Capacity Building of the Law Enforcement Sector, Victim Justice and Access to Justice Research and Intersectional Issues in Policing and Law Enforcement.
Human Rights Center, London School of Economics and Political Science LSE- London UK (Academic Distinction)	Nov 2009	Mar 2010	Visiting Research Fellowship	Research on Human Rights Training of the Police and Mainstreaming Human Rights in Police Organizational Culture. Soft Skills Training Needs Analysis of the Police. Contributed to the Research Project on Police Accountability in Democratic Society for UNDP Turkey.
British Chevening Human Rights Fellowship Award – (British Foreign and Commonwealth Office UK) Academic Distinction	May 2005	Jan 2010	British Chevening Human Rights Fellowship Award (for postgraduate human rights degree awarded at University of Essex-UK)	Human Rights and Policing related research project followed by Postgraduate degree in Human Rights Theory and Practice at the University of Essex UK and internship in Medical Foundation in Torture Care at London.
University Grants Commission of India – New Delhi – India (Academic Distinction)	May 1992	Dec 1994	Postgraduate Research Fellowship for social sciences.	Research on Governance and Social Development
DFID- Department for International Development UK- Safety Security and Access to Justice Project for the Police under Indo-British Bilateral Police Improvement Program.	May 2001	Oct 2001	Postgraduate Diploma in Training Needs Analysis and Training of Trainers for Police Project. (Safety, Security and Access to Justice Project)	Police Training Reforms Soft Skills and Ethics Training for Police Human Rights Training for Police Safety Security and Access to Justice Training and Curriculum design for Police Improvement Programs .

B. SCHOOLS OR OTHER FORMAL TRAINING OR EDUCATION FROM AGE 14 (e.g., high school, technical school or apprenticeship)

NAME, PLACE AND COUNTRY Please give complete address.	TYPE	YEARS ATTENDED		CERTIFICATES OR DIPLOMAS OBTAINED
		FROM	TO	
Central School Bhopal MP India	Senior Secondary Exam for class XII	Jul-1986	May-1988	Senior Secondary Exam for class XII
St Joseph's Convent School Rattlam MP India	High School Examination for class Xth	Jul-1984	May-1986	High School Exam for class Xth

25. LIST PROFESSIONAL SOCIETIES AND ACTIVITIES IN CIVIC, PUBLIC OR INTERNATIONAL AFFAIRS

- Fellow Cambridge Center for Evidence Based Policing, University of Cambridge UK- Lead Researcher and Police Trainer in Evidence Based Policing related to Police Public Interface, Police Leadership Training and Cyber Crime and related fields.
- Profesor of Practice (Visiting Fellow) at the Democracy Lab University of Virginia on Global Security, Justice and Human Rights- conducted research on Ending Violence Against Women and on Civilian Conflict Management and Pace Keeping with inferences to finding community policing solutions for international peace keeping.
- Research Lead Police Reforms for Ending Violence Against Women through an association with RCT based research activities of the Police Reforms Research Cell in collaboration with Poverty Action Lab of MIT USA
- Member National Police Training Standardization Committee Govt of India, Ministry of Home Affairs through Bureau of Police Research and Development. Gol.
- Honorary Professor on Victim Centric Policing and Community Oriented Law Enforcement- National Law University Delhi..
- Secretary of the Police Research Lab PARIMAL which has its research output related to democratic police reforms and community policing along with a major focus on intersectional disadvantage and inclusive policing.
- UNWOMEN related collaboration to create an international forum for improving Access to Justice through police service Delivery platforms.
- Police Expert on UN DDG- The Doctrinal Development Group for which nominated as Expert from India to contribute in the DDG under the Strategic Guidance Frame Work . Contributing the the groups related to DDG- on Mentoring, Monitoring and Advising and DDG on the Operational Planning.
- Member of the Police Expert Panel in Police Reforms and Soft Skills Training for National Police Mission , Bureau of Police Research and Development Govt of India
- Fellow Human Rights Center London School of Economics and Political Science London UK
- National Resource Person in Training for Bureau of Police Research and Development Ministry of Home Affairs Government of India
- Editorial Member of the the COPS TODAY Journal published from New Delhi on Policing Practicies.
- Member British Chevening Scholars Society
- Member Association of British Scholars India
- Member Parivar Paramarsh Kendra – Community Police Initiative Indore MP India
- Advisor SERACH: Community Police and Access to Justice Training Organization in Madhya Pradesh Central India
- Chairman Childline Indore Community Policing Chapter - Charity for Children's Human Rights and for Helping Children in Distress
- Member Essex University Human Rights Law Network UK
- Advisor Pariwar Paramarsh Kendra Indore Support Center for the Victims of Domestic Violence
- Advisor and Founding Member of Sanjivani Balmitra Kendra- Children's Rights Organization for Street Children
- Advisor for Nagar Raksha Samiti –forum for Community Policing
- Guest Faculty National Law Institute University Bhopal MP India
- Guest Faculty Academy of Administration Bhopal
- Human Rights Panelist Trainer for Institute of Social Sciences New Delhi
- Expert Panel Trainer on Gender Justice and Gender Sensitization NIPCCD Ministry of Women and Child Development Government of India
- Panelist, Resource Person and Researcher on Criminal Justice Reforms and Training BPRD Ministry of Home Affairs Government of India.

26. LIST ANY SIGNIFICANT PUBLICATIONS YOU HAVE WRITTEN (DO NOT ATTACH)

- UN Peacekeeping and Public Order Management related paper for Policy recommendation entitled, "*Community Policing Solutions for Religion-on-Religion Conflict: Lessons from an Indian Case Study*" published in the journal 'World' 2022 (MDPI) and is available online: Abstract: <https://www.mdpi.com/2673-4060/3/4/47> PDF Version: <https://www.mdpi.com/2673-4060/3/4/47/p>
- *Human Security and Norms Setting for the Police in the Pandemic - Police Chief Magazine Global Policing edition Wahington DC June 2021*
- *Police Motivation, Agency and Internal Communication Survey of Pandemic Duties in the Police by IDFC Institute and MP Police. IDFC Institute website and online resource, 2021*
- Public Order Management in Multicultural Societies related paper – "*Community Policing - Diversity Engaged and Embedded Multicultural Community Policing DEEM-COP - Police Chief Magazine IACP, Wahsington DC 2020*
- *Policing and Public Health: State Capacity on the Front Lines of the COVID-19 Pandemic- CASI Centre for the Advanced Study of India, University of Pennsylvania, 2020*
- *Organizational Development Approach to Training Needs Analysis in the Police: An Assessment of TNA Based Training Design and Delivery in Madhya Pradesh-The Indian Journal of Criminology and Criminalistics , 2019*
- *Research Paper Read at International Education Conference in Dec 2015 at Banguluru India - Research Paper titled- "Education for Emancipation and Law Enforcement: Critical Pedagogical Examination of the Human Rights Education of the Police",*
- *Research Article entitled - "The Anatomy of the SMART Police Model: Towards Identification of an Agenda for Change " published in the Indian Police Journal -March-June 2015.*
- *'Training Needs Based Training Innovations in the Police Training: Experiments and Initiatives in MP', Special Journal Published on the occassion of the 33rd All Inida Police Science Congress at Ahemdabad, March 2015*
- *'The T-2 of SMART: Democratic Demands and the Capacity Building of Police in India', May 2015, forthcoming article to be published in the Special Issue of Journal published by International Police Expo in May 15 at New Delhi.*
- *Democratic Accountability for the Police: The Best Practcie Review of the Independent Police Complaints Commission for the England and Wales: The Indian Police Journal July 2013*
- *'Samudayik Police- Community Police Training Manual '- Training Manual for Community Police Workers, book in Hindi langauge as a basic reader for community police members . Madhya Pradesh Police Press 2011.*
- *Police Case Studies: Training Manual for the Police Investigators – Editorial work Training Case Studies Collection for training of police officers undergoing basic training .Madhya Pradesh Police Press 2011.*
- *Protecting Women from Domestic Violence- Research Article in The Tribune Chandigarh -2011*
- *VVIP Security Arrangements and the Role of the Police - Training Booklet for Police Training- BPRD , Ministry of Home Affiars , New Delhi. 2011*
- *Human Rights Based Approach to Development and Local Level Democracy :Critical Evaluation of India's Panchayati Raj System –Working Paper Series , Human Rights Center London School of Economics and Political Science 2010*
- *Police Reforms: Need to Focus on the Police Station- Research Article in The Tribune Chandigarh -2010*
- *Development and Human Rights: The Empowerment of Individuals Holds the Key to Growth- Research Article in The Tribune Chandigarh -2010*
- *Civilian Oversight for the Police in the UK: UNDP Research Report on Civilain Oversight for UNDP Turkey 2009-2010*
- *Governanace Human Rights and Women's Access to Justice: Indian Police Journal April-June 2007*
- *Training Needs Analysis for the Border Security Force in India: Co-authored Research Report for BPRD Minsitry of Home Affairs 2004*

27. EMPLOYMENT RECORD: Starting with your present post, list in REVERSE ORDER every employment you have had. Use a separate block for each post. Include also service in the armed forces and note any period during which you were not gainfully employed. If you need more space, attach additional pages of the same size. Give both gross and net salaries per annum for your last or present post

A. PRESENT POST (LAST POST, IF NOT PRESENTLY IN EMPLOYMENT)

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YEAR 2023	MONTH/YEAR PRESENT	STARTING Rs 3600000	FINAL Rs 4000000	
NAME OF EMPLOYER: Government of MP-India Police Department		TYPE OF BUSINESS DIG Community Policing Office incharge for the Head of the State.Police and Incharge Community Policing for the State of Madhya Pradesh and Incharge Police Reforms Projects, Evidence Based Police Research Projects		OSD to State Police Chief & Deputy Inspector General of Community Policing and Police Reforms Projects.
ADDRESS OF EMPLOYER: Government of Madhya Pradesh Home Department Wallabh Bhawan Bhopal MP,		NAME OF SUPERVISOR Mr Kailash Makwana IPS, Director General of Police for the State of Madhya Pradesh, Police HQrs, Jehangirabad Bhopal, MP, India,pin 462008 Ph 2443500, email-dgp.mp@mppolice.gov.in		
		NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: A Superior and postion which has the supervision of the entire personal staff and security staff of the HE the Governor of the state of MP which are around 200 in number.		

DESCRIPTION OF YOUR DUTIES :

- Office Incharge and Chief of Staff of the Director General of Police / Chief of the State Police having more than 125000, employees.
- This position requires supervision on behalf of the chief of police for Human Resources, Planning, Provisioning and Operational Policing and standard setting for police reforms and police service Delivery.
- Community Policing Chief of the state- Additional Charge of Community Policing – to lay out the direction and oversight of the Community Policing initiatives of the entire state of Madhya Pradesh having 950 Police stations under its jurisdiction- requiring monitoring of the Community police projects and practices
- Police Media advisor for improving police public interface and police media management
- Police Training Project advisor for improving police training, doing TNA Training Needs Analysis and Human Rights oriented Police Training and improving soft skills and pro public police behaviours through training
- Evidence Based Police Research Team Advisor to take up new research projects aimed at evidence based police improvement and Service Delivery enhancement programs at the state police head quarters.
- Police Welfare Advisor – taking care of special projects to improve police motivation, police personnel wellbeing, health including emotional well being, their family welfare and improvement of their motivation and service Delivery standards.

Achievements

- Lead Role in designing and implementing a state wide community police based child protection and adolescent girls safety Project. This approach has brought thousands of girls out of child marriage and has ensured Access to Justice for girls in the community, making them skilled to earn and living and providing them personal safety and rights awareness training. The crime in the slums has come down as the girls act as advance Warner and this ensures that police reach in the community has increased which has resulted in its appreciation at the national level by UNICEF which also got it presented as a best practice before the prestigious Juvenile Justice Committee of the Supreme Court of India
- The community Police initiatives in Madhya Pradesh through the womens help desks at the police station level through activating women's community collectives called 'Shakti Samitis' combined with adolescent girls program- 'Srijan' won lots of appreciation in reducing community based crime against women and also by UNWOMEN which showcased it as a best practice in community police based safety solutions for safe urban spaces for women conference held at Quito Ecuador in November 2023.

FROM		TO		SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Deputy Commissioner of the Police (HQrs and Women's Security, community Policing) Police Commissionerate of Bhopal City.
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	Rs 2400000	3300000	
1 Jul 2020		October 2023				
NAME OF EMPLOYER: Government of MP-India Police Department				TYPE OF BUSINESS Command level position involving administration , Human Resources, Financial Management of large Police Unit along with supervision of Crime Against Women, Children and Managing Community Police specialization in the city.		
ADDRESS OF EMPLOYER: Government of Madhya Pradesh Home Department , Wallabh Bhawan Bhopal MP,				NAME OF SUPERVISOR Makrand Deoskar IPS Commissioner of Police Bhopal-MP Police Ph 0091-9425087494, email-		
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: Police Staff of more than 5000 which involved all ranks from senior supervisory ranks to police station staff		

DESCRIPTION OF YOUR DUTIES :

- Command level position for the state capital city of Bhopal one of the biggest cities in Central India. This involved Human Resources Management, Operational Staff management, including recruitment, selection and on the job training.
- Financial administration, logistics and Provisioning. This involved logistics for the entire force and control of police Budget and finance
- Supervision of Crime Against Women and all programs related to ending violence against women and gender based work in the Police . This involved public outreach to improve Access to Justice.
- Supervision of Work related to Child Protection and Crime Against Children. This involved multi agency work with police and other Related criminal Justice agencies.
- Crime Statistics Management. Collection of Crime data, Hotspot mapping and supporting operations and planning through statistical research on crime and public security.
- Media and Press Management for the Police
- Community Police Incharge of the district – looking after community police interface and synergy. Running special community Police drives in the city.

Achievements

- Establishment of newly constructed Police Commissionerate System in a city of around 3 million people involving a police force of 7000 police personnel as the chief manager of police establishment for human resources and logistics related establishments.
- Managed a large recruitment drive for the police and inducted and trained 1200 police personnel in a span of one year.
- Managed a large scale public security for general elections for democratically electing public representatives which had huge Public security and free and fair conduct of election overload. This had major police deployment and management requirement.
- Best Practice Model creation for Women's Police Station in the city, establishment of Women's Help Desks in each of the 40 police stations, establishment of child protection units and special juvenile police units
- Co-created a community police Unit which involved the synergistic working based on the convergence of best efforts of different criminal Justice sector stakeholders Associated with the Police Community wing of the newly established Police Commissionerate.

FROM		TO		SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Visiting Professor of Practice- Global Studies- Global Security, Justice and Human Rights at the Democracy Lab of the University of Virginia USA
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	\$ 110000	Research Assignment	
10 August 2019		June 2020				
NAME OF EMPLOYER: University of Virginia USA				TYPE OF BUSINESS Research on Policing, and Global Security, Justice and Human Rights- Violence Against Women and Peacekeeping and, Multicultural Policing		
ADDRESS OF EMPLOYER: Democracy Lab University of Virginia USA				NAME OF SUPERVISOR Prof Sandeep Sukhtankar, Professor of Development Economics, Global Studies, University of Virginia, Room No 330, Monroe Hall, UVA, McCormick Road Charlottesville VA 22904, Ph 001-857-9286438.		
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: Academic Research Position no supervision required.		

DESCRIPTION OF YOUR DUTIES :

- Research and Some Teaching to graduate students on Global Security, Justice and Human Rights.
 - Research on Ending Violence Against Women with special reference to Police Practices and Opening up of Women's Help Desks at Police Stations in India
 - Research on Peacekeeping and Interreligious violence and how multicultural policing finds solutions in Civilian Conflicts and Peacekeeping which has imperatives for Peace keeping in the UN and other intergovernmental settings.
- Achievements**
- Taught Global Security, Justice and Human Rights to Graduate Level Students preparing them to serve in International Development and Justice Administration.
 - Published a research on Access to Justice for Women and Women's Help Desks at Police Stations through Abdul Jameel Poverty Action Lab's Research and Research done with the support of University of Virginia devising a model of Women's Help Desks in Police Stations.
 - Published a Research in Religion on Religion Civilian Conflicts and International Peace Keeping Implications through Community Police Models based on Best Practices from an Indian Perspective.

FROM		TO		SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:	
MONTH/YEAR 15 January 2019		MONTH/YEAR 1 August 2019		STARTING Rs 1800000	FINAL Rs 1800000	Deputy Director MP State Police Academy Bhopal MP	
NAME OF EMPLOYER: Government of MP-India Police Department				TYPE OF BUSINESS Deputy Head of Training Academy and incharge of Research and Evidence Based Police Reforms			
ADDRESS OF EMPLOYER: Government of Madhya Pradesh Home Department , Wallabh Bhawan Bhopal MP,				NAME OF SUPERVISOR Anuradha Shankar IPS, ADG Training Police Headquarters Bhopal 0091-7552443584, 0091-9425005210			
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: Total of 400 Training center employees and around 800 trainees at a time This involves 34 Senior Trainers and Training Administrators			
DESCRIPTION OF YOUR DUTIES :							
<ul style="list-style-type: none"> Deputy Head of Training Academy involving Training Administration, Training related HR, running of day to day administration, Budget, finance and Academic aspects of Training Administration in the Institution. Curriculum Development syllabi design and working out needs based police training practice through Training Needs Analysis, Training of Trainers and Trainer development methodologies. Research Lead Police Reforms and Evidence Based Police Practice through a research cell established at the Training Center – leading various research lead police reforms projects . Trainer and Senior Supervisor for Basic Training and Recruit Training for all ranks of the police personnel recently recruited. Trainer and Senior Supervisor for specialized police training and for in service police training Specialist Trainer for Human Rights Training of the Police Specialist Trainer for the Soft Skills Training of the police. <p style="text-align: center;">Achievements</p> <ul style="list-style-type: none"> Large scale Training Administration covering the Recruit Training of more than 1500 Police Officers and Investigators Senior Police Officer's Recruit Training of 250 police officers involving senior supervisory police role training Conduct of Training Needs Analysis for designing the syllabus of senior officer's promotion to higher ranks and their Training Designing of Mentoring Plan for Police Investigators and Young Officers and implementing them. New Training Methods Devised and Implemented with Experiential Learning Methods and Audio Visual Aid. 							
FROM		TO		SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:	
MONTH/YEAR 1 March 2017		MONTH/YEAR 15 January 2019		STARTING Rs 1800000	FINAL Rs 1800000	Senior Superintendent of Police for the district Vidisha in the state of Madhya Pradesh	
NAME OF EMPLOYER: Government of MP-India Police Department				TYPE OF BUSINESS Police Chief of District -Operational and HR Command.			
ADDRESS OF EMPLOYER: Government of Madhya Pradesh Home Department , Wallabh Bhawan Bhopal MP,				NAME OF SUPERVISOR Mr Rishi Shukla IPS Director General of Police – State Police HQ Jehangirabad Bhopal MP Ph 0091-755-2443500			
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: Chief of the Police of the district Vidisha Command level position having supervision of more than 2000 police employees from all ranks ranging from constables upto command level police managers.			
DESCRIPTION OF YOUR DUTIES :							
<ul style="list-style-type: none"> Senior Command level police chief position involving supervision and management of a large police district having urban towns and villages covering more than 3 million population with a supervisory jurisdiction of 24 police stations . Leadership level responsibility in Human Resource Management , Training and capacity building also involving discipline and control, and development and ensuring internal vigilance and ensuring police accountability Leadership in the command of Operational duties of planning and executing police operations and all kinds of crime control responsibilities Senior most Investigation supervisory, leading a team of police investigators giving them guidance and overseeing foolproof investigations Command level responsibility in maintaining police Public Order and Peace and ensuring peaceful events and public situations where crowd control and public order management in other events are involved. Chief Coordinator for Community Policing for the district and laying the protocols for community police interface for the various police under the jurisdiction. Leading Community Police events <p style="text-align: center;">Achievements</p> <ul style="list-style-type: none"> Conduct of Peaceful, free and fair General Elections for Democratic Elections for state legislative assembly and national parliamentary election Effective Crime Control and Peace Administration by leading the district through crime control, prevention and detection supervision effectively. Started a new Women's Help Desk and One Stop Crisis Center for women facing Violence and children and women affected by domestic violence Effective Launch of Community Policing initiative to ensure conflict management and peace building between different Religious groups and bringing inter religious dialogue and peaceful coexistence after the area saw violent conflicts. 							
FROM		TO		SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:	
MONTH/YEAR 1 July 2016		MONTH/YEAR 1 March 2017		STARTING Rs 1560000	FINAL Rs 1560000	Staff Officer to the Director General of Police at State Police HQ Secretary Police Research Cell for Evidence Based Policing	

NAME OF EMPLOYER: Government of MP-India Police Department	TYPE OF BUSINESS Chief of Staff for the Director General of Police,, Principle Advisor and Police Research and Reforms Lead	
ADDRESS OF EMPLOYER: Government of Madhya Pradesh Home Department , Wallabh Bhawan Bhopal MP,	NAME OF SUPERVISOR Mr Rishi Shukla IPS Director General of Police – State Police HQ Jehangirabad Bhopal MP India Ph 0091-755-2443500	
	NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: A Lead staff position which has the supervision of the entire personal staff and security staff of the Director General of Police of the state of MP which are around 200 in number.	REASON FOR LEAVING N/A

DESCRIPTION OF YOUR DUTIES :

- Chief of staff for the Head of the State Police of Madhya Pradesh under the federal structure of the Republican System of Indian Governance. work profile includes Secretarial, Ceremonial and Lison incharge for the Director General of the Police including HR issues, senior level accountability and internal inquires and related standard setting of the police conduct. Ceremonial incharge of DGP's office.
- Founded the DG Research and Policy Cell for the state Police with a mandate to do collaborative research with think tanks and universities for evidence informed police reforms and practice with action research methods.
- Leadership position in Police Reforms and Research wing of the state police devoted to deciding and executing the mandate of Evidence Informed Police Reforms Decisions and projects being undertaken.

Acheivement

- Established the DG Research and Policy Cell which has become one of the rare institutions of research based police reforms and Evidence Based Policing. It has collaborated with international Think Tanks and Universities to engage in effective police reforms Project for ending violence against women, for improving the training of the police and bringing best practices from international perspective to Indian Policing. Managed and initiated Collaborations and MOU with JPAL- Poverty Action Lab- MIT, USA and SHU -UK along with famous Indian Universities like Tata Institute of Social Sciences and National Law University Delhi. This institution has grown to embrace many capacity building, community policing projects for the police in Madhya Pradesh.

B PREVIOUS POSTS (IN REVERSE ORDER)

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: ADC (<i>Aide De Camp</i>) to H.E. the Governor of the State of Madhya Pradesh . Liason, Security and Office incharge for the Head of the State of MP.
MONTH/YEAR	MONTH/YEAR	STARTING Rs	FINAL Rs	
23 Jul 2012	1 July 2016	1200000	Rs 1200000	
NAME OF EMPLOYER: Government of MP-India Police Department		TYPE OF BUSINESS Liason, Secretarial and office incharge for the Head of the State.		
ADDRESS OF EMPLOYER: Government of Madhya Pradesh Home Department , Wallabh Bhawan Bhopal MP,		NAME OF SUPERVISOR Mr Sarabjeet Singh Additional DGP Admn Bhopal MP India Ph 0091-755-2443511,2443512, Mob 0091-9425027735 email:rkumar47@yahoo.com		
		NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: A Superior and Ceremonial position which has the supervision of the entire personal staff and security staff of the HE the Governor of the state of MP which are around 200 in number.		REASON FOR LEAVING N/A

DESCRIPTION OF YOUR DUTIES :

- Chief Aid to the Head of the State of Madhya Pradesh under the federal structure of the Republican System of Indian Governance. work profile includes Secretarial, Ceremonial and Liaison incharge for the Hon'ble Governor.
- This is a senior position which requires to forward the orders and wishes of the Governor to all other Government Departments and to maintain liaison with the office of the President of India, the Chief Minister of the State, the Ministers of the Central Government, the Ministers of the state Government, Top most bureaucracy of the Central Government, Central and State Government Officials, Top most police leadership, the Defence Services and all the Vice Chancellors of the Universities falling under the State Government.
- The duties include organization and participation as the personal and closest assistant to H.E. the Governor in all ceremonial matters and representing the Governor's house and office in all ceremonial matters.
- Liaisoning with Government and representatives of Government in all official matters on behalf of H.E. the Governor and carrying forward and communicating the wishes of the Governor and facilitating the conduct of various responsibilities of the office of the Head of the State.
- Arranging and fixing appointments for the H.E. the Governor and organizing all the events, swearing in ceremonies and top level government meetings in which the head of the state has to participate.
- Accompanying the H.E. the Governor in all his state visits within the state and outside the state and work as his office incharge and assisting him in all the discharge of his official responsibilities while on official visits.
- Maintaining all official communications and correspondence with the Central and State Governments and Universities which are intended to communicate H.E. the Governor's orders.
- Brief the H.E. the Governor in all matters communicated to him by the state and central Governments and regarding all other Government and Public matters where the Governor needs to express his opinion, approval or disapproval.
- Arranging and facilitating the participation of the Governor at Public Functions.
- Facilitating the democratic public grievance mechanisms in which the public Access to the Head of the State is facilitated for grievance related issues pertaining to the working of the state government and universities. Arranging for the Governor the appointments and grievance hearing opportunities related to the common public.

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Asistant Inspector General of Police AIG (Police Training Branch) State Police Headquarters Bhopal MP India
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
AUG-2010	Jul 2012	Rs 800000	Rs 800000	
NAME OF EMPLOYER: Government of MP-India Police Department		TYPE OF BUSINESS Police Administration, Reforms and Training		
ADDRESS OF EMPLOYER: State Police Headquarters, Jehangirabad, Bhopal, MP, India		NAME OF SUPERVISOR Mr Rajendra Kumar Addl. DGP Trng, State PHQ Ph 0091-755-2443681, Mob 0091-9425027735 email:rkumar47@yahoo.com		
		NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 1000 Specialist position - approximately a total of 1000 employees in various training centers spread across the state, ranging from Deputy Sprintendents to Inspectors, sub inspectors of police and other support staff, including various categories of instructors, drill and weapon instructors, police science and criminology lecturers, instructor police officers, various office managers and office staff.		REASON FOR LEAVING N/A

DESCRIPTION OF YOUR DUTIES :

Senior level Police Training Management and Development role. Design and Development of Police Training Curriculum and Training Resources. The supervision and monitoring of eight police training colleges /institutions spread across the state. The charter of duties include Training Design, and Higher level Management of year long Training activity in these institutions. Representing the central police authority through the police head quarters. I am entrusted with the responsibility of devising an year long Training calendar for eight Training Colleges, where basic training of various ranks and cadres of police officers get their induction training, also included are those in service police officers who undergo pre promotion trainings, mid carrier training, specialized job related trainings in the training colleges and on the job trainings in the field. Every year around 3000 officers and constables get trained through this process. Significant involvement in devising and executing on the job police training for the civilian police officers spread across the fifty states districts of the central Indian state of MP. The job responsibilities also include mainstreaming police reforms through research and training activity. Mainstreaming Human Rights Police Ethics, Soft Skills and Community Police Training as a police reforms effort. It is a senior command level position overlooking the police training, policy making, implementation and day to day monitoring.

My mandate also includes,

- 1- Training Needs Analysis, and Designing of Curriculum, Training the trainers of the different training institutions,
- 2-Conducting training sessions on my own and organizing training workshop by inviting various experts,
- 3-bringing changes in Training activities with an eye on the field requirements of the police officers.
- 4- The Institutional administration of police training centers and Human resource Management is also included in the job profile.
- 5-The job requirements also include personnel management work for all the 800 employees working under the various training institution. The Trainees undergoing long term training are also subjected to overall disciplinary control.
- 6- Designing Training activity, executing various training projects , liasoning with various police and academic establishments for the purpose of designing and delivering training modules, supervising the day to day administration of training activity in training institutions, formulating and managing centralized examination for the foundation training of new recruits, building training material and resources and contributing to the policy making about training for the entire police set up of the state under the direct guidance of the top most leadership of the police establishment are my major areas of my work.
- 7- Community Police Training: Special modules developed for community police training for community members and police officers working in the field. Around 4500 community members and police officers were trained every year throughout the 50 police districts of Madhya Pradesh in central India through design and development of training resources and delivery of training content.

Achievements –

Through the post of AIG training at Police Headquarters, I have been able to mainstream police reforms and community policing ethics within the policing strategies and capacity building efforts in the following way-

- 1- involved in major criminal justice reform programs and access to justice and training projects as a National Resource Person in Training with the Ministry of Home Affairs Government of India and the state Government.
 - 2- Involved in HUMAN RIGHTS TRAINING and capacity building specialization within the police service through basic and in service training project covering all the 50 districts of the state of MP.
 - 3- Associated as a project manager in a major Human Rights Based Good Governance and Development project for the Indian Police. This included the SSAJ-Safety Security and ACCESS TO JUSTICE Program for Indian Police, started by the Department of International Development ,DFID U.K. in collaboration with the Ministry of Home Affairs Government of India
 - 4-My responsibilities as a NATIONAL RESOURCE PERSON IN TRAINING included RESEARCH in governance practices, public service ethics , TRAINING NEEDS ANALYSIS and strategic Training Intervention for ensuring Human Rights based criminal justice reform which reached police units at the local level.
 - 5-Resource Person for GENDER MAINSTREAMING in criminal justice with special focus on DOMESTIC VIOLENCE.
 - 6- Community Police Training intervention by launching a community police training project for the entire state of Madhya Pradesh covering all the 50 districts of MP and also 8 training centers in Madhya Pradesh with a total reach of around 10000 police personals and community police workers.
 - 7- Massive efforts for the capacity building courses for Child Rights, Gender Justice and Attitudinal and Behavioural Orientation of the police.
 - 8- Built up interagency approach in police training by involving multi stake holder association in police training and police reforms by promoting partnering of police with the Civil Society , Other Civilian Government departments, Non Governmental Organizations, Universities and Intergovernmental Organizations like the UNICEF, UNFPA, UNDP etc.
 - 9- Introducing Soft Skills training in the basic training of the police recruits at the induction training level, in order to promote better policing and democratic policing norms.
 - 10- Revamping of the Police Training Syllabi of the induction training in order to include Rule of Law, Democratic Policing and Ethical Orientation in the Police work.
 - 11- Efforts at infrastructural development of the Police training centers in order to give better training for the police.
- This exposure has helped me to understand the governance, development and human rights context of the poor people living in the developing countries and appreciate the linkages between development, empowerment and human rights.

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Additional Suprintendent of Police- Incharge of District Headquarters, for the Metropolitan District of Indore
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
Jun-2009	Aug-2010	500000 INR	500000 INR	
NAME OF EMPLOYER: Government of MP-India-Police Department				TYPE OF BUSINESS: Police Administration- Supervision of Crime Control, Crime Investigation and Prevention. Maintenance of Law and Order and Security. Community Police and Police Public Relations.
ADDRESS OF EMPLOYER: State Police Headquarters, Jehangirabad, Bhopal, MP, India				NAME OF SUPERVISOR: Mr D. Srinivasa Rao DIG of Police, SSP Indore
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 4000 The Largest operational field unit of the police in the state of MP, which included approximately a strength of 4000 police personals of various ranks. It included around 25 Deputy Suprintendents, around 100 inspectors, around 450 sub inspectors and Asistant Subinspectors and around 3500 constables and head constables.
				REASON FOR LEAVING: Transfer to the present position due to demand for specialised officer in the Police Head quarter's training establishment
DESCRIPTION OF YOUR DUTIES				
<p>Supervision and Senior command level management of the largest operational police district of central India- Indore. Human Resource Management in terms of deployment of police officers and forces to different police responsibilities and different police stations. Training and development of various police officers and looking after their various service matters. Leadership role in operational matters of day to day policing.Planning and provisioning for the needs of the police district. Supervision of police investigation, monitoring the police investigation in serious criminal cases and management of day to day Law and order sitaution of the city. Keeping track of crime statistics and managing and giving directions to various police roles and responsibilities. Supervising the Police Complaints Unit and investigating the police complaints coming from different parts of the district. Supervising and monitoring the police control room .</p> <p>Heading the Community Policing Cell, planning various community policing events and monitoring and giving directions to the police station level community policing efforts. Heading specail community cells for Women and Children and running specail community police schemes in this direction.Supervising the special cell for police efforts to control Domestic Violence and Crime Against Women. Monitoring the special Juvenile Protection Unit.</p> <p>Achievements</p> <ul style="list-style-type: none"> • Planning of new operational set up for the police jurisdictions of the city of Indore. The Government decided to revamp the old structure of the police jurisdiction in order to create a smart police organizational structure for better control of crime. I was one of the team members to plan and execute this new system according to the needs of the policing and public demands for better crime control and accessibility of the police in the city. • Security, Organization and Execution of the large public event of on the festival of Gnaesha Visarjan where more than 150000 people congrégate and form a carnival for the worship and procession in the city. • Revamping of the Community Police Structure of the city of Indore, where I was instrumental for the inclusion of the representatives of poorer communities and minorities in the Community Police initiative for better and more democratic structure of Community Policing in the city. • Inclusion of Gender component in the Community Police structure by reformulation of Women's Cells in the Community Police set up of the city which helped the police to have a better control of the domestic violence and improve the accessibility for the victims of crime. • As incharge of the Community Police Wing of the Indore City, I was instrumental in the promotion of Inter Agency Approach as a Community Police initiative in Crime Victim Protection particularly focussed for the vulnerable groups of the socitey. This was achieved through partnership building with other non police governmental agencies, Non Governmental Organizations, international donor agencies, Universities and Civil Socitey members. • Technological improvement in the policing by contributing to the installtion of city survillance scheme , use of GPS in city monitoring, use of crime mapping in crime control strategies and popularization and training of basic cyber forensics in routine crime investigation. • As incharge of the welfare of the police forces in the city, I was instrumental in planning new housing scheme for the police constabulary, revamping the infrastructure of the police offices and police stations for better work out put. • Introduced new complaints redressal system for the public who were not satisfied with the police police response and needed special police help. This was successful initiative and replicated in other cities as well. 				

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Suprintendent of Police and Principal of Police Training School –Indore and Pachmarhi.
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
Feb-2007	Jun-2010 <i>(Time between Nov 2009-Mar 2010 spent on sabattical to London School of Economics as visiting fellow to Human Rights Center at LSE.)</i>	450000 INR	450000 INR	
NAME OF EMPLOYER: Government of MP-India		TYPE OF BUSINESS: Police Training, Capacity Building and Police Reforms		
ADDRESS OF EMPLOYER: Police Headquarters, Jehangirabad Bhopal MP India		NAME OF SUPERVISOR: Mr Ramesh Sharma, Additional Director General of Police, Training Division, Police Headquarters, Bhopal, MP (India)		
		NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 200 Training Employee Two Deputy Suptd of Police(Training) Two Asistant Prof of Criminology Foutry Police Instructors around 150 employees related to management and support services of police training institution around 400 trainees who underwent training at any given time.		REASON FOR LEAVING: Rotational Deployment policy of the police Department lead to the transfer of duties to Operational Command positions in the police dustricts.
DESCRIPTION OF YOUR DUTIES				
<p>As incharge of the two Police Training Schools, namely Police Training School Indore and Poloce Training School Pachmarhi, I was responsible for over all management and execution of training of recruit constables which numbered around 600. These two are the largest Police Training Schools in Central India which look after the training of police conatbles both men and women. The Police Training School of Indore which I headed for more than one and half years had the unique distinction of running a special training centers for women police. The Policev Training School at Pachmarhi is famous for its Un Armed Combat Training. My charter of duties as head of Training Institutions included,</p> <ol style="list-style-type: none"> 1- Heading a police training institution, which involved overall management of the police training school, infrastructural development and administration. 2- Designing Courses, Monitoring the performance of the Trainers, preparing and assessing the lesson plans, preparing practcial training exercises in the field. 3- Working as a senior faculty on Police and related subjects, taking up training sessions and liasioning with various agencies and institutions which have close association with the police reforms and training. 4- General administration of the training center, maintaining close contacts with the field police units inroder to understand the training needs and then devise training strategy which remains need based. 5- The responsibilities also included running Training the trainers courses , preparing training resources and guiding the trainers for conducting training sesi3n.Taking feed back and conducting training needs analysis exercises. 6-Introducing innovation in police training for the initial training of basic recruits and also for conducting training for inservcie training for the members of criminal justice sector functionaries. 7-Conducting and directing research on Police and Justice Sector Reforms. 8- Running Training of Trainers TOT Courses for capacity building of Trainers of other Police Training Centers. 9 - Conducting Training Needs Analysis TNA for devising new training inputs for the police officers of various ranks and for intoducing various thematic componenets in training. 10- Running special training capsules for Community Police Training. <p>Achievements The Achievements of this job could be enlisted as follows-</p> <ul style="list-style-type: none"> • Conduct of Training for 600 police recruits per year which included a significant number of women police officers. • Skill developemnt courses for the in service police officers who were given specialized training on various police professional issues in composite training capsules especially designed by me after a rigorous TNA activity to assess the speciafic needs. • Gender Manistreaming Training introduced as a specail capsule course for all police officers who under go the police training. • Community Police Training Capsule introduced and successfully executed for the community police workers and police officers. • Training of Trainers courses oregonized to develope the training skills of police trainers of all eight training ceneters in the state. • Field Training and On the Job Training Componenets introduced in the training for the first time. This was done in order to create a connect between the training schools and the field realities of every dau policing, in order to create the field relevance of training • Human Rights and Police Ethics Training Capsules were introduced as regular training events in order to mainstream them. • Infrastructural developemnt of the police training schools in order to create betrter facilities for better out put of the police trainees 				

		TO		SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Chevening Human Rights Fellow at Human Rights Center University of Essex Colchester UK. (On study leave from the permanent employment of MP state Police Service- where salary and employment were fully protected)	
MONTH/YEAR	MONTH/YEAR	STARTING		FINAL			
Oct-2005	Jan-2007	350000 INR		350000 INR			
NAME OF EMPLOYER: Human Rights Fellowship grant from Foreign and Commonwealth Office Government of UK through University of Essex UK. Since I was on study leave -Employment was retained by the MP Police Government of MP India						TYPE OF BUSINESS: Research and postgraduate qualifications in the Theory and Practice of Human Rights.	
ADDRESS OF EMPLOYER: Human Rights Center University of Essex Wivenhoe Park Colchester UK.						NAME OF SUPERVISOR: Prof Paul Hunt Prof. Intl. Human Rights Law Human Rights Center University of Essex Wivenhoe Park Colchester UK CO43SQ ph ++44 1206 873775 Email-paulhunt28@yahoo.co.uk	
						NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: N/A Not Applicable	REASON FOR LEAVING: fixed term higher education dgeree
DESCRIPTION OF YOUR DUTIES							
Selected as the British Chevening Human Rights Scholar for the year 2005-2006 from India through an international selection process through which pursued a Master's degree in Human Rights Law -Theory and Practice, from the Human Rights Center, University of Essex,UK. Achieved an overall distinction in this master's course. Specialised in Criminal Justice, Access to Justice and Human Rights, Human Rights Training, Development and Human Rights, Peace keeping and Humanitarian work and Women's Rights.The course involves a considerable input in the Practice of Human Rights and the UN system and NGO/Civil Society work. Within this academic programme I have specialized in Policing and Human Rights, Criminal Justice Reforms and Rights Based Approach to Development.							
Achievements Since I have been in a full time taught course, my major achievements have been in the academic field in this period.I have achieved an overall distinction in this master's degree in Human Rights at the University of Essex; which is highly acclaimed in the university . The selection for the British Chevening Human Rights Scholarship Award in itself was an achievement as it is an international award on human rights for young scholars, which involves selection of candidates at an international level who have credible experience of Human Rights Work and have made contributions at their individual level as young professionals and show potential to contribute substantially to the field in the future. Based on my previous experience and the academic performance, I was selected for a four months internship at the prestigious international Human Rights NGO in London, called the 'Medical Foundation for Torture Care', which gave me an important exposure to international Human Rights Work through the NGOs.In the Human Rights Center at the University of Essex, I have presented two academic papers on the theme of 'Human Rights Based Approach to Development and Local Level Democracy in India' and another paper on 'Gender Mainstreaming in Criminal Justice and Domestic Violence Redress'. I was selected as a team member on research group related to 'Human Rights Training for the Police'. I had been selected as a part of the editorial team of the online journal Essex Human Rights Review, issued from the Human Rights Center at the University.I feel that my human rights education at this advanced level would help me evolve as a mature human rights trainer and practioner and would directly help me in criminal justice and police reforms work.I am satisfied with my performance and hope that I would be able to utilize the high academic input of Human Rights,I have received at this university, in the actual practice in the field							

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Police Training ,Reforms and Community Police Coordinator and Deputy Suprintendent at Indore MP India
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
May-2004	Sep-2005	360000 INR	360000 INR	
NAME OF EMPLOYER: Government of MP -Home Department -Madhya Pradesh Police, India				TYPE OF BUSINESS: Police Training, Reforms and Community Policing
ADDRESS OF EMPLOYER: Office of the DGP MP, Jehangirabad, Madhya Pradesh India.				NAME OF SUPERVISOR: Mr PL Pandey Inspector General of Police Indore 0091-731-27707
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: Police Officers, Civil Administration coordinators, Police investigators, Researchers , members of the civil society organisations, Police and Justice Sector Trainers and
				REASON FOR LEAVING: Selection for pursuing an advanced postgraduate degree in Human Rights From UK
DESCRIPTION OF YOUR DUTIES				
<p>My duites were mainly related to Police and Criminal Justice sector reforms and training. Having a jurisdiction extending to 8 western police districts of western MP in central India, I have been incharge of research, planning, coordination and execution of police reforms and training programs. Developing expertise in Community Policing and its training and conducting community policing training camps in all the seven districts of the zone.I have handled the responsibilities of conducting Training Needs Assessments and research work related to criminal justice reforms, democratic policing and pro-poor police reforms. I had been given the additional responsibility of giving advise and working on the projects related to police modernisation, computerisation, mechanisation and improving the police professionalism through greater use of scientific methods and resources in the police. I have acted as Training Manager, Training Coordinator, Researcher and Trainer in the field of Police reforms. I have acted as an expert in Police Ethics, Pro-Poor Police Reforms, Human Rights Training and Equal Opportunities and Attitudinal Change in the Criminal Justice Sector. I have acted also as Lead Trainer in the Training of Trainers Programmes for the police. I held important advisorial role within this responsibility for police and justice sector reforms.</p>				
<p>My major achievements were as follows,</p> <p>1-Training Needs Assessment of Constable's Training - a training needs analysis document which was prepared by a colleague and me, which was considered a major police reforms and training document for grass roots level reforms in the area of promoting democratic policing in Central India.</p> <p>2- Training Manager of a large scale police training project related to the Attitudinal Change of Police Officers towards vulnerable groups of the society. This training project covered around 2000 inservice police officers serving in various rural and urban districts of central India who attended this sensitisation training project in consequent batches.This project got the distinction of the best managed and most thoughtfully conceived police training project related to pro-poor justice sector reforms.</p> <p>3- Training Coordinator of a National Level Police Training Workshop on Human Rights Mainstreaming in India.</p> <p>4- Planner and Cheif organiser of the National Workshop on 'Child Rights, Role of Police and the Juvenile Jstice in India', which was jointly organised by the MP Police and the UNICEF India.</p> <p>5- Coordinator of National Training Seminar on the 'Access to Justice for the Women and the Role of Police in Domestic Violence', which was jointly organised by the police and the UNIFEM India.</p> <p>6- Planning and Coordination work in establishing a network of around 72 Domestic Violence Redressal Cells with the joint efforts of the police and civil society institutions in the rural districts of MP in central India, where the domestic violence redress was very poorly managed.</p> <p>7-I have also been involved in conceiving , planning and executing the training programmes of the domestic violence special constables and civil society workers by conducting rural police and civil society training camps for this purpose which was considered a unique efforts in this direction.</p> <p>8- Expert Trainer in Community Policing and conducted Community Policing Training Camps in all the rural districts of Western MP region, which was considered as an important effort in popularising community policing strategy in rural districts. Also conducted a national workshop on 'Community Policing and Police Public interface' as the Coordinator of the Workshop.</p> <p>All of the above efforts have been in the direction of improving the access to justice and mainstream police reforms.</p>				

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: UN-Deputy Regional Kosovo Police Service and Field Training Coordinator
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
May-2003	May-2004	30000 USD	30000 USD	
NAME OF EMPLOYER: UN Mission in Kosovo UNMIK				TYPE OF BUSINESS: UN Civilian Police Service
ADDRESS OF EMPLOYER: Commissioner of Police, UN CIVPOL Headquarters, UNMIK HQs, Pristina, KOSOVO				NAME OF SUPERVISOR: Commissioner of Police
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 1200 KPS & UN Officers
				REASON FOR LEAVING: Fixed term
				Kosovo police service officer around 1100 Around
DESCRIPTION OF YOUR DUTIES				
<p>This was a senior position involving human resource management and Building of Human Rights Culture within the Upcoming Kosovo police Service. This involved recruitment, training and placements, and duty allocation for the Kosovo Police Service. Since it was a senior managerial position, it required planning and policy making at the regional level, which consisted of a jurisdiction covering the entire Border Police Region of Kosovo which covered 14 police stations, Regional Headquarters and a training Unit. The job required constant monitoring of the field units with frequent visits to the field units.</p> <p>The post conflict situation and ethnic make up of the Kosovo society was sensitive and the UN standards of Human Rights had to be translated into the upcoming Kosovo Police Service and it was at this requirement that my job demanded working on policy issues and standard setting for best practices in Human Rights Protection through the building up of responsive and sensitive policing culture.</p> <p>The responsibilities also included mainstreaming of community policing strategy within policing ethos of the upcoming Kosovo Police Service, a responsibility in which my expertise in Community Policing became very useful. The job also required Strategic Training Management and Training Intervention to create a culture of professional and Human Rights sensitive police service. It was a police leadership position requiring decision making capacity, planning and devising of professional standards.</p> <p>Summarize Any Of Your Achievements.</p> <p>During my tenure as the Regional Coordinator, ethnic riots broke out in Kosovo, the newly recruited Serbian officers who were in a minority in some areas felt insecure and wanted to leave the service out of fear. This reflected the general sentiment of the minority communities which felt highly insecure. It was very important for the UNMIK Administration to build up confidence in the people.</p> <p>As in charge of the Kosovo Police Service related issues this matter of minority Serbian officer's fears came to me. It was a difficult time, at the one end the police was trying to restore peace in a post conflict riot situation, whereas at the other end, we had to maintain the multiethnic character of the police service and build up confidence in the minority officers so that they remain in the service and do not leave it out of fear. We started measures to deal with it. We tried to create a sense of responsibility among the police officers in the Kosovo Police Service to face the challenge by building solidarity between Albanian and Serbian officers so that Albanian officers feel responsible for their Serbian colleague's security.</p> <p>In a post conflict situation there was always a danger of finding the police divided on ethnic lines. Since we followed certain norms, standards and ethics of service, we were able to create a sense of solidarity between Albanian and Serbian officers. My experience in community policing strategies became very useful in this situation. We applied community policing strategy by inculcating community policing ethos amongst the young Kosovo Police Service Officers and the communities with which they had an interface. Following this approach, we went to the minority communities and listened to their fears and insecurities and tried to help them to come out of these fears through confidence building strategy.</p> <p>This was achieved by building up of a mutually understanding and secure environment, through counselling and through a community based -prejudice free, participatory security management strategy where greater involvement of the citizens was promoted. The community after some time started supporting the Serbian officers to remain within the service. With the efforts of all my colleagues we were able to build up a sense of security in a riot situation. After a few months, all the officers who had applied to leave the service out of fear, changed their decision. The community members in our target villages, who had left their houses out of fear, also returned. I feel very satisfied when I think of this experience.</p> <p>I feel that for the cause of peace, my colleagues and I were able to contribute our bit. I could feel the potential of community policing. I believe these efforts of building peace and fighting for restoring human rights of the people have been events of personal satisfaction. They are also my achievements.</p>				

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: City Suprintendent of Police Indore District
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
Mar-2000	May-2003	360000 INR	360000 INR	
NAME OF EMPLOYER: SK Das, DGP MP Police				TYPE OF BUSINESS: Police Administration, Crime Prevention and Crime Control, Investigation of Crime and Supervision of Investigation, Community Policing and general Police Administration
ADDRESS OF EMPLOYER: Office of the DGP MP, Jehangirabad Bhopal, MP PH 0091-755-2443500, 2443501, 2443512				NAME OF SUPERVISOR: BBS Thakur SP District Indore MP
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 350 around 350 employees ranging from the rank of Inspector, Sub Inspectors to the constables.
				REASON FOR LEAVING: Selection for the UN Mission in Kosovo
DESCRIPTION OF YOUR DUTIES				
<p>As City Suprintendent of Police I was incharge of one of the most busy police subdivisions in the city of Indore which is the largest city in central India. The jurisdiction comprised of three police stations in Sanyogitagunj area which had high rate of crime and very high incidence of public agitations and demonstrations. The job profile was concerned with the operational policing and supervision of Investigation and Public Peace and Security. The mandate of responsibilities included Crime Prevention and Crime Detection work, Public Order Management, Intelligence Collection, Security and Surveillance work. The jurisdiction of work included the supervision of all police operational duties and Investigation work which can be summarized as follows:</p> <ul style="list-style-type: none"> • Supervision of Crime Investigation in the jurisdiction and giving directions to subordinate investigators investigating the crimes • Investigation of Henious Offences and Offences Against Women and Weaker Sections of the society • Public Order Management of the juridiction in terms of regulation and control of Public agitations and demonstartions in order to maintain peace and order in the jurisdiction without affecting the democratic rights of the demonstrators. • Building Communal Harmony in the disturbed areas and maintiang pecae and tranquility in areas of mixed neighbourhood. • Security of the area and keeping a watch on the anti social and criminal elements in order to prserve peace and tranquility. • Monitoring the VIP security of the VIPs visiting the city as all VIP areas were located in my jurisdictions. • Coordination of all Community Police Work in the area and manitaininga halthy Police Public interface in the area. • Management of Traffick Control in the area. • Supervision of the Domestic Violence Redressal Cells in the area and improving the Access to Justice for the women. 				
Achievements				
<p>This was one of the most busy charges of the operational jurisdiction of the city of Indore. The achievemenst could be summarized as follows:</p> <ul style="list-style-type: none"> • Control of Communal Clashes and Riots between Hindu and Muslim Communities in the highly sensitive localities of Azad Nagar Palasia and Chawani where the two communities came face to face in communal clashes and rioting. This was during the time of infamous Godhara -Gujrat Riots in 2002. The control of communal rioting during this time in my leadership was highly appreciated by the top police commanders. • Supervision of henious crimes and detection of homicide cases with the use of advance forensic techniques. These were the cases in which the offences were blind and the mysterious homicide cases were difficult to detect. • Investigation of the firstt Cyber Crime Case in Central India in the year 2001, when I was entrusted the responsibility of investigatong a cyber crime case by using a newly formed legislation banning various activities on the Cyber Space. • Inclusion of large scale community workers in community police network in the area, thereby improving the police public inface. • Opening of Sanjivani Bal Mitra Kendra, a unique Community Police Network which worked for the Children in Conflict with Law and utilized the services of Governmental and Non Governmental Agencies in building Synergy with police to extend the base of Community Policing for the betterment of Children and for Child Protection issues. • Introduced a specail Protectuion Scheme for the Victims of Domestic Violence and used Community police workers network to run counselling centers for the Domestic Violence Victims. • Built up the first ideal police station in Madhya Pradesh, this was called Palasia Police Station. I was chosen as the officer incharge of opening a new police station set up which was citizen friendly and had all the facilities and quick response mechanisms. The System was based on Access to Justice principles and required Ethical Practcie and Professional commitment. 				

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: SDOP Baihar Balghat Sub Divisional Officer of the Police at BAIHAR District BALAGHAT Madhya Pradesh.
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
Jan-1999	Feb-2000	300000 INR	300000 INR	
NAME OF EMPLOYER: Government of Madhya Pradesh India			TYPE OF BUSINESS: Incharge of Police Sub Division, Control of Left Wing Extremism and insurgency.	
ADDRESS OF EMPLOYER: Office of the DGP MP, Jehangirabad Bhopal, MP PH 0091-755-2443500, 2443501, 2443512			NAME OF SUPERVISOR: GP Singh SP of Balaghat Dist. MP India	
			NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 500 employees ranking from the rank of Inspector, Sub Inspectors to the constables. This also included armed police and civilian police. Special squads of Anti-Terrorist Operations and Special Combat Squads were also included in this tough jurisdiction which was heavily affected by left wing extremism.	REASON FOR LEAVING: fixed term routine transfer.
DESCRIPTION OF YOUR DUTIES				
Description of Duties				
<p>This was a special operations jurisdiction which gave me a valuable experience in Anti- Terrorist Operations, Anti- Insurgency Operations and helped me to understand the working of Conflict Zone Policing. The job profile of this area was related to the following tasks:</p> <ul style="list-style-type: none"> Intelligence Collection for the movement and hide outs of the gurrellias related to Left Wing Terrorism called the Naxals. Preparation of meticulous records of these gurrellias and keeping track of all their activities. Planning special operations against these gurrellias by restricting their movements and arresting them in order to prevent their terrorist activities. Building the confidence of the general public living in the Conflict Zone where the police and the Naxal gurrellias were against each other. Winning back those Naxal gurrellias who wanted to come back to the normal civilian life. Providing better and more humane policing with better Access to Justice initiatives in order to promote better police public interface and improving the orientation of policing in terms of its interface with poorer communities. Area Dominance through regular patrolling and improving police presence through the better security of the jungle out posts which were under the threat of violence by the Naxal Gurrellias. Promoting police motivation in the difficult operational districts. Crime Detection, Prevention and Control. Public Order Management and other routine issues. 				
Achievements				
<p>The Achievements of this position could be summarised as follows:</p> <ul style="list-style-type: none"> Area Domination strategies were employed in order to create security atmosphere amongst the public and no Gurrellia Activity related violence could take place during the tenure. Six Naxalite Gurrellias could be apprehended and arrested by the police forces as a matter of control strategies. These Gurrellias were wanted in various offences and their arrest brought a calming down of the insurgency related activities in the area. A land mine was detected on the highway just few hours before the arrival of the district magistrate on that highway. Precious lives were saved due to this commendable activity by the police. All the police, men involved in this operation were rewarded by the government for their superior intelligence and brave act. Surveillance and Patrolling in the Conflict zone was increased and the local tribal communities' confidence mechanism was increased as a result of which they started attending local markets and the children could resume going to schools and forest gathering activities could also be resumed. These confidence building mechanisms helped to restore the peoples confidence in the government and they started resuming their normal economic activity. This confidence building mechanism was important for the economy of the highly under developed and poor communities of the area. Motivation was provided to the police forces which were working under extremely tough conditions in the forests of the conflict zone. By the improvement of the motivation of the police forces, better police surveillance could be achieved. 				

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: SDOP JAORA District Ratlam MP
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
Oct-1997	Jan-1999	300000 INR	300000 INR	
NAME OF EMPLOYER: Government of MP -Home Department -Madhya Pradesh Police, India			TYPE OF BUSINESS: Operational Police Work and Supervision of Crime Investigation and Public Order Management	
ADDRESS OF EMPLOYER: Office of the DGP MP, Jehangirabad, Bhopal , MP, India			NAME OF SUPERVISOR: Mr Sanjya Mane Superintendent of Police District Ratlam MP India	
			NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 350 employees different ranks ranging from Police Inspectors to Sub Inspectors and Constables. All were civilian police officers well versed in investigation and public order management.	REASON FOR LEAVING: regular transfer after term was over
DESCRIPTION OF YOUR DUTIES				
<p>As Sub Divisional Officer of Police I was incharge of one of the rural subdivisions in the Ratlam District which was situated in the heart of Opium growing areas natporiuos for drug crime and other related offences. The jurisdiction comprised of six police stations which had high rate of crime and very high incidence of public agitations and demonstrations as it had communal tension due to religious conflicts . The job profile was concerned with the operational policing and supervision of Investigation and Public Peace and Security. The mandate of responsibilities included Crime Prevention and Crime Detection work, Public Order Managment, Intelligence Collection, Security and Survillance work. The jurisdiction of work included the supervision of all police operational duties and Investigation work which can be summarized as follows:</p> <ul style="list-style-type: none"> • Supervision of Crime Investigation in the jurisdiction and giving directions to subordinate investigators investigating the crimes • Control over drug related crime and prevenmtion of drug smuggling. • Prevention of drug abuse • Control on Kanjar Bandits which were creating a huge security problem in the rural countryside. • Prevention of Communal Conflicts • Investigation of Henious Offences and Offences Against Women and Weaker Sections of the society • Public Order Management of the jurisdiction in terms of regulation and control of Public agitations and demonstartions in order to maintain peace and order in the jurisdiction without affecting the democratic rights of the demonstrators. • Building Communal Harmony in the disturbed areas and maintiang pecaee and tranquility in areas of mixed neighbourhood. • Security of the area and keeping a watch on the anti social and criminal elements in order to prserve peace and tranquility. • Coordination of all Community Police Work in the area and manitaininga halthy Police Public interface in the area. • Supervision of the Domestic Violence Redressal Cells in the area and improving the Access to Justice for the women. <p>Achievements</p> <p>The major achivements of this operational ujurisdiction could be summarised as follows:</p> <ul style="list-style-type: none"> • Control on drug crime and drug smuggling by taking measures to check the activities of the drug peddlers and by creating an intelligence network to keep track of the movement of the suspect drug manufactureres and their associates. • Nabbing of drug offenders and seizing a large amount of Opium, brown shugar and smack from the drug peddlres thereby creatinga sever check on the smiuggling activity. • Preventing Communal Conflicts and Rioting in the city of Jaora where a major clash ensued between Hindu and Muslim Communities over the issue of a marriage procession. Timely action taken by me and my colleagues helped save a violent communal riot and communal conflict in the area. • Check on the activities of the Kanjar Bandits who were indulged in high scale property crime by creating a strict vigilance over their activities and nabbing those bandits who were involved in crime and were absconding from the police. • Cotrol over the rural crime and insecurity related to village disputes and agricultural disputes amongst various communities. • Detection of henious murder case with the help of advanced forensic techniques. • Arrangements of High Security Arrangements for VVIPs who were having high threat calls. • Running of Domestic Violence Cells • Promoting Community Policing units in each ruiral police station by forming rural community police groups. 				

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: SDOP SALHEWARA DISTRICT RAJNANDGAON
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
Oct-1996	Oct-1997	240000 INR	240000 INR	
NAME OF EMPLOYER: Government of MP -Home Department -Madhya Pradesh Police, India				TYPE OF BUSINESS: Incharge of Police Sub Division, Control of Left Wing Extremism and insurgency
ADDRESS OF EMPLOYER: Office of the DGP MP, Jehangirabad, Bhopal , MP, India				NAME OF SUPERVISOR: Mr UR Netam Suprintendent of Police District Rajnandgaon Madhya Pradesh India.
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 200 employees 200 employees ranging from the rank of Inspector, Sub Inspectors to the constables. This also incuded armed police and civilian police . Speacil squads of Anti- Terrorist Operations and Speacil Combat Suqds were also incuded in this tough jurisdiction which was heavily affected by left wing extremism.
DESCRIPTION OF YOUR DUTIES				
<p>This was a special operations jurisdiction which gave me a valuable experience in Anti- Terrorist Operations, Anti- Insurgency Operations and helped me to understand the working of Conflict Zone Policing. The job profile of this area was realted to the following tasks:</p> <ul style="list-style-type: none"> • Area Dominance and Securing the Police Out Posts and Police Parties from the frequent attacks of the Gurrellias who were increasingly targetting the Police to prove a point of dominance in the area. • Intelligence Collection for the movement and hide outs of the gurrellias related to Left Wing Terrorism called the Naxals. • Preparation of meticulous records of these gurrellias and keeping tracjk of all their activities. • Planning special operations against these gurrellias by restricting their movements and arresting them in order to prevent their terrorist activities. • Building the confidence of the general public living in the Conflict Zone where the police and the Naxal gurrellias were against each other. • Winning back those Naxal gurrellias who wanted to come back to the normal civilian life. • Promoting police motivation in the difficult operational districts. • Crime Detection, Prevention and Control. Public Order Management and other routine issues. <p>Achievements</p> <p>The Achievements of this position could be summarised as follows:</p> <ul style="list-style-type: none"> • During this tenure a sever attack was made by the hordes of gurrellia at the Bakarkatta Police Station which was located in deep jungle, the efforts of my team could avert this attack as the police force inside the out post acted very swiftly to defend yhemselves and the reinforcement was provided from outside to prevent the atck . Police dominance was established through this activity in the area. • Area Domination strategies were employed in order to create security atmosphere amongst the public and no Gurrelia Activity related violence could take place during the tenure. • Survillance and Patrolling in the Conflict zone was increased and the local tribal communities' confidence mechanism was increased as a result of which they started attending local markets and the children could resume going to schools and forest gathering activities could also be resumed. These confidenc building mechanisms helped to restore the peoples confidedce in the government and they started resuming their normal economic activity. This confidence buidling mechanism was important for the economy of the highly under developed and poor coomunities of the area. • Genral Policing startegies were reintroduced in the area and people who and lost confidence in the police started visiting the police station again for the redressal of their disputes and for other legal matters. <p>Motivation was provided to the police forces which were working under extremely tough conditions in the forests of the conflict zone. By the improvement of the motivation of the police forces, better police survillance could be acxhieved.</p>				

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: Trainee Deputy Superintendent of Police District Gwalior MP India
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
Jan-1995	Oct-1996	240000 INR	240000 INR	
NAME OF EMPLOYER: Government of MP -Home Department -Madhya Pradesh Police, India				TYPE OF BUSINESS: Operational Police Work, Crime Control, Crime Prevention, Crime Investigation, Field and Institutional Police Training
ADDRESS OF EMPLOYER: Office of the DGP MP, Jehangirabad, Bhopal , MP, India				NAME OF SUPERVISOR: Mr Ramniwas Yadav, SP Mr Vipin Maheshwari Additional Superintendent of Police
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 50 to 100 A new officer trainee position but supervised around 50-100 employees as a part of field training of police officers in leadership position. The officers ranged from Inspector to Constable rank officers.
				REASON FOR LEAVING: Fixed Term Appointment and routine transfer

DESCRIPTION OF YOUR DUTIES

This was a trainee position. I spent some time of the tenure in the Police Academy at Sagar to learn basic Law , Crime Investigation, Forensic Science, Human Rights, Public Order Management and other related aspects of police training. I learnt about field training by going to the field units of Gwalior district where I was posted as police station incharge of a rural police station where I supervised 50 police personals and gained insight into the crime prevention and detection techniques. I did a number of investigation of serious body and property offences and did many public prder management duties. Then I was posted in the urban police station of the Gwalior district. Here I was given the cahрге of an Urban Police Station which had more than 100 police eprsonals. I learnt about human resource management in police and community police startetgies. I learnt baout crime investigation ajnd public order management and conduct of security duties for VIP visits. I also learnt about crowd control and how crowd control is done in pubic congregations.

Achievements

Since this was my period of learning through field training, I cannot claim any achievements at this juncture, but my intital experinec in investigation of crime were quite helpful in building confidence in me. I successfully did investigation of homicide cases and forgery cases which are complicated investigations. I gained confidence in crowd control as I managed Public congregation of 50000 people in Gwalior Mela which ia a huge annual event. Similarly I did some election duties successfully where a large numbers of factors have to be taken into consideration for fool proof management of elections in a democracy. I learnt about mega event management by participating in International Cricket Match Arrangements where I was quite given charge of finalizing the security plans. I learnt community police basics through my training expeience in police public interface. This wan indeed a very rewarding experience as a police officer learning the basics of policing through field level basic training.

28. HAVE YOU ANY OBJECTIONS TO OUR MAKING INQUIRIES OF YOUR PRESENT EMPLOYER? YES NO

29. ARE YOU NOW OR HAVE YOU EVER BEEN A CIVIL SERVANT IN YOUR GOVERNMENT'S EMPLOY? YES NO

If answer is "yes", WHEN?

I am a Police Officer since 1995

30. REFERENCES: List three persons, not related to you, and are not current United Nations staff members, who are familiar with your character and qualifications.

Do not repeat names of supervisors listed under Item 27.

FULL NAME	FULL ADDRESS	BUSINESS OR OCCUPATION
Anuradha Shankar (Indian Police Sservice)	House No- B 3 Profesor Colony Bhopal, MP, India Mb 0091-9425005210 Email- 3.anushankar@gmail.co	Presently a Social Development Leader, Formerly Senior Police Officer Head of Police Training for the State Police Service of overlooking a forcé 125000 employee's training. She has supervised the candidate during his role as the Head of Police Training Academy and as operational Command Officer.

Prof Peter Ochs	Prof Peter Ochs Peter Ochs Professor Emeritus Dept. of Religious Studies University of Virginia USA Email- pochs2@gmail.com ph 434-924-6718	Profesor Emeritus at the University of Virginia in the Department of Religious Studies. The candidate has done collaborative research on Interreligious Conflicts and Peacekeeping and Public Order Mngement through community policing- co produced a paper published in international journal and autor remains connected through research and practice. https://www.mdpi.com/2673-4060/3/4/47
Prof Akshay Mangla	Prof Akshay Mangla Associate Professor in International Studies Saïd Business School University of Oxford Park End Street Oxford OX1 1HP Emails- akshay.mangla@gmail.com akshay.mangla@sbs.ox.ac.uk Phone - +44 (0)1865 288409	Prof Akshay Mangla's expertise is in comparative political economy, governance and development, with a regional specialisation in South Asia. Prof Akshay has worked with the candidate on Police Reforms Projects, Access to Justice Projects and Research for Ending Violence Against Women. He has coproduced a paper on internal security and the pólice in India. There are ongoing projects on inclusion of women in pólice forcé

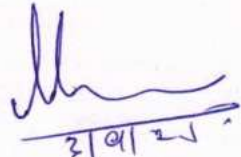
32. HAVE YOU EVER BEEN ARRESTED, INDICTED, OR SUMMONED INTO COURT AS A DEFENDANT IN A CRIMINAL PROCEEDING, OR CONVICTED, FINED OR IMPRISONED FOR THE VIOLATION OF ANY LAW (excluding minor traffic violations)? YES NO

If "yes", give full particulars of each case in an attached statement.

33. OTHER AGENCIES OF THE UNITED NATIONS SYSTEM MAY BE INTERESTED IN OUR APPLICANTS. DO YOU HAVE ANY OBJECTION TO YOUR PERSONAL HISTORY FORM BEING MADE AVAILABLE TO THEM? YES NO


34. I certify that the statements made by me in answer to the foregoing questions are true, complete and correct to the best of my knowledge and belief. I understand that any misrepresentation or material omission made on a Personal History form or other document requested by the Organization renders a staff member of the United Nations liable to termination or dismissal.

DATE
(day, month, year)
03/09/2025


SIGNATURE
: 
Vineet Kapoor

N.B. You will be requested to supply documentary evidence which supports the statements you have made above. Do not, however, send any documentary evidence until you have been asked to do so by the Organization and, in any event, do not submit the original texts of references or testimonials unless they have been obtained for the sole use of the Organization.

S. No	Name of Officer and year of allotment	ACR GRADING										Integrity on the basis of his ACR	Enquiry /DE pending
		2015	2016	2017	2018	2019	2020	2021	2022	2023	2024		
01.	S/Shri Shri Vineet Kapoor, IPS (SPS-2010)	01.04.14 To 31.03.15 OS	01.04.15 To 31.03.16 OS	01.04.16 To 31.03.17 OS	07.06.17 To 15.07.17 NRC 16.07.17 To 06.11.17 9.42 07.11.17 To 31.03.18 9.50	01.04.18 To 12.12.18 9.50 13.12.18 To 15.01.19 NRC 16.01.19 To 31.03.19 NRC	01.04.19 To 20.07.19 9.96 21.07.19 To 31.03.20 Study Leave	01.04.20 To 23.07.20 8.96 24.07.20 To 12.02.21 10 13.02.21 To 31.03.21 NRC	01.04.21 To 22.10.21 10 23.10.21 To 30.12.21 NRC 31.12.21 To 31.03.22 9.8	01.04.22 To 21.03.23 10 22.03.23 To 31.03.23 NRC	01.04.23 To 31.07.23 10 01.08.23 To 31.12.23 10 01.01.24 To 31.03.24 10	Certified	NIL


 (Arun Bhalavi)
 Under Secretary
 Govt. of Madhya Pradesh
 Home Department

BIO-DATA PROFORMA

1.	Name of Post Applied	Senior Police Advisor, P-5	
2.	Job Opening Number	DPO-UNFICYP-0194-2025	
3.	Name of the Officer (as per official documents)	MANMOHAN SINGH	
4.	Designation/ Rank, Organization, Pay scale/level	Deputy Inspector General(DIG) Sashastra Seema Bal(MHA) Pay Scale Rs. 2,18, 200/- (Level-14)	
5.	Present Place of Posting	Training Directorate, Force Headquarters, SSB, New Delhi-66	
6.	In the case of officers on deputation with other organization	N/A	
	- Name of Parent Org.		
	- Name of organization presently employed		
	- Date of deputation		
	- Expected date of repatriation to parent cadre/ organization		
7.	NOC from Parent Cadre (if on deputation) mandatory	Yes/No/NA	
8.	Date of Birth	28/06/1969	
9.	(a) Education qualification	Master of Science (Mathematics); Master of Business Administration (HRM); Post Graduate Diploma in Criminal Justice; and Post Graduate Diploma in Financial Markets Practice. Advance Certification in Data Science and AI.	
	(b) Required qualification as per applied job/posts	Yes/No	
10.	Date of joining Police Service	05/11/1993	
11.	Date of Superannuation	30/06/2029	
12.	Service /Cadre/ Batch	SSB /Executive Cadre/1993	
13.	Previous UN Experience	i) Civilian Police Monitor (CP 3411807) – Served with the International Police Task Force in UN Mission in Bosnia & Herzegovina as Human Rights Officer (09/07/1998 – 04/07/1999). ii) Civilian Police Officer (CP00065) – Served with UNMIK Police, UN Mission in Kosovo as Assessment Officer & Chief MTO (09/07/1999 – 16/10/1999) and as Station Commander, UN Border Police (01/12/2005 – 15/06/2007).	
14.	Other Foreign/ international Experiences	Commandant, 37 Bn, SSB, Mangaldai (Assam) – Led border guarding operations on the Indo-Bhutan Border. Second-in-Command, 24 Bn, SSB, Gangtok (Sikkim) – Managed border security on the Indo-Nepal Border. Coordinated with Bhutanese/Nepalese counterparts under the framework of Indo-Nepal & Indo-Bhutan Peace Treaties.	

15.	Contact Details: Tele No:	
	- Office:	011-26781549
	- Residence	011- 20815274
	- Mobile	+918506000074
	- E-mail	manmohankafola@yahoo.com
16.	APAR grading of last 05 years (mandatory)	01/04/2019 to 31/03/2020 (09.18) – Outstanding 01/04/2020 to 31/03/2021 (09.50) – Outstanding 01/04/2021 to 28/02/2022 (10.00) – Outstanding 07/06/2022 to 21/03/2023 (09.75) – Outstanding 01/04/2023 to 31/03/2024 (08.56) – Outstanding
17.	Outstanding Achievements, if any:	
	<p>i) Experienced professional with more than 31 years of active police service, including about three years with United Nations Missions in Bosnia & Herzegovina and Kosovo. Led as Sector Deputy Inspector General, the Units engaged in counter-extremists operation. Supervised a national-level training institution for police training, development and capacity building.</p> <p>ii) Key Competencies:</p> <p>a) Strategic Leadership, Advisory & Policymaking: Extensive experience in policy planning, human resource management, administration, finance management, project monitoring, training & development, capacity building, recruitment and welfare at the national headquarters level.</p> <p>b) Operations & Resource Management: Expertise in police operations, border policing, counter-terrorism, transnational crimes, law & order, public order management and security of vital organizations.</p> <p>c) Leadership & Teamwork: Supervised regional-level police units and led teams in training, administration and personnel departments at the national police headquarters.</p> <p>d) International & Multistakeholder Engagement: Sound experience in UN peacekeeping missions, post conflict operations, liaison, coordination, strategic advisory roles, human rights investigations, institutional building and international security cooperation.</p> <p>e) Training & Capacity Building: Led major initiatives in police training, institutional capacity building, program management, research and policy assessment.</p> <p>f) Digital Proficiency: Skilled in data analytics for strategic insights and decision-making.</p> <p>iii) Awards & Recognitions:</p> <p>a) Indian Police Medal (2015) for distinguished service.</p> <p>b) DG Silver Disc (2013), DG Golden Disc(2014, 2021, 2024) for outstanding contributions.</p> <p>c) United Nations Medals (1999, 2001, 2006) and UNMIK Border Police Commendation (2006) for exceptional leadership in UN missions.</p>	
18.	Last Five (years) work profile/ experiences:	
	<p>i) Training & Development, Capacity Building: Presently contributing as Deputy Inspector General (Training) at Training Directorate. Providing strategic advisory support for training and capacity building at headquarters level.</p> <p>ii) Training & Leadership – Led a national Training Institution at Salonibari, Assam (since 20/06/2022), overseeing the planning and execution of Induction, Promotional, Professional Training and Capacity Building Programs for police personnel.</p> <p>iii) Strategic Administration – Served as DIG (Administration) at Force Headquarters, SSB New Delhi (21/10/2019 – 06/06/2022), managing key human resource management, administrative functions and supporting strategic initiatives.</p>	

I hereby certify that I fulfill the eligibility requirement notified for the post applied for.


Signature of applicant 09/12/24

INSTRUCTIONS Please answer each question clearly and completely. Type or print in ink. Read carefully and follow all directions.		 UNITED NATIONS PERSONAL HISTORY		<i>Do Not Write In This Space</i>					
1. Family Name		First Name		Middle Name		Maiden name, if any			
SINGH		MANMOHAN							
2. Date of (day/month/yr) Birth:		3. Place of birth:		4. Nationality(ies) at birth:		5. Present nationality(ies)		6. Sex	
28/06/1969		NAUGAON BAZAR		INDIAN		INDIAN		MALE	
7. Height	8. Weight	9. Marital status:							
1.70M	74 Kg	Single <input type="checkbox"/> Married <input checked="" type="checkbox"/> Separated <input type="checkbox"/> Widow(er) <input type="checkbox"/> Divorced <input type="checkbox"/>							
10. Entry into United Nations service might require assignment and travel to any area of the world in which the United Nations might have responsibilities.									
(a) Are there any limitations on your ability to perform in your prospective field of work? YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>									
(b) Are there any limitations on your ability to engage in travel? YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>									
11. Permanent address:				12. Present address (if different)				13. Office Telephone No.	
E-3, Tower -14(Type-5) East Kidwai Nagar, New Delhi 110023 (India) Telephone No. +91-011-20815274				Deputy Inspector General(Training) Force Headquarters, SSB East Block-V, RK Puram, New Delhi Telephone No. : +91-011 26781549				+91-011 26781549	
								14. Office Fax No.	
								+91-011 26781549	
								E-Mail	
								manmohankafola@yahoo.com	
15. Do you have any dependents? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>									
If the answer is "yes", give the following information:									
Name of children		Date of Birth		Place of Birth		Nationality		Gender	
Ananya Kafola		25/08/2001		Dehradun		Indian		Female	
Yashaswi Kafola		23/12/2002		Dehradun		Indian		Male	
15. (a) Name of Spouse									
Seema Kafola		12/12/1973		Dehradun		Indian		Female	
16. Have you taken up legal permanent residence status in any country other than that of your nationality? YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> If answer is "yes", which country?									
17. Have you taken up any legal steps towards changing your present nationality? YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> If answer is "yes", explain fully:									
18. Are any of your relatives employed by a public international organization? YES <input type="checkbox"/> NO <input checked="" type="checkbox"/> If answer is "yes", give the following information:									
NAME				Relationship			Name of International Organization		
19. What is your preferred field of work? HR Management & Training, Organizational Policy Planning, Policing & Border Management, Human Rights, Law & Order maintenance, Criminal Justice Administration, Operations & Intelligence, Security, Violent Extremism and Community Policing.									
20. Would you accept employment for less than six months? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>					21. Have you previously submitted an application for employment with the UN? YES <input checked="" type="checkbox"/> NO <input type="checkbox"/> If so when: April, 2024				

22. KNOWLEDGE OF LANGUAGES. What is your mother tongue? HINDI								
OTHER LANGUAGES	READ		WRITE		SPEAK		UNDERSTAND	
	Easily	Not Easily	Easily	Not Easily	Easily	Not Easily	Easily	Not Easily
English	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	
Garhwali	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	
23. For clerical grades only Indicate speed in words per minute.					List any office machines or equipment you use			
Typing Shorthand			Other languages		1. FAX,Duplicating machines 2. Computer/laptop 3. Communication equipment 4. Video conferencing(VC) 5. CBT equipment 6. E-Office applications 7. Accounting software			
24. EDUCATION. Give full details –N.B.Please give exact titles of degrees in original language.Please do not translate or equate to other degrees. A. University or equivalent								
NAME, PLACE AND COUNTRY (Please give complete address)	ATTENDED FROM/To		DEGREES and ACADEMIC DISTINCTIONS OBTAINED	MAIN COURSE OF STUDY				
	Mo./Year	Mo./Year						
HNB Garhwal University, Srinagar Garhwal, Uttarakhand (India)	July 1986	June 1988	Bachelor of Science (B. Sc.) (Second Division)	Physics, Chemistry and Mathematics				
HNB Garhwal University, Srinagar Garhwal, Uttarakhand (India)	July 1988	June 1990	Master of Science (M. Sc.) (First Division)	Mathematics				
NISA, CISF Hyderabad (India)	January 1994	Dec- 1994	Asstt Commandant/Direct Entry Course (Directly Appointed Police Officers Basic Course) (Good Grading/Qualified)	Office Procedures, Laws, Law & Order duties, Security, Crowd control, Security of vital installations, Conduct of Inquiries, Human resource management, Administration, Logistics, Financial Management, Weapon and Tactics, Physical Training.				
Sikkim Manipal University, Gangtok, Sikkim (India)	January 2014	April 2016	Master of Business Administration (MBA) (First Division)	Human Resource Management				
Indira Gandhi National Open University, New Delhi (India)	January 2017	June 2018	Post Graduate Diploma in Criminal Justice (PGDCJ) (First Division)	Criminal Justice Administration				
Indira Gandhi National Open University, New Delhi (India)	January 2021	Dec- 2021	Post Graduate Diploma in Financial Markets Practice (PGDFMP) (First Division)	Financial Markets Practice.				

B. SCHOOLS OR OTHER FORMAL TRAINING OR EDUCATION FROM AGE 14 (e.g. high school, technical school or apprenticeship)				
NAME, PLACE AND COUNTRY Please give complete address	TYPE	YEARS ATTENDED		CERTIFICATES OR DIPLOMAS OBTAINED
		FROM	TO	
Govt. Intermediate College, Naugaon Bazar, Uttarkashi, Uttarakhand (India)	High School	July 1982	June 1984	High School (Matriculation)
Govt. Intermediate College, Naugaon Bazar, Uttarkashi, Uttarakhand (India)	Intermediate	July 1984	June 1986	Intermediate
IIT Madras (Pravartak) and Intellipaath	Data Science and AI	May 2023	Dec 2023	Advance Certification in Data Science & Artificial Intelligence

25. LIST PROFESSIONAL SOCIETIES AND ACTIVITIES IN CIVIC, PUBLIC OR INTERNATIONAL AFFAIRS

Associated with Non-Governmental Organizations (NGOs) for prevention of human trafficking and wildlife crimes in the border areas.

In the area of operation, collaborated with local community for its safety and development through community outreach and civic action programs apart from performing normal policing duties.

26. LIST ANY SIGNIFICANT PUBLICATIONS YOU HAVE WRITTEN (*Do not attach*)

Contributed articles on competency framework and training in in-house Journal.

Associated as one of the board members for drafting of 'Operational Manual' (Year 2008) and contributed in drafting a 'Handbook on Left Wing Extremism' (year 2017).

Contributed an article on "People First- An effective tool to Border Policing" and "Talent management" in the Annual Publication of the Force.

27. EMPLOYMENT RECORD: *Starting with your present post, list in reverse order every employment you have had. Use a separate block for each post. Include also service in the armed forces and note any period during which you were not gainfully employed. If you need more space, attach additional pages of the same size. Give both gross and net salaries per annum for your last or present post.*

A. PRESENT POST (*LAST POST, IF NOT PRESENTLY IN EMPLOYMENT*)

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	
13/03/2025	Till date	INR 41,92,440	INR Same	DEPUTY INSPECTOR GENERAL (TRAINING)
NAME OF EMPLOYER: GOVERNMENT OF INDIA				TYPE OF BUSINESS: POLICING / SUPERVISING TRAINING BRANCH AT FORCE HEADQUARTERS, NEW DELHI
ADDRESS OF EMPLOYER: MINISTRY OF HOME AFFAIRS NORTH BLOCK, NEW DELHI (INDIA)				NAME OF SUPERVISOR: SOMIT JOSHI INSPECTOR GENERAL OF POLICE (TRG)
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: Staff at Trg Directorate- 28 Staff/Trainees at Trg Institutions- As allotted
				REASON FOR LEAVING: Still serving

DESCRIPTION OF YOUR DUTIES

Under the guidance and supervision of the Inspector General (Training), contributing as Deputy Inspector General (Training) at Force Headquarters. My role includes advising on matters concerning the training and development, capacity building of police personnel and overseeing multiple duties, including but not limited to:

- Contributing to the training and capacity building of police personnel at national headquarter level.
- Development and implementation of comprehensive training policies and initiatives, including the

enhancement of training infrastructure and capacity building programs for all levels of police personnel.

- Leading teams in conducting training analysis, knowledge management and learning initiatives.
- Undertaking research and analysis to prepare policy documents on police training, development and capacity building.
- Conducting periodic reviews of various training programs and methodologies on a wide range of topics, such as policing, border management, law & order, security, and human rights, violent extremism, counter insurgency & terrorism, security, intelligence, transnational crimes, policing, competency frameworks, perception management, civic action program and use of technology in border policing.
- Planning, designing, and conducting specialized training programs to address identified training gaps. Revisions of syllabi, test policies and introduction of new courses to meet operational requirements and emerging challenges.
- Coordinating with the Police Academy and other Training Institutions to oversee the implementation of training policies and monitor program progress.
- Developing the annual training plan(ATP) and organizing various training programs for police personnel across different training institutions.
- Coordinating with the Bureau of Police Research & Development (BPR&D) at the national level on training and research initiatives.
- Organizing annual training conferences at the Force level for the heads of different training institutions at Force Headquarters.
- Assisting in policy development for the empanelment of potential instructors and sponsoring officers for capacity building training programs.
- Coordinating national-level events such as debate competitions on Human Rights for police officers
- Developing sports policies, preparation of teams, organize tournaments and sponsor police personnel for participation in national and international level tournaments.
- Undertaking all other duties consistent with the mandate of the Training Directorate and as required by the Director-General related to police training.

Achievements:

- Organized Annual Training Conference in May 2025 for all heads of training institutions.
- Revisions of syllabi, test policies of existing 22 courses with introduction of new courses to meet operational challenges.

B. PREVIOUS POSTS (IN REVERSE ORDER)

FROM		TO		SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YEAR	MONTH/YEAR	STARTING INR	FINAL INR			
20/06/2022	03/03/2025	42,46,320.00	46,47,296.00			DEPUTY INSPECTOR GENERAL
NAME OF EMPLOYER: GOVERNMENT OF INDIA				TYPE OF BUSINESS: HEAD OF POLICE TRAINING INSTITUTION AT RTC SSB SALONIBARI(ASSAM)		
ADDRESS OF EMPLOYER: MINISTRY OF HOME AFFAIRS NORTH BLOCK, NEW DELHI (INDIA)				NAME OF SUPERVISOR: BINOD NAYAK INSPECTOR GENERAL OF POLICE FTR HQRS TEZPUR (ASSAM)		
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: Police Personnel (364staff members including 142 Trainers) and 1000 trainees		REASON FOR LEAVING: On transfer

DESCRIPTION OF YOUR DUTIES

Under the guidance and supervision of the Inspector General of Police responsible for matters related to police training and development in the Training Institution. Within the delegated authority is responsible for, but not limited to, the performance of the following duties:

- Provide strategic leadership, oversight, guidance and support to the staff members and advice the senior leadership in the matter of training and general administration of training institution.
- Monitor infrastructure project, government schemes and flagship programs ensuring alignment with the organizational goals and objectives.
- Develop policies and strategies for institutional development, capacity building, training and administration and fostering a shared understanding among various stakeholders.
- Leading in preparing plans for new training activities, ensuring they align with organizational priorities and objectives.
- Oversee the timely production of training related documents and materials, ensuring quality and relevance.
- Supervise the outcomes of training programs, facilitating continuous feedback and analysis through liaison with field units.
- Facilitate the on boarding and training of new staff members as well as provide support and briefing for outgoing staff.
- Efficiently manage and supervise a team of police personnel assigned to the training institution, ensuring their welfare, discipline and professional development
- Conduct Induction, Promotional and Professional Training Programs for police personnel with training capacity of 1000 trainees.
- Conduct periodic reviews of training programs to ensure relevance, effectiveness and alignment with organizational goals.
- Develop course contents on policing, border management, law & order, violent extremism, counter insurgency & terrorism, security, intelligence, gender sensitization, human rights, community policing and technology utilization etc. Contributing to the enhancement of training policies.
- Conduct training gap analysis (Training need analysis) and knowledge management initiatives, fostering organizational learning and adult learning principles.
- Review training methodologies for course programs, ensuring they are up-to-date and effective.
- Plan and organize workshops and seminars on police training, forging partnerships with educational institutions and law enforcement agencies.
- Design and deliver specialized training requirements to address specific training requirements.
- Provide expert advice to the Training Directorate at Headquarters on training and research matters.
- Conduct comprehensive assessment of trainees at various stages of their training.
- Evaluate and assess potential instructors across various disciplines for the training institution's faculty.
- Supervise sports teams and support police personnel participation in national and international level tournaments.
- Oversee the Annual Work Plan and Performance Assessment System for personnel, ensuring alignment with organizational objective.
- Foster a gender friendly working environment and facilities for working women police personnel within the training institution.
- Perform any other duties consistent with the mandate of the Training Institution and as required by the Director General pertaining to the training of police personnel.

Achievements:

- Organized and facilitated workshops focusing on a range of critical topics including soft skills development, cyber security, online fraud prevention, gender sensitization, understanding drug trafficking laws (NDPS Act), passport control procedures, vigilance practices, and combating human trafficking.
- Received an appreciation letter from the Inspector General of Police for demonstrating meticulous planning and execution in organizing the Diamond Jubilee Parade on 20/01/24.
- Played a key role in hosting the Diamond Jubilee Parade/Celebration for the Police Force at the

Institution on 20/01/24, graced by the presence of the Honorable Union Minister of Home Affairs and the Union Home Secretary.

- Served as Team Captain and Team Manager in the 24th All India Police Lawn Tennis Championship-2023 held in Ahmedabad (Gujarat) from 17/10/23 to 20/10/23, showcasing leadership and teamwork skills.
- Led a team in successfully obtaining accreditation for the training institution (2023-25) from the Capacity Building Commission, National Accreditation Board of Education and Training (NABET), highlighting commitment to excellence and quality assurance.
- Completed the Management Development Programme on “Managerial Effectiveness” at the prestigious Indian Institute of Management. Ahmedabad from 30th January 2023 to 04th February 2023.
- Participated in National Symposium of Head of Training Institutions organized by the Bureau of Police Research & Development at Central Detective Training Institute, Gaziabad (UP) from 01/06/2022 to 03/06/2022, contributing to knowledge exchange and best practices in training management.

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:	
MONTH/YEAR	MONTH/YEAR	STARTING INR	FINAL INR	DEPUTY INSPECTOR GENERAL (ADMINISTRATION)	
21/10/2019	06/06/2022	24,73,848.00	33,25,344.00	DEPUTY INSPECTOR GENERAL (ADMINISTRATION)	
NAME OF EMPLOYER: GOVERNMENT OF INDIA				TYPE OF BUSINESS: POLICING /SUPERVISING ADMINISTRATION BRANCH AT FORCE HEADQUARTERS, NEW DELHI	
ADDRESS OF EMPLOYER: MINISTRY OF HOME AFFAIRS NORTH BLOCK, NEW DELHI (INDIA)				NAME OF SUPERVISOR: R K BUHUMBLA INSPECTOR GENERAL OF POLICE (ADMN)	
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: Staff /trainees in Trg -35 Institutions and at Trg Dte-3080	REASON FOR LEAVING: INTERNAL TRANSFER
DESCRIPTION OF YOUR DUTIES					
<p>Under the guidance and supervision of the Inspector General (Admn) responsible for advising on all matters related to police administration and support to the field units for effective and efficient resource management. Within the delegated authority was responsible for, but not limited to, the performance of the following duties:</p> <ul style="list-style-type: none"> - Provide strategic leadership and advisory support to senior leadership for policy development, general administration, logistics, financial management and welfare initiative at Force HQ. - Monitor diverse projects and government flagship schemes at the Force level to ensure alignment with organizational goals. - Participate in and oversee the preparation of administrative plans and policies, ensuring their effectiveness and relevance. - Offer thematic guidance and develop templates for field units to enhance project implementation efficiency. - Collaborate with field units to devise strategic planning frameworks for resource mobilization and coordination, fostering synergy and alignment. - Supervise the management, welfare, and discipline of police personnel within the Administrative Directorate in accordance with regulations. - Develop welfare policies in coordination with field units, Central Police Forces, and the Ministry, focusing on grievance redressal and support mechanisms. - Oversee administrative activities at HQ, coordinate with field units, and assign tasks to optimize officer utilization. - Ensure personnel, material, and premises security as Chief Security Officer, overseeing emergency and contingency response mechanisms. 					

- Provide operational planning support and assist in the deployment of police personnel for operational duties.
- Prepare and submit administrative and security reports to the Ministry on a regular basis.
- Foster close liaison with law enforcement agencies, departments and ministries, facilitating inter-directorate consultations and collaborations.
- Conduct monthly field visits to assess the administrative and operational readiness of field units.
- Identify critical position vacancies and distribute work among staff members based on skill sets, expertise, competencies, and gender balance considerations.
- Manage financial planning, controls, accounting, audit, compliance, and employee benefits, including pension schemes.
- Oversee logistics management & inventory control at HQ.
- Supervise Annual Work Plan and Performance Assessment System of personnel under Administration Directorate.
- Maintain the Personnel Information Management System and service records, overseeing disciplinary inquiries/investigations at HQ.
- Manage the Staff Benevolent Fund (corpus of approx INR 3550.00 million) and Central Welfare Fund (approx INR 530.00 million).
- Coordinate and oversee the organization of Annual Governing Body Meetings of Welfare Funds at the headquarters level. This includes the meticulous preparation of financial statements, conducting audits of funds, as well as ensuring the effective implementation and monitoring of decisions made during these meetings
- Supervise departmental Master & Subsidiary Canteens and financial management.
- Supervise organizing Force level events, seminars, workshops and ceremonial events.
- Lead Civic Action Programs & environment friendly initiatives such as mega plantation drive (year-2020) to promote sustainability by planting 14, 21, 285 saplings against the target of 12, 00,000.
- Maintain a gender-friendly working environment and oversee the operation of a crèche for the children of working women police personnel at HQ.
- Supervise the Police Battalion at Delhi deployed for security of Force Hqrs and other organisations under the Administration Directorate control.
- Develop and implement policies for the allotment of Government Accommodation/Separated Family Accommodation for Force personnel.
- Monitor the implementation of the Health Care Scheme (Ayushman CAPF) for police personnel and their families.
- Oversee COVID-19 prevention and control measures, including the functioning of quarantine centers and supervision of affected personnel evacuation/treatment.
- Supervised recruitment processes for various positions, demonstrating leadership and organizational skills.
- Perform any other duties consistent with the mandate of the Administration Directorate and as required by the Director General pertaining to the management of the Force.

Achievements:

- Successfully completed Internal Security Strategy Management Course (ISSMC) from 21/11/2019 to 04/12/2019 at the Academy.
- Received appreciation from the IG (Administration) for outstanding performance and contributions for the year 2019-20.
- Initiated and monitored vaccination program for personnel across the Force.
- Resolved grievances related to pensions for retired personnel and their families, settling 919 cases during the period.
- As Chairman of the board, supervised recruitment/written test for the post of Head Constable (Min) at Delhi for 11785 candidates and evaluation of OMR sheets (January 2021). As Nodal Officer supervised recruitment/written test for the post of Para medical staff at Delhi for 152 candidates (September 2020).

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YEAR	MONTH/YEAR	STARTING INR	FINAL INR	
04/05/2018	20/10/2019	21, 32, 724.00	24,73,848.00	DEPUTY INSPECTOR GENERAL (TRAINING)
NAME OF EMPLOYER: GOVERNMENT OF INDIA			TYPE OF BUSINESS: POLICING /SUPERVISING TRAINING BRANCH AT FORCE HEADQUARTERS, NEW DELHI	
ADDRESS OF EMPLOYER: MINISTRY OF HOME AFFAIRS NORTH BLOCK, NEW DELHI (INDIA)			NAME OF SUPERVISOR: P S S NEGI INSPECTOR GENERAL OF POLICE(TRAINING)	
			NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: Staff /trainees in Trg Institutions and at Trg Dte- 3080	REASON FOR LEAVING: INTERNAL TRANSFER
DESCRIPTION OF YOUR DUTIES				
<p>Under the guidance and supervision of the Inspector General (Training), contributed as Deputy Inspector General (Training) with additional responsibilities as Deputy Inspector General (Personnel) at Force Headquarters from 26/03/2019 to 20/10/2019. My role encompassed advising on matters concerning the training and development of police personnel and overseeing a spectrum of duties, including but not limited to:</p> <ul style="list-style-type: none"> - Contributing to the development and implementation of comprehensive training policies and initiatives, including the enhancement of training infrastructure and programs for all levels of police personnel. - Leading teams in conducting training gap analysis, knowledge management, and learning initiatives to ensure continuous improvement. - Undertaking research and analysis to prepare policy documents on police training, development, and capacity building. - Conducting periodic reviews of various training programs and methodologies on a wide range of topics, such as policing, border management, law & order, security, and human rights, violent extremism, counter insurgency & terrorism, security, intelligence, transnational crimes, gender sensitization, human rights, criminal justice administration, community policing, competency frameworks, perception management, civic action program and use of technology. - Planning, designing, and conducting specialized training programs to address identified training gaps. Revisions of syllabi, test policies, and introduction of new courses to meet operational requirements. - Coordinating with the Police Academy and other Training Institutions to oversee the implementation of training policies and monitor program progress. - Developing the annual training calendar and organizing various training programs for police personnel across different training institutions. - Framing policies for the "Faculty of Studies" to promote research work and facilitating the presentation of research papers by officer teams. - Coordinating with the Bureau of Police Research & Development (BPR&D) at the national level on training and research initiatives. - Assisting in the assessment of national-level training institutions for their ranking by the Bureau of Police Research & Development. - Organizing annual training conferences at the Force level for the heads of different training institutions during March 2019 at the Academy Bhopal. - Assisting in policy development for the empanelment of potential instructors and sponsoring officers for foreign and professional training programs. - Coordinate training exchange program of Nepalese Police Officers to India and vice versa. - Coordinating national-level events such as debate competitions on Human Rights for police officers 				

- Developing sports policies, preparation of teams, organize tournaments and sponsor police personnel for participation in national and international level tournaments.
- As DIG (Pers), was responsible for human resource management, policy planning and implementation, recruitment policies and processes, conducting recruitment tests, handling promotion cases, managing inquiries, disciplinary matters, and court proceedings. Additionally, oversaw rotational transfers of personnel, managed deputation assignments, handled cadre management, conducted performance assessments, and addressed grievances.
- Assuming responsibilities as Force level Chief Information Officer under the Rights to Information Act.
- Coordination of study tours, training programs, and participation in international events.
- Undertaking all other duties consistent with the mandate of the Training Directorate and as required by the Director-General related to police training.

Achievements:

- Commendations for outstanding work and contributions from the Inspector General (Personnel) and the Inspector General (Training).
- Planning & organizing national level debate competition on Human Rights for police officers in coordination with the National Human Rights Commission on 04/10/2018.
- As Chairman of the board supervised, recruitment/written test for Communication staff at Delhi for 1412 candidates and evaluation of OMR sheets (September 2018).
- Commendation by the Director General for associating in 3rd India-Nepal Coordination Meeting (7-10th August, 2018) held between the Head of the Police Force and Nepalese Police Force.
- Revisions of syllabi, test policies of 4 existing courses and introduction of 18 new courses to meet operational requirements.
- Induction program (for 5946 personnel), promotional courses (for 2895 personnel) and professional courses (for 5590 personnel) planned and conducted.
- Coordinated visit of 26 officers of Nepalese Police Officers on Observation-cum-Study Tour to India (17/12/2018 to 27/12/2018) and for 16 Officers (15/10/19 to 25/10/2019) in association with Indian Embassy at Kathmandu (Nepal).
- Planned and coordinated a study tour of 15 Indian Police Officers to Nepal (6-13th January' 2019).
- Coordinated participation of 30 police personnel (men/women) for the Asian Games, Jakarta, Indonesia (18 Aug to 02 Sept 2018) and 20 police personnel (men/women) for World Police & Fire Games (8-18 August, 2019) held at Chengdu, China.
- Empanelment of 190 Instructors (35 Officers & 155 Sub Officers) finalized based on demonstrated performance.
- Finalization of deployment arrangements for the Female Engagement Team (FET) at MONUSCO, Congo, in collaboration with the Home Ministry for deployment with Rapid Deployable Battalion Infantry Unit of India Army during 2019.

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YEAR	MONTH/YEAR	STARTING INR	FINAL INR	
23/09/2016	28/04/2018	19,74,312.00	21,32,724.00	SECTOR HEADQUARTERS, (SPECIAL OPERATIONS) BHILAI (CHATTISGARH)
NAME OF EMPLOYER: GOVERNMENT OF INDIA				TYPE OF BUSINESS: POLICING/ LEADING A SECTOR HEADQUARTERS
ADDRESS OF EMPLOYER: MINISTRY OF HOME AFFAIRS NORTH BLOCK,				NAME OF SUPERVISOR: CHANCHAL SHEKHAR, IPS INSPECTOR GENERAL OF POLICE (OPS)

NEW DELHI (INDIA)	NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 2537	REASON FOR LEAVING: ON RANSFER
DESCRIPTION OF YOUR DUTIES		
<p>Under the guidance and supervision of Inspector General (Operations), held a pivotal role in facilitating provincial police to achieve responsive and accountable police services. Within the delegated authority performed a diverse array of duties, including but not limited to:</p> <ul style="list-style-type: none"> - Leading operations as Sector (Regional) Commander in a Special Operations Sector entrenched with left-wing violent extremism, demonstrating leadership and strategic acumen. - Undertaking comprehensive police planning activities, conceptualizing strategic frameworks, and fostering collaborative relationships with counterparts, civil police, and stakeholders. Additionally, provided planning support to field units and conducted monitoring and evaluation. - Exercising general superintendence, direction, and control over two Armed Police Battalions tasked with law enforcement management and counter-extremism operations. - Ensuring the protection of critical infrastructure such as an under-construction railway line (95 kms) within the Area of Responsibility (AoR), while providing strategic advisory support to Provincial Police authorities. - Overseeing the general administration, operational readiness, training, financial management, logistics and communication & IT setup of the units. - Providing guidance to unit heads on training, operational preparedness, and sensitization regarding human rights and gender issues. - Advising the Inspector General (Operations) on strategic matters pertaining to the effective management, training, and operational readiness of police personnel. - Organizing coordination meetings with various law enforcement agencies and representing the police force at the provincial Police HQ. - Conducting security risk assessments for leadership and personnel, along with area assessments concerning crime patterns, extremist activities, and threat perceptions. Preparing Sector-level strategic and contingency plans. - Facilitating monthly Sector-level meetings with Unit and sub-unit Commanders to address operational preparedness, crime, intelligence, security, and administrative concerns. - Planning and supervising operations against extremist groups operating within the AoR. - Managing a special Intelligence team for developing, collating, analyzing, and disseminating actionable intelligence on law and order issues and extremist groups. - Training and maintaining Sector-level Disaster Relief & Rescue teams, Bomb Detection & Disposal Squads, and K-9 (Dog Squads). - Coordinating administrative and operational movements of personnel and logistics in extremist-infested areas. - Conducting monthly field visits to unit deployment sites to oversee sub-unit performance, training, and personnel welfare. - Coordinating with local public, self-help groups, and NGOs to organize perception management and civic action programs. Additionally, contributing to addressing the specific needs of vulnerable personnel through community outreach programs and promoting gender responsive, environmentally conscious policing to protect and empower communities. - Assessing the performance of unit heads and officers posted in sub-units, implementing annual work plans, and conducting performance assessments. - Handling disciplinary cases and supervising inquiries/investigations. - Maintaining a gender-friendly working environment and facilities like a Crèche for the children of working women police personnel at Sector Headquarters. - Performing all functions consistent with the Sector's mandate and as required by the Director General of police. 		

Achievements:

- Earned commendation from the Inspector General (Ops) for exceptional performance in operational and administrative duties within the left-wing extremism area.
- Successfully supervised and administered two Police Battalions in extremely hostile operational conditions, ensuring a sense of security and protection for vulnerable groups.
- Contributed as visiting faculty at the Police Academy for Senior Officers on operational aspects.
- Contributed to the publication of the "Handbook on Left Wing Extremism" by the Operations Directorate.
- Led a successful search operation following an explosive attack on sub-unit personnel, recovering an improvised explosive device camouflaged near the ambush site in the AoR(10/03/17).
- Implemented measures for gender equality and mainstreaming, including training and engagement of women personnel for administration and office management roles alongside operational duties.

28. HAVE YOU ANY OBJECTIONS TO OUR MAKING INQUIRIES OF YOUR PRESENT EMPLOYER? YES NO

29. ARE YOU NOW OR HAVE YOU EVER BEEN A PERMANENT CIVIL SERVANT IN YOUR GOVERNMENT'S EMPLOY?
YES NO

If answer is "yes", WHEN?

30. REFERENCES: List three persons, not related to you, and are not current United nations staff members, who are familiar with your character and qualification.

Do not repeat names of supervisors listed under Item 27

FULL NAME	FULL ADDRESS	BUSINESS OR OCCUPATION
SUNIL KUMAR DHYANI, DIG	FORCE HQRS, SSB, EAST BLOCK -V, R K PURAM NEW DELHI (INDIA)-110066	GOVERNMENT SERVICE
MANOJ KUMAR, DIG	DO	GOVERNMENT SERVICE
S B CHAND, COMMANDANT	DO	GOVERNMENT SERVICE

31. STATE ANY OTHER RELEVANT FACTS. INCLUDE INFORMATION REGARDING AND RESIDENCE OUTSIDE THE COUNTRY OF YOUR NATIONALITY.

- i) Proficient in computer skills and adept at data/quantitative analysis.
- ii) Possess about three years of extensive experience collaborating with international police officers, UN personnel and interpreters in UN Missions in Bosnia & Herzegovina and Kosovo, including contributing in leadership roles. Demonstrated ability to thrive in post-conflict environments at an international level.
- iii) Demonstrated proficiency in senior leadership roles both at headquarters and field levels, encompassing project monitoring, general administration, logistics, human resource & financial management, policing/border policing, combating transnational crimes, intelligence, operations, security management, operational planning, countering violent extremism, training, criminal justice administration, community engagement, safety and development projects.
- iv) Hold a valid passport, driving permit and maintain excellent physical fitness.
- v) Throughout a career spanning over 30 years in active policing, earned numerous commendations and recognitions, including:
 - Honored with the UN Medal for Service with the United Nations Mission in Bosnia Herzegovina (UNMIBH) on 15/02/1999.
 - Received the UN Medal for Service with the UN Mission in Kosovo (UNMIK) on 26/02/2001 for deployment during 1999.
 - Honored with the UN Medal for Service with the UN Mission in Kosovo (UNMIK) on 14/04/2006 for the period 2005-2006.
 - Recognized with a Commendation Certificate on 01/11/2006 by the Director of UNMIK Border Police for exceptional service, professional expertise, dedication, and initiative as the Station Commander of BCP, Globocica (Kosovo).
 - Honored with the Indian Police Medal (IPM) for meritorious service presented on 27/11/2015 by the President of India.
 - Awarded the Director General Silver Disc with a commendation certificate on 04/01/2013 for outstanding performance, Director General Golden Disc with a commendation certificate on 10/05/2014 for exemplary performance and Director General Golden Disc with a star on 15/11/2021 for outstanding contributions.

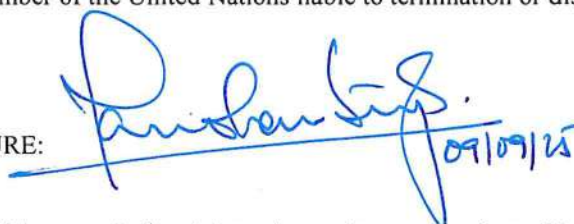
32. HAVE YOU EVER BEEN ARRESTED, INDICTED, OR SUMMONED INTO COURT AS A DEFENDANT IN A CRIMINAL PROCEEDING, OR CONVICTED, FINED OR IMPRISONED FOR THE VIOLATION OF ANY LAW (exclude minor traffic violations)? YES NO If "yes", give full particulars of each case in an attached statement.

33. OTHER AGENCIES OF THE UNITED NATIONS SYSTEM MAY BE INTERESTED IN YOUR APPLICATIONS. DO YOU HAVE ANY OBJECTION TO YOUR PERSONAL HISTORY FORM BEING MADE AVAILABLE TO THEM? YES NO

34. I certify that the statements made by me in answer to the foregoing questions are true, complete and correct to the best of my knowledge and belief. I understand that any misrepresentation or material omission made on a Personal History form or other document requested by the Organization renders a staff member of the United Nations liable to termination or dismissal.

DATE: 09/09/2025

SIGNATURE:



N. B. You will be requested to supply documentary evidence which supports the statements you have made above. Do not, however, send any documentary evidence until you have been asked to do so by the Organization and, in any event, do not submit the original texts of references or testimonials unless they have been obtained for the sole use of the Organization.

EMPLOYMENT RECORD-SUPPLEMENTARY SHEET

PLEASE LIST, in reverse order, EVERY EMPLOYMENT YOU HAVE HAD. Use a separate block for each post. Include also service in the armed forces and note any period during which you were not gainfully employed

FROM	TO	SALARIES PER ANNUM	FROM	EXACT TITLE OF YOUR POST:
MONTH/YEAR 01/07/2015	MONTH/YEAR 22/09/2016	STARTING INR 15,36,072.00	FINAL INR 19,08,216.00	COMMANDANT 37 BN, MANGALDOI (ASSAM)
NAME OF EMPLOYER: GOVERNMENT OF INDIA				TYPE OF BUSINESS: POLICING/ HEAD OF ARMED POLICE BATTALION ON INDO BHUTAN BORDER
ADDRESS OF EMPLOYER: MINISTRY OF HOME AFFAIRS NORTH BLOCK, NEW DELHI (INDIA)				NAME OF SUPERVISOR: A K MALLIK DEPUTY INSPECTOR GENERAL OF POLICE
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 1176
				REASON FOR LEAVING: ON PROMOTION
DESCRIPTION OF YOUR DUTIES				
<p>Under the guidance and supervision of the Deputy Inspector General, played a crucial role in supporting provincial police efforts through effective border policing, with a focus on ensuring responsive, representative, evidence-based and accountable police services. Within this role, was entrusted with a range of duties, including but not limited to:</p> <ul style="list-style-type: none"> - Exercising general superintendence, direction, and control over personnel deployed in the police Battalion along the highly vulnerable Indo-Bhutan Border (38 km), where extremist activities were prevalent. - Upholding the security of the assigned border area, fostering a sense of security among border residents, and preventing trans-border crimes, smuggling, and other illegal activities, as well as unauthorized entry or exit from Indian Territory. - Overseeing various aspects of general administration, operational preparedness, training, welfare of personnel, financial management, logistics, IT & communication, and maintenance of Motor Transport, while providing administrative and operational support to sub-units. - Handling classified documents at unit HQ. - Participating in district disaster mitigation and relief efforts alongside local administration. - Contributing to strategic, tactical, and contingency planning for police personnel deployment at border crossing points, and overseeing intelligence teams of the unit and sub-units. - Leading security assessment/audit teams for all border outposts and preparing comprehensive administrative, operational, intelligence, logistics, communication, contingency, and evacuation plans. - Planning and executing long-range patrols/reconnaissance patrols for strategic planning and operation conduct, including operations targeting international smugglers, wildlife criminals, narcotics couriers, human traffickers, and smugglers. - Supervising interrogations of apprehended criminals, reporting of crimes/incidents, and follow-up actions. - Coordinating with other law enforcement agencies to ensure comprehensive security arrangements along the assigned borders, including organizing monthly coordination meetings for border crime prevention and dominance. - Organizing contingency drills and training for police personnel, quick action teams of the unit/sub-units, and conducting target-specific capsule courses for capacity building, emphasizing strict adherence to the law and protection of human rights. - Sponsoring unit personnel for specialized training to other training institutions. 				

- Managing inquiries, investigations, and disciplinary cases of personnel, preparing annual work plans, and implementing transparent performance assessment systems at all levels.
- Updating unit-level policies for optimal human resource utilization and modern gadget deployment for effective border management.
- Cultivating professional bilateral relationships with Bhutanese counterparts and organizing unit-level bilateral meetings to enhance coordination and effectiveness in border policing.
- Supervising Force personnel during Assembly Elections as Commandant of the Battalion.
- Conducting Civic Action Programs in the Area of Responsibility (AoR) along the international border. Adopting villages under Community Welfare & Development Programs and holding regular village level coordination committee meetings on security aspects, associate them as part of community policing and provide grant in aids for community welfare and development.
- Engaging with local NGOs in wildlife crime prevention, narcotics control, and human trafficking prevention efforts.
- Maintaining a Unit level Disaster Relief & Rescue team for disaster preparedness and mitigation.
- Performing all functions consistent with the mandate of the Unit deployed along the international border and as directed by the HQ.

Achievements:

- Successfully controlled border crimes by apprehending smugglers and monitoring extremist activities along the Indo-Bhutan border.
- Operating within the framework of the India-Bhutan Friendship Treaty, fostering international cooperation and collaboration with counterparts.
- Establishing a robust intelligence network in coordination with the local community, enhancing intelligence capabilities.
- Earning a commendation certificate from the IG, CRPF (Nodal Officer) for exemplary performance during Assembly Elections-2015 as Commandant of Election Duty Battalion.
- Effectively engaging local youth and the public in community policing efforts for enhanced coordination and security.
- Developed a sound intelligence network in coordination with local community and effective intelligence setup.
- Completed a Course on Negotiation Skills (14/09/2016 to 16/09/2016) at National Police Academy, Hyderabad.

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YEAR	MONTH/YEAR	STARTING INR	FINAL INR	
11/05/2011	26/05/2015	913068.00	1536072.00	COMMANDANT 25 BN, SSB, GHITORNI (DELHI)
NAME OF EMPLOYER: GOVERNMENT OF INDIA				TYPE OF BUSINESS: POLICING/ HEADED ARMED POLICE BATTALION AT DELHI
ADDRESS OF EMPLOYER: MINISTRY OF HOME AFFAIRS NORTH BLOCK, NEW DELHI (INDIA)				NAME OF SUPERVISOR: A K NEGI INSPECTOR GENERAL OF POLICE
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 1200
DESCRIPTION OF YOUR DUTIES				
Under the guidance and supervision of the Inspector General (Admn), was entrusted with significant responsibilities aimed at ensuring the effective functioning of the police Battalion. Within this capacity, I oversaw a range of duties, including but not limited to: <ul style="list-style-type: none"> - Providing general superintendence, direction, and control over the police personnel within the unit, with a focus on ensuring the security of both personnel and materials, while striving to achieve a responsive, 				

representative, and accountable police service.

- Supervising various aspects of general administration, security, discipline, welfare of personnel, financial management, logistics & inventory controls, communication systems, and motor transport within the unit.
- Offering administrative and operational support and guidance to sub-units to enhance overall performance.
- Engaging in strategic, tactical and contingency planning for personnel deployment at critical points, conducting threat assessments of vital installations, and preparing comprehensive operational, administrative, communication, and contingency plans.
- Evaluating access control measures, ensuring personnel and premises security at sensitive organizations, and organizing and participating in contingency drills and quick action team training.
- Coordinating with other law enforcement agencies to establish robust security arrangements at important/vital installations.
- Supervising investigations into various incidents and managing conduct and disciplinary cases of unit personnel.
- Planning and conducting target-specific capsule courses for personnel, emphasizing adherence to the law, protection of human rights, and effective contingency handling.
- Developing and implementing the Annual Work Plan for the officers, along with transparent performance assessment systems at all levels.
- Providing administrative support to headquarters in organizing significant force-level events, seminars, workshops, and ceremonial occasions.
- Beyond standard battalion affairs, initiating Civic Action Programs in collaboration with a nearby girls' school. Maintaining a Crèche and Nursery School for the children of police personnel.
- Chairing recruitment boards and ensuring transparent recruitment processes at the unit location.

Achievements:

- Completed Senior/Higher Command Management Course (09/04/2012 to 28/04/2012) at the Academy.
- Successfully ensuring the security of sensitive organizations without incident or loss to personnel or materials.
- Honored by the Government of India with the President's Police Medal for Meritorious Service in 2015 for exceptional contributions as a Police Officer.
- In recognition of exceptional contribution as Police Officer, Government of India awarded President's Police Medal for Meritorious Service- 2015.
- Earned Commendation Roll from the Director General for contributions to the successful Golden Jubilee Celebrations-2013,
- Commendation Roll from the Director General for contribution made organizing National Human Rights Debate Competition-2012 and Commendation by the IG (Admn) for outstanding contribution and professional competence displayed during the year 2012.

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YEAR	MONTH/YEAR	STARTING INR	FINAL INR	ASSISTANT DIRECTOR (PERSONNEL)
15/02/2010	10/05/2011	7,92,504.00	9,13,068.00	
NAME OF EMPLOYER: GOVERNMENT OF INDIA				TYPE OF BUSINESS: PERSONNEL AND CADRE CONTROLLING OFFICER, NODAL OFFICER ON POLICY MATTERS IN PERS DIRECTORATE
ADDRESS OF EMPLOYER: MINISTRY OF HOME AFFAIRS				NAME OF SUPERVISOR: R BARAL, IPS INSPECTOR GENERAL OF POLICE (PERS)

NORTH BLOCK, NEW DELHI (INDIA)	NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 36	REASON FOR LEAVING: ON TRANSFER
DESCRIPTION OF YOUR DUTIES		
<p>Under the guidance and supervision of the Inspector General (Pers), held the role of Personnel Officer (HR Manager) and Nodal Officer for policy planning within the Pers Directorate at the headquarters level. My responsibilities included, but were not limited to, the following:</p> <ul style="list-style-type: none"> - Contributing to the framing of policies on organizational planning and HR management, covering aspects such as career management, recruitment, service benefits, induction programs, rotation/transfer postings, and disciplinary matters of police personnel. - Personnel Officer (HR Manager) and Nodal Officer for policy planning under Pers Directorate at HQ level. - Providing thematic guidance on personnel matters and offering expert advice and feedback to aid in the development of strategic plans. - Assisting in prioritizing planning initiatives of field units and providing support across all planning aspects at headquarters level, as well as offering advice on operational planning needs. - Conducting research and analysis to prepare new documents on police development and capacity building. - Pursuing the Comprehensive Restructuring Proposal of the Force at the Ministry of Finance/ Ministry of Home Affairs. - Drafting and notifying recruitment/promotion rules for different ranks/ posts. - Monitoring staffing of positions across the Force, considering vacancy positions, posting profiles, and performance aspects, and pursuing for filling critical vacancies in operational units. - Planning, constituting, and coordinating with Departmental Promotion Committees and overseeing promotions. - Monitoring disciplinary and legal matters, including court cases, at the headquarters level. - Notifying vacancies and coordinating with the Staff Selection Commission regarding recruitment processes, including issuing offers of appointment to newly selected police personnel and maintaining seniority lists/databases. - Maintaining liaison at strategic levels and facilitating inter-departmental consultations on policy framing. - Monitoring and providing support for the operation and maintenance of the Personnel Information Management System (PIMS) and databases. - Preparing annual work plans, monitoring the performance management system, and evaluating staff performance. - Addressing policy matters and handling references received from the Ministry and the Parliament. - Managing matters related to the Parliamentary Committee on Empowerment of Women in the Force and overseeing the constitution of Internal Complaints Committees for handling cases of sexual harassment of women in workplaces across the Force. <p>Achievements:</p> <ul style="list-style-type: none"> - Attending Law Course at BSF Law Institute, New Delhi (06/09/2010 to 11/09/2010) on inquiries, trial and various Court procedures. - Successfully serving as the Nodal Officer for policy planning under the Pers Directorate and overseeing the implementation of the Comprehensive Restructuring of the Force and the establishment of new units. - Initiating the recruitment process to fill approximately 15,233 vacancies of police constables in May 2011. - Organizing a departmental promotion committee in May 2010, resulting in the promotion of 5,896 		

personnel to the rank of Head Constable.				
FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YEAR	MONTH/YEAR	STARTING INR	FINAL INR	
01/07/2007	31/01/2010	6,02,988.00	7,92,504.00	SECOND IN COMMAND 24 BN, SSB, GANGTOK (SIKKIM)
NAME OF EMPLOYER: GOVERNMENT OF INDIA			TYPE OF BUSINESS: POLICING ON INDO NEPAL BORDER	
ADDRESS OF EMPLOYER: MINISTRY OF HOME AFFAIRS NORTH BLOCK, NEW DELHI (INDIA)			NAME OF SUPERVISOR: PHUNTSOG STOB DAN COMMANDANT	
			NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 1172	REASON FOR LEAVING: ON PROMOTION
DESCRIPTION OF YOUR DUTIES				
<p>Under the guidance and supervision of the Commandant, served as the Second-in-Command of the police Unit deployed on the Indo-Nepal Border, focusing on border domination and policing. Within this role, contributed to and supported the Unit Commandant in the discharge of his duties. My responsibilities included, but were not limited to, the following:</p> <ul style="list-style-type: none"> - Managing the financial management and budgetary controls of the unit, overseeing audit observations, and ensuring compliance with external audit agencies. Also played a role in managing administrative, financial, operational, security, and logistics affairs of the unit. - Planning and participating in operational activities with the sub-units deployed on the border, with a focus on enhancing the sense of security among the border populace through patrolling, operations, and observations. Additionally, prepared crisis mitigation plans, conducted contingency drills, and participated in the disaster management framework of the local administration. - Handling classified documents and operational plans within the unit, ensuring the submission of administrative and operational reports/returns to higher headquarters. - Assessing and reviewing the work plan and performance appraisals of police personnel, providing guidance and counseling on work output. - Acting as the nodal officer for grievance redressal and welfare of police personnel in the unit. - Contributing as the Commandant Adhoc Battalion in Parliamentary Elections-2009, ensuring the security for the successful completion of the election process. - Performing duties in high altitude areas and conducting extensive reconnaissance in the border areas. Organized trekking expeditions for police personnel in high-altitude areas to promote adventure activities and familiarization with operational areas. - Organizing health awareness camps on the prevention of transmitted diseases and stress management for police personnel and their families. - Attending seminars on the prevention of wildlife smuggling conducted by WWF India (2008) and conducting sessions for police personnel on the prevention of wildlife smuggling. - Conducting Civic Action Programs in border villages, engaging the border population in developmental programs, and distributing grant-in-aid items to local youth and schools. Also held regular community outreach meetings with village-level committees on security and development as part of community policing efforts. - Maintaining professional bilateral relationships with Nepalese counterparts, for effective border policing, attending district-level and unit-level bilateral meetings with counterparts on a regular basis for better cooperation. <p>Achievements:</p> <ul style="list-style-type: none"> - Contributing as one of the board members for drafting the "Operational Manual on Border Policing" at the headquarters level. 				

- Attended Middle Command Management Course (11/06/2008 to 08/07/2008) at the Academy and Police Tactics Course (22/06/2009 to 27/06/2009) at the National Police Academy, Hyderabad.
- Developed close rapport with the local community in a challenging geographical area and successfully engaged local youth, students, and community leaders for better coordination as a tool of community policing.
- Demonstrated performance on the Indo-Nepal border, governed under the framework of the International Treaty of Peace and Friendship with Nepal, providing an opportunity to work with foreign counterparts.
- Carried out all operational duties in difficult high-altitude areas without any loss to personnel or material.
- Received commendation from the Inspector General of Police for taking keen initiative and resolve exhibited during the General Parliamentary Election-2009.
- Earned an appreciation from the Director General for active cooperation and coordination extended to the State Police during "General Election 2009" and Commendation from the Director General for good work done by way of excellent coordination and cooperation with provincial police (West Bengal Police) from 07.05.2008 to 23.05.2008.

FROM		TO		SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:	
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL				
01/12/2005	15/06/2007	MSA Euro 65/per day (110 first 7 days) plus home salary	MSA Euro 65/per day plus home salary			CIVILIAN POLICE OFFICER (CP00065) (UN MISSION IN KOSOVO)	
NAME OF EMPLOYER: GOVERNMENT OF INDIA				TYPE OF BUSINESS: CIVILIAN POLICE OFFICER/ STATION COMMANDER, BORDER CROSSING POINTS GLOBOCICA & GATE-04.			
ADDRESS OF EMPLOYER: MINISTRY OF HOME AFFAIRS NORTH BLOCK, NEW DELHI (INDIA)				NAME OF SUPERVISOR: STEFAN ZUELKHE, DEPUTY DIRECTOR OF OPERATIONS UNMIK BORDER POLICE HQ			
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: 18-International Police Officers(IPOs), about 56-Kosovo Police Service (KPS) Officers		REASON FOR LEAVING: END OF MISSION	

DESCRIPTION OF YOUR DUTIES

During my tenure with the United Nations Interim Administration Mission in Kosovo (UNMIK), contributed as a Civilian Police Officer (CP00065) with duties that included, but were not limited to:

- Participating in a pre-induction training program in Pristina and subsequently contributing at the Border Crossing Point at Globocica on the Kosovo-Macedonia Border. Additionally, attended a Border & Boundary Police Training Course (30/01/2006 to 02/02/2006) organized by Border Police HQ.
- Monitoring and training Kosovo Police Service Officers stationed at the Globocica station. Served as an Administration Officer (from February 2006) and later as Deputy Station Commander (from April 2006) at BCP Globocica.
- Assuming the role of Station Commander (from 01/10/2006 onwards) at BCP Globocica, overseeing a team comprising 18 international Police Officers and approximately 56 Kosovo Police Service (KPS) Officers.
- Monitoring and training KPS officers in various aspects of border policing, including border patrolling, detection of border crimes, border checking & frisking, prevention of illegal border crossing and smuggling, passport and vehicle checks, access control, management of border crossing points,

investigations, handling of offenders, and reporting of crimes. Follow up in the courts, coordination with Customs and other law enforcement agencies, use of gadgets & communication equipments for effective border policing.

- Contributing as Station Commander at BCP Gate 4 on the Kosovo-Serbia border (from 05/12/06 to 15/06/2007) during an extension of the mission tenure.
- Coordinating with KFOR, UN Administration, Customs, and KPS on a regular basis to ensure effective border management and prevent smuggling, unauthorized entry/exit, and trans-border crimes.
- Monitoring station investigation teams for border crime investigations and prosecutions in local courts.
- Conducting extensive border domination activities to facilitate the free movement of ethnic minorities from border crossing points and providing protection through KFOR/KPS during movement in border areas. Also initiated community outreach initiatives to create a sense of security for minorities through patrolling.

Achievements:

- Successfully led a team of International Police Officers and KPS officers for effective border management to fulfill the UN Mandate, striving for enduring peace through continuous patrolling, effective border management & domination, and coordination with different UN agencies, KFOR, KPS, and community support initiatives.
- Gained valuable working experience in the UN Mission environment, collaborating with police officers of different nationalities, interpreters, and KPS officers from Albanian and Serbian ethnicities.
- Actively contributed to the development of the Kosovo Police Service through constant monitoring, training, guidance, and motivation.
- Demonstrated successful performance as Station Commander at Kosovo-Macedonia & Kosovo-Serbia Border crossing points.
- Received appreciation from the Director of Border & Boundary Police for outstanding service and initiatives as Station Commander of BCP Globocica (Kosovo) (01/11/2006).
- Earned commendation from Contingent Commander Indian Contingent for remarkable performance in the UN Mission in Kosovo as member of Indian contingent (15/02/2007).

FROM		TO		SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: DY. COMMANDANT (PERS) 01/06/2004 to 29/11/2005 ASSISTANT COMMANDANT (PERS) 21/10/2003 to 31/05/2004
MONTH/YEAR	MONTH/YEAR	STARTING INR	FINAL INR	PER ANNUM		
21/10/2003	29/11/2005	2,19,000.00	2,46,144.00			
NAME OF EMPLOYER: GOVERNMENT OF INDIA				TYPE OF BUSINESS: PERSONNEL OFFICER AT PERS DIRECTORATE AT FORCE HEADQUARTERS, NEW DELHI		
ADDRESS OF EMPLOYER: MINISTRY OF HOME AFFAIRS NORTH BLOCK, NEW DELHI (INDIA)				NAME OF SUPERVISOR: YASHWANT MALHOTRA INSPECTOR GENERAL OF POLICE (PERS)		
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:08		REASON FOR LEAVING: UN DEPLOYMENT

DESCRIPTION OF YOUR DUTIES

Within the delegated authority, assumed the role of Personnel Officer under the Pers Directorate at HQ, spearheading a team tasked with the Comprehensive Restructuring of the Force. This endeavor aimed to rationalize human resources across various cadres, formations, and training institutions. My responsibilities included:

- Leading inter-directorate/department consultations to assess human resource needs, organizational requirements, and policy implications on career progression and recruitment, while also analyzing financial implications and gathering feedback.

- Providing crucial support in maintaining a comprehensive database of personnel across different cadres and calculating financial implications for the project report.
- Crafting a detailed project report encompassing organizational needs, existing and proposed structures, career progression aspects, cadre rationalization, and financial assessments, which was then submitted to the Ministry for approval.
- Undertaking any additional tasks in alignment with the mandate of the position and as directed by the supervising officer.

Achievements:

- Successfully led the team in preparing a comprehensive proposal for the restructuring of the Force, demonstrating effective leadership and strategic planning abilities in facilitating its consideration by the Ministry.
- Supplementing my skills and expertise by attending professional development courses such as the Weapon & Tactics Course (01/12/2003 to 23/01/2004) at the Training Institution and the Junior Command Management Course (17/10/2005 to 16/11/2005) at the Academy.

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YEAR	MONTH/YEAR	STARTING INR	FINAL INR	
13/11/2000	20/10/2003	1,56,096.00	2,19,000.00	ASSISTANT COMMANDANT(TRG) TRAINING CENTRE AT KUMARSAIN, SHIMLA.
NAME OF EMPLOYER: GOVERNMENT OF INDIA				TYPE OF BUSINESS: TRAINING OFFICER
ADDRESS OF EMPLOYER: MINISTRY OF HOME AFFAIRS NORTH BLOCK, NEW DELHI (INDIA)				NAME OF SUPERVISOR: A R THAKUR DEPUTY INSPECTOR GENERAL (TRG)
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:425 (Staff & trainees)
				REASON FOR LEAVING: ON TRANSFER

DESCRIPTION OF YOUR DUTIES

As a Training Officer at the Training Institution, played a pivotal role in facilitating the professional development of police personnel. My contributions included:

- Assisting the Head of the Institution in meticulously planning and executing induction training programs spanning 36 weeks for Constables and 8-week promotional courses for Head Constables on a recurring basis.
- Leveraging my expertise as an empanelled instructor to deliver comprehensive training sessions covering subjects such as Laws, Police Tactics, Administration and Man Management.
- Playing a key role in the preparation of training materials, lesson plans, presentations, and coordinating various training activities, including outdoor exercises and instructors exchange programs.
- Leading practical sessions and overseeing the planning, briefing, conduct, and debriefing of outdoor exercises and training sessions.
- Serving as a board member for the empanelment of instructors, ensuring the selection of qualified professionals for training roles.
- Supervising instructor teams and conducting performance assessments to ensure the quality of training delivery.
- Planning and overseeing firearms training and firing sessions for both trainees and staff members, prioritizing safety and proficiency.
- Contributing to computer training initiatives for staff members and conducting comprehensive assessments to track trainee progress.
- Providing unwavering support for administrative arrangements and welfare initiatives aimed at enhancing

the overall training experience for both trainees and staff.

Achievements:

- Successfully led the team of instructors at the training institution for three years, fostering a conducive environment for the training and development of trainees.
- Actively contributed to the execution of induction and professional training programs, significantly enhancing the skills and competencies of police personnel under training.
- Additionally, enhanced my professional competencies through attendance at various training programs at esteemed police training institutions, including: Training of Trainers Course (03/12/2001 to 14/12/2001), Training Methodology Course (14/05/2001 to 04/07/2001), Disaster Relief Instructors Course (21/08/2000 to 29/09/2000), Officers General Course (Refresher) (17/04/2000 to 16/05/2000) and QM & MTO Course (20/03/2003 to 03/06/2003).

FROM		TO		SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YEAR	MONTH/YEAR	STARTING INR	FINAL INR	STARTING INR	FINAL INR	
25/10/1999	31/10/2000	1,45,188.00	1,55,004.00			ASSISTANT COMMANDANT GC, SSB, DHARAMPUR(HP)
NAME OF EMPLOYER: GOVERNMENT OF INDIA				TYPE OF BUSINESS: ASSISTANT COMMANDANT /LOGISTICS OFFICER/COMMUNITY TRAINING		
ADDRESS OF EMPLOYER: MINISTRY OF HOME AFFAIRS NORTH BLOCK, NEW DELHI (INDIA)				NAME OF SUPERVISOR: S P KAUSHAL, IPS COMMANDANT		
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:140		REASON FOR LEAVING: ON TRANSFER

DESCRIPTION OF YOUR DUTIES

Within my delegated authority, I undertook a diverse range of responsibilities, including:

- Providing support to the Commandant in discharging his duties.
- Ensuring the operational readiness and administrative supervision of a Company, which encompassed overseeing 140 police personnel.
- Serving as the Logistics/Motor Transport officer at the Unit HQ, where I managed procurement processes for both administrative and operational supplies, maintained the MT fleet, supervised the upkeep of office and residential buildings, conducted logistics planning, controlled inventory, and facilitated the distribution of stores to sub-units, while also managing the disposal of obsolete or condemned items.
- Developing and executing procurement plans, as well as submitting administrative and logistics reports and returns to higher headquarters.
- Conducting thorough departmental inquiries into cases of misconduct involving police personnel, ensuring adherence to established protocols and standards of conduct.
- Contributing to professional training initiatives by imparting knowledge and skills on subjects such as Law & Order duties, security protocols, firearms handling, and physical fitness training for police personnel.
- Participating actively in village-level training sessions for local youth, civic action programs, and community development initiatives in collaboration with local stakeholders.

Achievements:

- Played a pivotal role in enhancing the professional knowledge and skills of unit personnel through effective training methodologies and initiatives, contributing to overall organizational capacity building and operational effectiveness.

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
MONTH/YEAR 09/07/1999	MONTH/YEAR 16/10/1999	STARTING USD @ 75 / day (95 first 30 days) plus home salary.	FINAL USD @ 75/Day plus home salary	CIVILIAN POLICE OFFICER (CP00065) UN MISSION IN KOSOVO
NAME OF EMPLOYER: GOVERNMENT OF INDIA				TYPE OF BUSINESS: ASSESSMENT OFFICER/CHIEF MTO
ADDRESS OF EMPLOYER: MINISTRY OF HOME AFFAIRS NORTH BLOCK, NEW DELHI (INDIA)				NAME OF SUPERVISOR: RUDY BELL CHIEF OF LOGISTICS
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: Internationals-06 and Local staff-04
				REASON FOR LEAVING: End of Mission
DESCRIPTION OF YOUR DUTIES				
<p>During my tenure with the UN, played a pivotal role in the establishment and operationalization of the UN Interim Administration Mission in Kosovo (UNMIK) (from 09/07/1999) after extending my mission from the UN Mission in Bosnia & Herzegovina. Some of my key contributions included:</p> <ul style="list-style-type: none"> - Facilitating the establishment of the UNMIK Police HQ in Pristina, where I operated under the UN mandate aimed at fostering conditions conducive to peaceful and normal life for all residents of Kosovo within the strategic framework of the UN Interim Mission in Kosovo. - Leading an Assessment Team comprised of international and local staff to facilitate the opening of UNMIK Police stations in the Mitrovica and Pristina regions, and developing comprehensive plans outlining the requisite staffing, interpreter services, and logistical support for these proposed stations. - Mobilizing resources amidst a hostile environment in close coordination with the Kosovo Force (KFOR) and Regional UN Administration to ensure the operational readiness of UNMIK Police stations. - Providing crucial assistance in the selection of interpreters and local staff for UNMIK Police operations at the UNMIK Police HQ. - Ensuring the security and facilitating the movement of ethnic minorities in the region, particularly in challenging environments, and offering protection through collaboration with KFOR under the Operational Pillar. - Serving as the Chief Motor Transport Officer (MTO) at the UNMIK Police HQ in Pristina from August 1999, overseeing the supervision, maintenance of databases, and distribution of vehicles across various regions under the UNMIK Police Logistics Pillar. - Coordinating with the UN Administration in Pristina to facilitate the transportation of UN Police Vehicles from Brindisi, Italy, via sea and road routes with the assistance of International Police Officers. <p>Achievements:</p> <ul style="list-style-type: none"> - Executed all tasks in alignment with the UN Mandate, providing invaluable support to the Chief of Operation and Chief of Logistics. - Acquired extensive firsthand experience within the UN system in post-conflict settings, collaborating with police officers from diverse nationalities, various UN agencies, the Organization for Security and Co-operation in Europe (OSCE), KFOR, and local staff representing ethnic Serbians and Albanians. This experience deepened my understanding of the complexities of the Serbian-Albanian conflict dynamics and reinforced the importance of UN intervention in fostering peace and stability in the region. 				
FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:

MONTH/YEAR 09/07/1998	MONTH/YEAR 04/07/1999	STARTING MSA USD@ 95 first 30 days& home salary.	FINAL USD @ 90/dayplus home salary	POLICE MONITOR (CP3411807) UN MISSION IN BOSNIA &HERZEGOVINA IPTF STATION CAPLJINA (MOSTAR)	
NAME OF EMPLOYER: GOVERNMENT OF INDIA			TYPE OF BUSINESS: POLICE MONITOR/ STATION HUMAN RIGHTS OFFICER & INVESTIGATOR		
ADDRESS OF EMPLOYER: MINISTRY OF HOME AFFAIRS NORTH BLOCK, NEW DELHI (INDIA)			NAME OF SUPERVISOR: GORETTE BALTAZAR, STATION COMMANDER		
			NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU: Worked in a team of IPOs (22) and interpreters (06)	REASON FOR LEAVING: REDEPLOYMENT ON EXTENSION OF TENURE TO UN MISSION IN KOSOVO	
DESCRIPTION OF YOUR DUTIES					
<p>During my tenure as a Civilian Police Monitor with the International Police Task Force (IPTF) in the UN Mission in Bosnia & Herzegovina (UNMIBH), I underwent rigorous pre-induction training at Sarajevo (BiH) before commencing my duties at IPTF Station Capljina in the Mostar region. Some of my key responsibilities included:</p> <ul style="list-style-type: none"> - Monitoring the overall situation, including the activities of local police and border police within the deployment area. This involved preparing comprehensive situation reports, reporting incidents to Regional Headquarters, and registering and following up on cases with local police and the courts. - Enhancing my expertise by attending the Joint Human Rights Course (06/10/1998 to 09/10/1998) conducted by the High Commissioner for Human Rights in Sarajevo, which further equipped me for my role as a Human Rights Officer/Investigator at IPTF Station Capljina from November 1998 onwards. - Playing a crucial role in the establishment of the rule of law by assisting in the reform and restructuring of local police forces, and meticulously monitoring and auditing their performance, along with other local agencies involved in maintaining law and order. - Conducting thorough investigations into cases of Human Rights violations, particularly those concerning minorities and displaced persons (DPs), and collaborating closely with local police, municipalities, courts, and other stakeholders to ensure justice and accountability. - Coordinating with UNHCR, the Mine Action Centre (MAC), and UN Civil Affairs to plan the return of displaced persons (DPs), while ensuring their protection and facilitating their safe return in collaboration with local police and the Stabilization Force (SFOR) in the Capljina Municipality (Mostar Region). - Facilitating the movements of ethnic minorities in the area and providing them with necessary protection through the assistance of local police and SFOR, whenever required. - Monitoring civilian police activities during local body elections in Capljina & Medugorje municipalities, ensuring transparency and fairness in the electoral process. - Working effectively in a multi-ethnic environment within a post-conflict scenario, actively contributing to the attainment of lasting peace in the war-torn country as an International Police Officer in line with the UN Mandate. - Operating within the Security Level System at the station, effectively managing post-conflict situations and ensuring the safety and security of all stakeholders involved. <p>Achievements:</p> <ul style="list-style-type: none"> - Executed all tasks in strict adherence to the UN Mandate, providing invaluable support to the Station Commander. - Acquired invaluable experience within the UN System in a Mission environment, collaborating closely with police officers of diverse nationalities, various UN agencies, SFOR, and local staff representing 					

ethnic Bosnians, Serbians, and Croatsians. This experience deepened my understanding of the conflict dynamics and post-conflict scenario in the Balkans.

- Based on my outstanding performance as a Human Rights Investigator during my tenure with the UN Mission in Bosnia & Herzegovina, my deployment was extended, and I was redeployed to the UN Interim Administration Mission in Kosovo (UNMIK) to initiate the UNMIK Police Mission in Kosovo on 05/07/1999.
- Developed effective communication and coordination skills by liaising with different agencies to fulfill the UN Mandate effectively and efficiently.

FROM		TO		SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:	
MONTH/YEAR	MONTH/YEAR	STARTING INR	FINAL INR				
15/09/1997	21/06/1998	1,14,972.00	1,18,704.00			ASSISTANT COMMANDANT GC, SSB, DHARAMPUR	
NAME OF EMPLOYER: GOVERNMENT OF INDIA				TYPE OF BUSINESS: POLICING/LOGISTICS OFFICER/ COMMUNITY TRAINING			
ADDRESS OF EMPLOYER: DIRECTORATE GENERAL OF SECURITY CABINET SECRETARIATE NEW DELHI, INDIA				NAME OF SUPERVISOR: B S NAGAR COMMANDANT		NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:140	
						REASON FOR LEAVING: ON DEPLOYMENT TO UN MISSION IN BOSNIA & HERZEGOVINA	

DESCRIPTION OF YOUR DUTIES

Within my designated authority, assumed responsibility for a wide array of duties aimed at ensuring the efficient operation and administration of a Company comprising 140 police personnel at the Unit HQ. Some of my key responsibilities included:

- Providing support to the Commandant in discharging his duties.
- Overseeing both operational and administrative aspects of the Company, including supervision of personnel and resources to maintain optimal functionality and performance.
- Serving as the Logistics/Motor Transport Officer at the Unit HQ, with duties encompassing logistics planning, inventory control, fleet maintenance, and management of office and residential buildings, along with procurement and disposal of stores as necessary.
- Playing a pivotal role in the training and development of police personnel within the Unit, actively contributing to their professional growth and skill enhancement.
- Leading a training demonstration team within the Unit, facilitating practical learning experiences for personnel to enhance their capabilities.
- Regularly submitting detailed administrative and logistics reports and returns to higher headquarters, ensuring transparency and accountability in all operations.
- Conducting extensive tours within the deployment area, organizing and conducting village-level training sessions for the local community to enhance security preparedness and sponsoring them for advanced training opportunities.

Achievements: -

- Executed all security-related duties with diligence and precision, ensuring the safety and well-being of all stakeholders.
- Ensured that the training provided to the police personnel of the unit remained current, relevant, and effective, contributing to their professional development and readiness.
- Actively participated in various Civic Action Programs within the Area of Responsibility (AoR), fostering grassroots-level engagement with the public as part of an overarching strategy to promote community policing initiatives.

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST: ASSISTANT COMMANDANT GROUP CENTRE, SSB, DIRANG (ARUNACHAL PRADESH)
MONTH/YEAR	MONTH/YEAR	STARTING INR	FINAL INR	
05/11/1993	31/08/1997	62,268.00	1,21,608.00	
NAME OF EMPLOYER: GOVERNMENT OF INDIA				TYPE OF BUSINESS: POLICING/LOGISTICS OFFICER/ COMMUNITY TRAINING, DEVELOPMENT AND WELFARE
ADDRESS OF EMPLOYER: DIRECTORATE GENERAL OF SECURITY CABINET SECRETARIATE NEW DELHI, INDIA				NAME OF SUPERVISOR: COL M S JOON COMMANDANT
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:140
				REASON FOR LEAVING: ON TRANSFER

DESCRIPTION OF YOUR DUTIES

I commenced my tenure in the Police Force on 05/11/93 as an Assistant Commandant and underwent rigorous Basic Police Training Course for directly appointed Officers from 01/01/1994 to 26/12/1994 at the Academy. Thereafter, my responsibilities encompassed:

- Overseeing the operational readiness and administrative supervision of a Company comprising 140 police personnel. Notably, I participated in ensuring security during the Provincial Assembly Election in Itanagar (Arunachal Pradesh) and led the Company in the terrorism-affected state of Punjab in 1996 for a duration of one year.
- Developing operational plans, compiling area assessment reports, gathering intelligence, and managing classified documents. Additionally, prepared administrative, logistics, and security-related reports and returns for the Unit Commander.
- Conducting and participating in training sessions with sub-unit personnel on various subjects including physical training, security protocols, law & order procedures, and firearms and explosive devices.
- Undertaking extensive tours within the deployment area to engage with the local community, plan village-level training initiatives, and promote community participation in security and developmental programs.
- Actively participating in village-level training programs and monitoring development initiatives in collaboration with the community.
- Collaborating closely with other law enforcement and development agencies to implement various community development programs, including selecting and sponsoring youths for training programs, recruiting volunteers for area security, organizing civic action programs, and providing grant-in-aids for community development.
- Organizing various publicity campaigns to showcase government achievements, facilitating Medical Civic Action camps, and conducting perception management programs.

Achievements:

- Furthering my professional development by attending the Officers General Course from 12/02/1997 to 10/04/1997 at the Academy.
- Successfully served for over three years, including in challenging environments.
- Acquired valuable experience and training in policing, security, intelligence gathering, counterterrorism, and fostering community partnerships for developmental activities.
- Established successful partnerships with the local community, youth, and students, promoting community training and development as part of an overarching strategy for community policing.

Ranjan Singh
09/07/25

UNITED NATIONS
Employment and Academic Certification
Attachment to Personal History Profile (P11)

A. TO BE COMPLETED BY CANDIDATE (from sections 1 to 11):

1. PERSONAL DATA:				
Family Name SINGH	First name: MANMOHAN	Middle names	Gender : M/F M	
e-mail address:		manmohankafola@yahoo.com		
2. POSITION FOR WHICH YOU ARE APPLYING:				
Title :		Job Opening Number :		
Senior Police Advisor, P-5		DPO-UNFICYP-0194-2025		
3. MILITARY SERVICE HISTORY/ POLICE SERVICE HISTORY				
Date of Commission (for military officers) or date of enlistment / entry to service (for police officers): Entry to Service – 05 November, 1993				
Current rank Deputy Inspector General	Date Last Promoted 23/09/2016	Date eligible for promotion to next rank Year 2027	Projected Retirement date 30/06/2029	
Branch/Corp/Mustering: Executive Cadre.				
Sub Specialisation/additional qualifications				
<ul style="list-style-type: none"> – Policy Planning and Advisory Support: Experience in policy planning and advisory support in human resource management, administration, project monitoring, training & capacity building, recruitment, welfare and finance management at the national headquarters level. – Operations & Resource Management: Expertise in police operations, border policing, counter-terrorism, transnational crimes, law & order, public order management and security of vital organizations. – Strategic Leadership: Led regional-level police units and supervised training, administration and personnel departments at the national police headquarters. – International & Multistakeholder Engagement: Sound experience in UN peacekeeping missions, post conflict operations, liaison, coordination, strategic advisory roles, human rights investigations, institutional building and international security cooperation. – Training & Capacity Building: Led major initiatives in police training, institutional capacity building, program management, research and policy assessment. – Community Engagement: For effective Border Policing. – Digital Proficiency: Skilled in Data Analysis for strategic insights and decision-making. 				
Are you currently working for the United Nations?				
Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>				
If yes, please explain:				
4. DEGREES AND ACADEMIC DISTINCTION OBTAINED:				
	Name of Institutions, Place and Country. Please give complete address	Attended		Rank and Degrees obtained
		From: Month/Year	To: Month/Year	
Military or Police Degrees	Military Academy (and/or similar military officer institution)- name and address:			Rank obtained: Degree Obtained:
	Command and Staff			Rank obtained:

	College (and/or similar military officer institution)- name and address:			Degree Obtained:
	Police Academy (and/or similar military officer institution)- name and address:			Rank obtained: Degree Obtained:
	CISF Academy, Hyderabad (India)	01/01/1994	23/12/1994	Rank obtained: Good/Qualified. Degree Obtained: Directly Appointed Gazetted Officers Course
	SSB Academy Srinagar (Uttarakhand)	17/10/2005	16/11/2005	Rank obtained: Very Good/Qualified. Degree Obtained: Junior Command Management Course (Certification)
	SSB Academy, Srinagar (Uttarakhand)	11/06/2008	08/07/2008	Rank obtained: Very Good/Qualified. Degree Obtained: Middle Command Management Course(Certification)
	SSB Academy, Srinagar (Uttarakhand)	09/04/2012	21/04/2012	Rank obtained: Very Good/Qualified. Degree Obtained: Senior Command Management Course(Certification)
	SSB Academy Srinagar (Uttarakhand)	23/04/2012	28/04/2012	Rank obtained: Very Good/Qualified. Degree Obtained: Higher Command Management Course (Certification)
	SSB Academy Bhopal (Madhya Pradesh)	21/11/2019	03/12/2019	Rank obtained: Very Good/Qualified. Degree Obtained: Internal Security Management Course-Command course (Certification)

	Name of Institutions, Place and Country. Please give complete address	Attended		Degrees and Academic distinctions obtained
		From: Month/ Year	To: Month/ Year	
Civilian Degrees	HNB Garhwal University, Srinagar Garhwal, Uttarakhand (India)	July 1986	June 1988	Bachelor of Science (B Sc) (Physics, Chemistry & Mathematics) (Second Division)
	HNB Garhwal University, Srinagar Garhwal, Uttarakhand (India)	July 1988	June 1990	Master of Science (M Sc) (Mathematics) (First Division)

	Sikkim Manipal University, Gangtok, Sikkim (India)	January 2014	April 2016	Master of Business Administration (MBA) (Human Resource Management) (First Division)
	Indira Gandhi National Open University, New Delhi (India)	January 2017	June 2018	Post Graduate Diploma in Criminal Justice (PGDCJ) (First Division)
	Indira Gandhi National Open University, New Delhi (India)	January 2021	December 2021	Post Graduate Diploma in Financial Markets Practice (PGDFMP) (First Division)
	Advance Certification in Data Science & Artificial Intelligence	May 2023	Dec 2023	IIT Madras (Pravartak) and IntelliPaat

5. MILITARY AND/OR POLICE TRAINING COURSES/SEMINARS: Related to the post

Name of course	Date attended: From mm/yy-to mm/yy	Institution
Officers General Course (OGC)	12/02/1997 to 10/04/1997	Frontier Academy Gwaldam (Uttarakhand)
Joint Human Right Course	06/10/1998 to 09/10/1998	UN Mission in Bosnia & Herzegovina
Officers General Course (Refresher)	17/04/2000 to 16/05/2000	Frontier Academy Gwaldam (Uttarakhand)
Disaster Relief Instructor Course	21/08/2000 to 29/09/2000	National Civil Defence Course Nagpur (Maharashtra)
Civil Defence Officers Camouflage Course	19/02/2001 to 03/03/2001	College of Military Engineering, Pune
Training Methodology Course (TMC)	14/05/2001 to 04/07/2001	Frontier Academy Gwaldam (Uttarakhand)
Trainees Training Course on Security	03/12/2001 to 14/12/2001	IB Training College New Delhi
QM & MTO Course	20/03/2003 to 03/06/2003	Frontier Academy Gwaldam (Uttarakhand)
Weapon and Police Tactics Course	01/12/2003 to 23/10/2003	Training Centre, SSB, Salonibari (Assam)
Border & Boundary Police Training	30/01/2006 to 02/02/2006	United Nations Interim Administration Mission in Kosovo
Tactics Course	22/06/2009 to 27/06/2009	SVP National Police Academy, Hyderabad(Andhra Pradesh)
Law Course	06/09/2010 to 11/09/2010	BSF Law Institute, Chhawala, New Delhi
Workshop on Negotiation Skills	14/09/2016 to 16/09/2016	SVP National Police Academy, Hyderabad(Andhra Pradesh)
National Symposium of Head of Training Institutions	01/06/2022 to 03/06/2022	Central Detective Training Institute, Bureau of Police Research & Development Gaziabad (UP)
Managerial Effectiveness-Management Development Program (Bureau of Police Research & Training)	30/01/2023 to 04/02/2023	Indian Institute of Management, Ahmedabad (Gujarat)

6. EXPERIENCE IN PEACEKEEPING OPERATIONS: Specify UN or other, starting with your most recent experience and list in reverse order:			
Dates mm/yy-mm/yy	Mission/Operation/Location	Position/Title (Milob, HQ staff, Contgt, Advisor)	Description of duties
01/12/2005 to 15/06/2007	UNMIK Police in UN Interim Administration Mission at Pristina (Kosovo) Border Crossing Point Globocica/ Gate-04	Civilian Police Officer (CP00065)/ Station Commander	<ul style="list-style-type: none"> - Trained Kosovo Police Officers and contributed as Chief of Administration, Deputy Station Commander (15/12/2005 – 30/09/2006). - Station Commander at BCP Globocica on the Kosovo-Macedonia Border (01/10/2006 – 04/12/2006). - Station Commander at BCP Gate-4 on the Kosovo-Serbia Border (05/12/2006 – 15/06/2007).
09/07/1999 to 16/10/1999	UNMIK Police in UN Interim Administration Mission at Pristina (Kosovo) Mission HQ Pristina	Civilian Police Officer (CP00065)/ Assessment Officer/ Chief MTO UNMIK Police	<ul style="list-style-type: none"> -Key Contributor in establishing UNMIK Police HQ at Pristina. -Led Assessment Team for opening UNMIK Police stations in Mitrovica and Pristina. -Served as Chief MTO under the Logistics Pillar, UNMIK Police.
09/07/1998 to 04/07/1999	UN Mission in Bosnia & Herzegovina. IPTF Station Capljina (Mostar)	Civilian Police Monitor (CP3411807) Human Rights Officer & Investigator	<ul style="list-style-type: none"> -Civilian Police Monitor – Oversaw law enforcement and overall security situation. -Station Human Rights Officer/Investigator at IPTF Station (Nov 1998 – EOM).

7. COMMAND EXPERIENCE (at Battalion/equivalent level or above when applying for position at the P5 level and above): Start with your most recent experience and list in reverse order			
Dates FROM mm/yy – TO mm/yy	Unit level: Company/ Battalion/Brigade/ Division or equivalent. Police Command Experience	Unit/Position/Org	Significant Unit Activities
March'2025 till date	Deputy Inspector General (Trg),	FHQ, SSB, New Delhi.	Responsible for policy planning on training & development, capacity building at Training Directorate Force headquarters, monitoring training infrastructure, overseeing coordination with the Police Academy and 12 training institutions nationwide.
20 June' 2022 to March 2025	Deputy Inspector General	Training Centre, SSB, Salonibari, Sonitpur	Head of Training Institution – Responsible for planning and supervision of training &

		(Assam)	development and Capacity Building programmes.
Oct' 2019 to 06/06/2022	Deputy Inspector General (Admn),	FHQ, SSB, New Delhi.	Responsible for strategic planning, administration, discipline and at Force Headquarters. Supervising armed Battalion deployed at Delhi for administrative and security management.
May'2018 to Oct' 2019	Deputy Inspector General (Trg),	FHQ, SSB, New Delhi.	Responsible for policy planning on training & development and capacity building at Training Directorate Force headquarters, overseeing coordination with the Police Academy and 12 training institutions nationwide.
Sept'2016 to April'2018	Deputy Inspector General,	Sector Hqrs (Special Ops), SSB, Bhilai (Chhattisgarh)	Supervised a regional headquarters of police battalions for law & order and counter-extremist duties. Led civic action programs and community training with public partnership.
July' 2015 to Sept' 2016	Commandant	37 Bn, SSB, Mangaldai (Assam)	Supervised a police battalion deployed for international border guarding on the Indo-Bhutan Border. Led civic action programs and community training with public partnership.
May' 2011 to May' 2015	Commandant	25 Bn, SSB, Delhi.	Supervised a police battalion deployed for security duties at Force Headquarters and other vital organizations in national capital Delhi.
July'2007 to January' 2010	Second-In-Command	24, Bn, SSB, Gangtok (Sikkim)	Contributed to a police battalion deployed for border policing on the Indo-Nepal Border. Led civic action programs and community training initiatives. Mobilized police personnel and resources for Parliamentary Elections 2009.
October' 1999 to October' 2000	Assistant Commandant (Coy Commander)	Group Centre, Dharampur (Himachal Pradesh)	Supervised a Company (140 police personnel) and served as Logistics/Motor Transport Officer at the Unit HQ. Led civic action programs, perception management and community training and development activities.
September' 1997 to June' 1998	Assistant Commandant (Coy Commander)	Group Centre, Dharampur (Himachal Pradesh)	Oversaw operational preparedness and administrative supervision of a Company (140 police personnel) at Unit HQ. Served as Logistics/ Motor Transport Officer and led civic action, perception management, and community

			training and development programs.
September' 1997 to June' 1998	Assistant Commandant (Coy Commander)	Group Centre, Dharampur (Himachal Pradesh)	Oversaw operational preparedness and administrative supervision of a Company (140 police personnel) at Unit HQ. Served as Logistics/
November' 1993 to August' 1997	Assistant Commandant (Coy Commander)	Group Centre, Dirang (Arunachal Pradesh)	Motor Transport Officer and led civic action, perception management, and community training and development programs.

8. SIGNIFICANT EXPERICE RELATED TO THE FUNCTIONS OF THE POST/S YOU ARE APPLYING: Start with your most recent experience and list in reverse order:

Dates FROM mm/yy – TO mm/yy	Position /Org	Operation/Activity
March'2025 till date	Deputy Inspector General (Trg) Force Headquarters, SSB, New Delhi.	Providing strategic advisory support on Training & Development, Capacity Building at headquarters level. Monitor Training Infrastructure Development in Training Institutions. Develop and implement strategic training & sports policies.
June' 2022 till March' 2025	Deputy Inspector General RTC, SSB, Salonibari, Sonitpur (Assam)	Head of Training Institution with a capacity of 1000 personnel. Managing policy planning for training and development, capacity building programmes. Managing and monitoring training and non-training infrastructure projects.
Oct' 2019 till June ' 2022	Deputy Inspector General (Admn), FHQ, SSB, New Delhi.	Led policy planning for administration, logistics, resource mobilization, welfare and grievance handling of police personnel at Force Headquarters. Provided strategic advisory support and managed discipline, financial planning, audits and departmental canteen. Monitored projects within the Administration Directorate at Headquarters.
May'2018 to Oct' 2019	Deputy Inspector General (Trg) including Deputy Inspector General (Pers) (26/03/2019 to 20/20/2019)	Developed and implemented strategic training & sports policies. HR policy planning, including recruitment policies, career management and performance assessments. Managed disciplinary matters, court proceedings, rotational transfers, deputation, cadre management, restructuring and grievance handling.
Sept'2016 to April'2018	Deputy Inspector General, Sector Hqrs, SSB, Bhilai(Chhattisgarh)	Supervised two armed police battalions deployed for law & order duties, counter-extremist and security

		management. Formulated strategic policies for deployment of personnel, and led the planning and supervision of operations.
July' 2015 to Sept' 2016	Commandant 37 Bn, SSB, Mangaldai (Assam)	Policy planning on deployment, operations and prevention of smuggling and transnational organized crime. Facilitated bilateral cooperation with counterparts and conducted civic action programs during deployment on the Indo-Bhutan border.
May' 2011 to May' 2015	Commandant 25 Bn, SSB, Delhi.	Developed policies for deployment of police personnel and supervision of personnel to secure vital organizations and manage contingencies.
February' 2010 to May' 2011	Commandant (Pers), FHQ, SSB, New Delhi	Nodal Officer for policy framing, organizational and human resource planning and recruitment of police personnel in the Personnel Directorate.
July'2007 to January' 2010	Second-In-Command 24, Bn, SSB, Gangtok (Sikkim)	Planned personnel deployment for Indo-Nepal border operations, overseeing administration, financial planning and control. Focused on prevention of smuggling and organized crimes, facilitated bilateral cooperation with counterparts and led civic action programs with public partnership.
October, 2003to November, 2005	Assistant Commandant (Pers) (21/10/2003 to 31/05/2004)/ Dy Commandant (Pers) (01/06/2004 to 29/11/2005)	Contributed as Personnel Officer (HR Officer) under the Personnel Directorate at HQ, contributing to HR policy planning for human resource development. Led the team for the Comprehensive Restructuring of the Force, focusing on rationalizing human resources across various cadres, formations and training institutions.
November' 2000 to October' 2003	Assistant Commandant (Trg) Training Centre, Kumarsain (Himachal Pradesh)	Led policy planning for training programs and methodologies related to induction and professional training.
September' 1997 to June' 1998	Assistant Commandant Group Centre, Dharampur (Himachal Pradesh)	Supervised personnel for deployment of police personnel on operational, law & order duties and training. Led teams
November' 1993 to August' 1997	Assistant Commandant Group Centre, Dirang (Arunachal Pradesh)	for civic action programs and community training and development activities.

9. INTERNATIONAL EXPOSURE OTHER THAN PEACE KEEPING OPERATIONS:

Start with your most recent experience and list in reverse order

Dates:FROM mm/yy – TO mm/yy	Position /Org	Function/Activity
July' 2015 to Sept' 2016	Commandant 37 Bn, SSB, Mangaldai (Assam)	Supervised a police battalion deployed on the Indo-Bhutan Border under the India-Bhutan Friendship Treaty, gaining international exposure through collaboration with foreign counterparts.
July'2007 to January' 2010	Second-In-Command 24, Bn, SSB, Gangtok (Sikkim)	Contributed to a police battalion deployed on the Indo-Nepal Border under the India-Nepal Peace and Friendship Treaty, gaining international exposure through collaboration with foreign counterparts.

10. Additional Comments:

Experienced senior police officer with expertise in strategic supervision of Regional Units, leading Personnel, Administration and Training departments at HQ. Specializes in strategic policy planning, advisory support, financial management, leadership and human resource management at national headquarters level.

Skilled in policy development on training & development, capacity building at headquarters level and leading national training institutions.

With about 3 years of peacekeeping experience in Bosnia & Herzegovina and Kosovo, has significant experience in police operations in conflict/post-conflict environments, establishment of UN missions, strategic planning, peace building and negotiation. Proficient in investigating human rights cases, including issues related to minorities, vulnerable groups and displaced persons.

Experienced in border management at national and international level and leading multinational teams of international police officers, local police and civilian staff in mission environments.

Strong analytical, evaluative and research skills with proficiency in data analysis tools and project monitoring.

11. I certify that the statements made by me in answer to the foregoing questions are complete and correct. I understand that any misrepresentation or material omission made on a Personal History form or other document requested by the Organisation renders a staff member for the United Nationals liable to ineligible for further consideration.

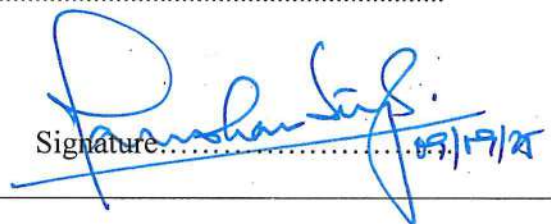
I declare that I have never committed, been convicted of and am not currently under investigation or being prosecuted for any criminal, human rights, civil action or disciplinary offence, with the exception of minor traffic violations (driving while intoxicated or dangerous or careless driving are not considered minor traffic violations for this purpose). I declare that I have not been involved, by act or omission, in the commission of any violation of international human rights law or international law.

I am not able to attest to the preceding paragraphs for the following reasons:.....

.....

Dated 09/09/2025

Signature.....


09/09/25

N.B. You will be requested to supply documentary evidence which supports the statements you have made above. Do not, however, send any documentary evidence until you have been asked to do so by the Organisation and, in any event, do not submit the original texts of references or testimonials unless they have been obtained for the sole use of the Organisation.

B. TO BE COMPLETED BY THE RELEVANT LOCAL AUTHORITY:

On behalf of Sashastra Seema Bal (Ministry of Home Affairs), I certify that the information provided by Shri Manmohan Singh, Deputy Inspector General, is complete and correct.

I further certify that the nominated candidate has never been convicted of and is not currently under investigation or being prosecuted for any criminal, human rights or disciplinary offence, or any violations of international human rights law, civil action or disciplinary offence.

The Government of India is not aware of any allegations against the nominated candidate that she /he has 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.

In the case of the nominee who has been investigated for, charged with or prosecuted for any criminal offence, with the exception of minor traffic violations for this purpose), but was not convicted, the Government is requested to provide information regarding the investigation (s) or prosecutions concerned.

Date: 09/09/2025

Official Stamp:

Joshi 09/09/25
(SOMIT JOSHI)
INSPECTOR GENERAL
FORCE HEADQUARTERS, SSB, NEW DELHI
Inspector General (Trg)
Sashastra Seema Bal
Ministry of Home Affairs
East Block-V, R. K. Puram,
New Delhi-110066

HR CERTIFICATE

It is certified that **Shri MANMOHAN SINGH, Deputy Inspector General** was neither convicted nor currently under investigation of being prosecuted for any criminal Offence including violation of International Human Rights Law and International Humanitarian Law. It is also to certify that Government/Org of Sashastra Seema Bal(SSB), Ministry of Home Affairs is aware that there is no allegation against him/her as such and he/she has not committed or even involved, by act or omission, the common of any act that any amount of violations of International Human Rights Law and International Humanitarian Law.

To be signed by an officer
Not below the rank of DIG/Director

09/9
Inspector General (Trg)
Sashastra Seema Bal
Ministry of Home Affairs
East Block-V, R. K. Puram,
New Delhi-110066