From: MHA, New Delhi
To: 1. The Chief Secretaries and DsG (P)s of all States / UTs
     2. Directors - IB/CBI/SVP PA/SPG/NEPA/NICFS/CFSL/
        DCFW/NCRB.
     3. DsG - BSF/CRPF/ITBP/CISF/NSG/RPF/BPR&D/SSB
        /NCB/NIA/Assam Rifles (Through LOAR)

Subject: - Job Opening : PoC Site Coordinator (P-4) to the United Nations Mission
       in the Republic of South Sudan
       (Job Opening No : 2016-UNMISS-82442-DPKO)

PMI to UN has sought the nomination of Individual Police Officers for the position of
PoC Site Coordinator (P-4) to the United Nations Mission in the Republic of South
Sudan:-

Number of post: Not mentioned.
Level of Post: P-4 [SP/DIG]
Org. Unit: UNMISS
Duty Station: Civilians Protection Sites across Mission

Qualification:

Education: Advanced university degree (Master's degree or equivalent) in one or more
of the following disciplines:- Law, Law Enforcement, Criminal Justice Administration,
Security Studies, Business or Public Administration, Development Studies (particularly
in law enforcement) or other relevant field. A first level university degree with a
combination of relevant professional level experience in law enforcement, including
police management, may be accepted in lieu of the advanced university degree.
Specialized training in the area of incumbent's responsibility (police management,
operations, administration, training) in highly desirable. Graduation from a certified
police academy or other law enforcement training institution is required.

Experience: AT least 7 years (09 years in absence of advanced university degree) of
progressive and active relevant service/experience in a national or international law
enforcement agency at the field (regional/district headquarters) and/or national police
headquarters level- required: 5 years of direct supervisory/ operational command
experience, including involvement in organizational management, public order and crime prevention management, strategic planning, protection of civilians —required. Previous experience in UN peacekeeping operations or international policing, particularly in the area of community policing and protection of civilian is an advantage.

Languages: English and French are the working languages of the United Nations Secretariat. For this post, fluency in English (both oral and Written) is required; knowledge of French is desirable. Knowledge of another UN official language is an advantage.

Preference will be given to equally qualified women candidates

2. It is requested that nomination of eligible and willing officer of the level of SP/DIG (P-4) may be submitted to this Ministry by 4th April, 2017 along with the following documents duly completed in all respect:

i. United Nations Personal History Profile (PHP) form (P.11) duly completed and signed by the nominated candidate.

ii. United Nations Employment and Academic Certification [attachment to personal history profile (P-11)] Form duly completed and signed by the nominated candidate as well as the relevant local authority.

Note: - On scrutiny of nominations received, it has been observed that the EAC is submitted without the signature of Designated Authority of concerned Force resulting rejection of nomination. Hence, the forwarding authority should ensure that the EAC is duly signed by the applicant as well the Designated Authority of Force.

iii. Personal details as per Annexure-I.

iv. Human Rights certificate must be included (proforma enclosed). Mandatory

3. The nominated officers may be advised to send the above document as per the format enclosed through electronic mail at e-mail address at uspma@nic.in. (Mandatory)

4. No modified format other than the specimen enclosed duly typed will be entertained/accepted as it invites lot of observations from UN HQ (UNDPKO) while finalizing the nominations. Hand written PHP/EAC will not be entertained/accepted. It may be ensured that the photographs of the officer applying for the post should be placed on the front side of P-11 form and signature in the last page at relevant place.

5. It may please be ensured that the nominees are clear from Vigilance angle and Necessary Cadre Clearance (Specially IPS Officers) from MHA/State
Government/CAPFs/any other lending organization must be forwarded with nomination. (without cadre clearance/NOC, nominations will not be entertained).

6. No direct application will be entertained.

(Raman Kumar)
Under Secretary to the Government of India
☎: 23094009
✉: 23094009
✉: uspma@nic.in

Copy to

   It is requested to forward the nominations of eligible and willing officers though State Government only.

2. SO (IT), MHA - With the request to upload the above communication on MHA website (Police Division-II(secondment vacancy) and ‘what’s new’.

(Raman Kumar)
Under Secretary to the Government of India
☎: 23094009
✉: 23094009
✉: uspma@nic.in
BIO-DATA PROFORMA

1. Name of Post applied.
2. Job opening number
3. Name of the Officer
4. Designation/Rank/organization with present place of posting.
5. In the case of officers of deputation with other organization.
   (a) Name of Parent organization.
   (b) Name of organization presently employed.
   (c) Date of deputation
   (d) Expected date of repatriation to parent cadre/organization.
6. Date of Birth
7. Education/Qualification
8. Date of Joining Police Service
9. Service/Cadre/Batch:
   10. Previous UN experience
       Telephone No.
       a. Office
       b. Residence
       c. Mobile No (mandatory)
       d. Fax No.
       e. E-mail id (mandatory)
11. Present Job Profile:

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

(Signature of the applicant)
HR CERTIFICATE

It is certified that ________________________ was neither convicted nor currently under investigation or 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 .............(concerned state/Org.) 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 commission of any act that may 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
## PERSONAL HISTORY

**INSTRUCTIONS**

Please answer each question carefully and completely. TYPE OR PRINT LEGIBLY.

Rend carefully and follow all directions.

1. **Family name**: [Blank]
   - **First name**: [Blank]
   - **Middle name**: [Blank]
   - **Maiden name, if any**: [Blank]

2. **Date of birth (day/month/year)**: [Blank]
   - **Place of birth**: [Blank]
   - **Nationality(ies) at birth**: [Blank]
   - **Present Nationality(ies)**: [Blank]
   - **Sex**: [Blank]

3. **Height**: [Blank]
   - **Weight**: [Blank]
   - **Marital Status**: [Blank]
   - **Single**
   - **Married**
   - **Separated**
   - **Widowed**
   - **Divorced**

4. **Do you have any limitations on your ability to perform in your prospective field of work?**
   - **YES**
   - **NO**

5. **Permanent Address**: [Blank]
   - **Telephone No.**
   - **Present Address**
   - **Telephone/Fax No.**

6. **Do you have any dependent children?**
   - **YES**
   - **NO**

7. **Name of Children**: [Blank]
   - **Date of Birth (day/month/year)**
   - **Place of Birth**: [Blank]
   - **Nationality**: [Blank]
   - **Gender**: [Blank]

8. **Name of Spouse**: [Blank]

9. **Have you been on any legal permanent residence outside your country other than that of your nationality?**
   - **YES**
   - **NO**

10. **Have you taken any legal steps towards changing your present nationality?**
    - **YES**
    - **NO**

11. **Are any of your relatives employed by a public international organization?**
    - **YES**
    - **NO**

12. **What is your preferred field of work?**

13. **Would you accept employment for less than six months?**
    - **YES**
    - **NO**

14. **Knowledge of Languages**
    - **What is your mother tongue?**
    - **READ**
      - [Blank]
      - [Blank]
      - [Blank]
      - [Blank]
    - **WRITE**
      - [Blank]
      - [Blank]
      - [Blank]
      - [Blank]
    - **SPEAK**
      - [Blank]
      - [Blank]
      - [Blank]
      - [Blank]
    - **UNDERSTAND**
      - [Blank]
      - [Blank]
      - [Blank]
      - [Blank]

15. **Other Languages**
    - [Blank]
    - [Blank]
    - [Blank]
    - [Blank]

16. **For clinical grade only**
    - **Indicate speed in words per minute**
      - [Blank]
      - [Blank]
      - [Blank]
      - [Blank]

17. **List any office machines or equipment and computers programs you use.**

18. **[Signatures and dates]**
    - [Blank]
    - [Blank]
    - [Blank]
    - [Blank]
24. EDUCATION. Give full details. Enter all courses or degrees in original language. Please do not translate or equate to other degrees.

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<tr>
<th>NAME, PLACE AND COUNTRY</th>
<th>ATTAINMENT DATE</th>
<th>DEGREE AND ACADEMIC DUNIPSTOEPATION</th>
<th>MAIN COURSE OF STUDY</th>
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25. SCHOOLS OR OTHER FORMAL TRAINING OR EDUCATION FROM AGE 14 (e.g., high school, technical school or apprenticeship)

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<th>NAME, PLACE AND COUNTRY</th>
<th>TYPE</th>
<th>YEARS ATTENDED FROM</th>
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26. LIST PROFESSIONAL SOCIETIES AND ACTIVITIES IN CIVIC, PUBLIC OR INTERNATIONAL AFFAIRS

27. EMPLOYMENT RECORD. Starting with the present job, list all jobs held in reverse order. Include any period during which you were not gainfully employed. If you need more space, attach additional pages of the same size. Give details of employer and period of service.

<table>
<thead>
<tr>
<th>PRESENT POST (LAST POST, IF NOT PRESENTLY IN EMPLOYMENT)</th>
<th>FROM</th>
<th>TO</th>
<th>SALARIES PER ANNUM</th>
<th>EXACT TITLE OF YOUR POST</th>
<th>TYPE OF BUSINESS</th>
<th>NAME OF SUPERVISOR</th>
<th>DESCRIPTION OF YOUR DUTIES</th>
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<td>STARTING</td>
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**NAME OF EMPLOYER:**

**ADDRESS OF EMPLOYER:**

**TYPE OF BUSINESS:**

**NAME OF SUPERVISOR:**

**DESCRIPTION OF YOUR DUTIES:**

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**NAME OF EMPLOYER:**

**ADDRESS OF EMPLOYER:**

**TYPE OF BUSINESS:**

**NAME OF SUPERVISOR:**

**DESCRIPTION OF YOUR 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 CIVIL SERVANT IN YOUR GOVERNMENT'S EMPLOY?  YES ☐  NO ☐
If answer is "yes", why?

30. REFERENCES: List three persons, not related to you, and not currently United Nations staff members, who are familiar with your character and qualifications. Do not repeat names of supervisors listed under item 27.

<table>
<thead>
<tr>
<th>FULL NAME</th>
<th>FULL ADDRESS</th>
<th>BUSINESS OR OCCUPATION</th>
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31. STATE ANY OTHER RELEVANT FACTS. INCLUDE INFORMATION REGARDING ANY RESIDENCE OUTSIDE THE COUNTRY OF YOUR NATIONALITY.

32. HAVE YOU EVER BEEN ARRESTED, CHARGED, OR SUMMONED INTO COURT AS A DEFENDANT IN A CRIMINAL PROCEEDING OR CONVICTED, FINE OR IMPRISONED FOR THE VIOLATION OF ANY LAW (EXCLUDING TRAFFIC VIOLATIONS)?  YES ☐  NO ☐
If "yes", give full particulars of each case on 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) __________________________

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.
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<th>MONTH YEAR</th>
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<th>ADDRESS OF EMPLOYER</th>
<th>NAME OF SUPERVISOR</th>
<th>EMPLOYER SUPERVISED BY</th>
<th>REASON FOR LEAVING</th>
<th>DESCRIPTION OF YOUR DUTIES</th>
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# UNITED NATIONS

## Employment and Academic Certification

Attachment to Personal History Profile (P11)

**TO BE COMPLETED BY CANDIDATE:**

### Personal Data:

<table>
<thead>
<tr>
<th>Family Name:</th>
<th>Given name:</th>
<th>Middle names:</th>
<th>Gender: M/F</th>
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### Position for which you are applying:

(Note: if you are applying for more than one position, please submit separate P11 and P11 attachment for each job opening)

**Job Opening Number:**

### Military Service History/Policie Service History

Date of Commission (for military officers) or date of enlistment/entry to service (for police officers):

<table>
<thead>
<tr>
<th>Current rank</th>
<th>Date Last Promoted</th>
<th>Date eligible for promotion to next rank</th>
<th>Projected Retirement date from current rank</th>
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### Branch/Cmp/Station:

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<th>Branch/Cmp/Station</th>
<th>Sub Specialisation/additional qualifications</th>
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### Degrees and Academic Distinctions Obtained:

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<th>NAME of INSTITUTION</th>
<th>PLACE AND COUNTRY</th>
<th>ATTENDED:</th>
<th>DEGREES AND ACADEMIC DISTINCTIONS OBTAINED</th>
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<td>Graduation from the Staff/War College or Police Academy</td>
<td>Month/Year</td>
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<td>University Degree/a</td>
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<td>Mission/Operation/Location</td>
<td>Position/Title</td>
<td>Description of duties</td>
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<th>Significant Unit Activities</th>
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Additional Comments:

I certify that the statements made by me in answer to the foregoing questions are complete and correct. I understand that any misrepresentation or omission made on a Personal History form or other document requested by the Organization renders a staff member for the United Nations 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 offense, 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 humanitarian law.

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

Date: ..........................................................
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.
TO BE COMPLETED BY THE RELEVANT LOCAL AUTHORITY:

On behalf of .................................................. I certify that the information
is complete and correct.

I further certify that the nominated candidate has never 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,
civil action or disciplinary offence.

The Government of .................................................. 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 (driving while intoxicated or dangerous or careless
driving are not considered 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 .................................................. Official Stamp ..................................................
The Secretariat of the United Nations presents its compliments to the Permanent Mission of Member State to the United Nations and has the honour to invite its Government to nominate individual police officers in active service for appointment on secondment to the United Nations Peacekeeping Force in Cyprus (UNFICYP), for a period of one year. Any further contract extension can be granted on an exceptional basis provided there is a mission mandate requirement and the incumbent displays good performance, dedication, professionalism and the achieved results. The final decision on the extension is subject to approval by the United Nations and concurrence by the national authorities.

Details regarding the post for which the Secretariat is seeking qualified applicants are provided in the attached job opening No DPKO - UNFICYP-0194 - 2016. Also attached are the “Application Procedures for Positions in United Nations Police Components in Peacekeeping Operations and Special Political Missions Requiring Official Secondment form National Governments of Member States of the United Nations”.

The Secretariat kindly requests the Permanent Mission to submit a separate application for each nominee to the Selection and Recruitment Section/Police Division/OR01.5/PD/DPKO, DC-1, 7th floor, Room DC-1-0714, in accordance with the above-referenced procedures, certifying that the nominees meet the requirements in the attached job opening. Applications submitted after the deadline specified in the job opening will not be considered.

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

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

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

The Secretariat wishes to outline that it is the responsibility of the
Government to ensure that each candidate it nominates has not 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. In the case of nominees who have been
investigated for, charged with or prosecuted for any criminal offence, with the
exception of minor traffic violations (driving while intoxicated or dangerous or
careless driving are not considered minor traffic violations for this purpose), but
were not convicted, the Government is requested to provide information regarding
the investigation(s) or prosecutions concerned. The Government is also requested
to certify that it is not aware of any allegations against its nominated candidates
that they have committed or been involved, by act or omission, in the commission
of any acts that may amount to violations of international human rights law or
international humanitarian law.

The Secretariat recalls that the responsibilities of those personnel who are
appointed to serve in United Nations peacekeeping or special political missions are
exclusively international in character. They perform their functions under the
authority of, and in full compliance with, the instructions of the Secretary-General
of the United Nations and persons acting on his behalf and are duty-bound not to
seek or accept instructions in regard to the performance of their duties from any
government or from other authorities external to the United Nations. Seconded
personnel should carry out their functions in accordance with all applicable
regulations, rules and procedures of the Organization.

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

26 October 2016
APPLICATION PROCEDURES FOR PROFESSIONAL CONTRACTED
POSITIONS IN UNITED NATIONS POLICE COMPONENTS IN PEACEMAKING
OPERATIONS OR SPECIAL POLITICAL MISSIONS REQUIRING OFFICIAL
SECONDMENT FROM NATIONAL GOVERNMENTS OF UN MEMBER STATES

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

1. The above mentioned posts are reserved only for candidates recommended by Member
States through their Permanent Missions to the United Nations. Candidates applying
independently will not be considered. It is requested that applications be submitted as
soon as possible but not later than deadline specified in each Job Opening announcement.
Applications received after the deadline will not be considered.

2. All applications must be submitted in a duly completed typed (not hand-written) and
signed United Nations Personal History Form (P-11) along with Academic and
Employment Certification Form (attachment to P-11 form). Applications using other
formats will not be accepted, but additional information may be attached to the P-11. For
the convenience of the Permanent Mission, a P-11 form and attachment are enclosed as
samples to be photocopied as needed.

3. Selection for service with the United Nations is made on a competitive basis. It is
therefore essential that all the Personal History Forms be completed with a view to
presenting the candidates qualifications and experiences as they relate to the requirements
as set out in the relevant Job Opening. In the event a Permanent Mission wishes to
recommend a candidate for several posts, a separate Personal History Form should be
submitted for each post.

4. In accordance with the new Policy on Human Rights Screening of UN Personnel, all
individuals who seek to serve with the United Nations, are requested to make "self-
attestation" that she has not committed any serious criminal offences and has not been
involved in violations of international human rights or international humanitarian law.
The self-attestation must be attached to the P-11 form and contain the following wording:
I attest that I have not committed, been convicted of, nor prosecuted for, any
criminal or disciplinary offence. I attest that I have not been involved, by act or
omission, in any violation of human rights law or international humanitarian law.
The applications without signed individual self-attestations will not be accepted.

5. Permanent Mission are requested to present their candidates in one single submission, in
accordance with the deadline date specified in the Job Opening, under cover of a note
verbale listing the names of the candidates, post title(s) they are nominated for and the
respective vacancy announcements.

6. Applications must be hand-delivered by Permanent Mission to the Police Division
Selection and Recruitment Section, Office of Rule and Law and Security Institutions,
Department of Peacekeeping Operations at 1 UN Plaza, 7th floor, room DC1-4714, in
accordance with the specific directions in the relevant Note Verbale.

7. Upon delivery of the applications, the Selections and Recruitment Section will
acknowledge the receipt to the individual making the delivery.

8. Communication regarding this process will be through the Permanent Mission only. The
Secretariat will not entertain personal queries from individual applicants.

October 2016
RESPONSIBILITIES

In compliance with the mandate and under the supervision and substantive guidance of the Deputy Police Commissioner the PoC Site Coordinator will be responsible for operational oversight of the maintenance of public order and security within the UNMISS Protection of Civilians (PoC) sites and any other mandated UNPOL activities related to the PoC sites. The incumbent will be responsible for, but not limited to, the performance of the following duties:

- Management, accountability and oversight of all relevant tasks and aspects of maintenance of public safety and security of UNMISS PoC sites within his/her Area of Responsibility (AoR) including maintenance of standards, rostering, Individual Police Officer (IPO) time on duty accountability, internal training, effective reporting and incident investigation and reporting;

- Serve as UNPOL Focal Point for other mission components, agencies, funds, and programs, and other humanitarian partners engaged within the UNMISS PoC site(s) within their AoR;

- Ground Commander for any major security incident within the UNMISS PoC sites within AoR;

- In consultation with Main Headquarters, facilitate and implement modalities and mechanisms of Community Policing within the AoR;

- Line management of all allocated UNPOL personnel working in or directly supporting POC sites within AoR ensuring proper mandate implementation; preparing reports of activities through the chain of command; supervising disciplinary and social environment among subordinate staff;

- Effective monitoring, reporting, follow-up, analysis and redress of security incidents (including Sexual and Gender Based Violence (SGBV), which will be addressed in conjunction with the Women’s Protection Advisers) within UNMISS PoC sites within their AoR;

- Operational coordination with appropriate stakeholders in relevant protection-focused tasks affecting POC sites within their AoR;
• Reinforcement of Human Rights issues and compliance with set standards applicable to PoC sites within AoR;

• Reinforcement and monitoring of all UNPOL community interaction within UNMISS PoC sites, including with the Informal Mitigation and Dispute Resolution Mechanisms (IMDRMs) and Community Watch Groups (CWGs);

• Reinforcement and monitoring of all Gender Child and Vulnerable Persons Protection (GCVPP) Policing programs and approaches within allocated UN PoC sites within the AoR;

• Support the UN-wide early warning system, including a coordinated approach to information gathering, verification dissemination, and response mechanisms, including effective planning aimed at preparation for further potential attacks on United Nations personnel and facilities within PoC sites;

• Ensure compliance with the Human Rights Due Diligence Policy (HRDDP) in the work of UNPOL assigned to PoC sites and within the AoR;

• Identification of appropriate projects in support of mandate implementation which are HRDDP compliant and applicable to PoC sites within the AoR;

• Perform any other duties and assume other responsibilities as may be directed by the UNMISS Police Commissioner through the established chain of command.

**COMPETENCIES**

• **Professionalism:** Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Displays commitment to human rights and the ability to give the necessary prominence to human rights. Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement; experience in planning, development and implementation of policing guidance; ability to apply technical expertise to resolve police related issues and challenges; strong analytical and organizational skills and a demonstrated ability to establish priorities and to plan, coordinate, and monitor the work of others.

• **Planning and organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

• **Teamwork:** Ability to establish and maintain effective working relations with people of different national, linguistic and cultural backgrounds with sensitivity and respect for diversity. Willingness to solicit inputs and learn from others, to place team agenda before personal agenda. Willingness to share credit for team accomplishments and joint responsibility for team shortcomings.

**QUALIFICATIONS**
**Education:** Advanced university degree (Master’s degree or equivalent) in one or more of the following disciplines: Law, Law Enforcement, Criminal Justice Administration, Security Studies, Business or Public Administration, Development Studies (particularly in law enforcement) or other relevant field. A first level university degree with a combination of relevant professional level experience in law enforcement, including police management, may be accepted in lieu of the advanced university degree. Specialized training in the area of incumbent’s responsibility (police management, operations, administration, training) is highly desirable. Graduation from a certified police academy or other law enforcement training institution is required.

**Work Experience:** At least 7 years (9 years in absence of advanced university degree) of progressive and active relevant service/experience in a national or international law enforcement agency at the field (regional/district headquarters) and/or national police headquarters level – required; 5 years of direct supervisory/operational command experience, including involvement in organizational management, public order and crime prevention management, strategic planning, protection of civilians – required. Previous experience in UN peacekeeping operations or international policing, particularly in the area of community policing and protection of civilians is an advantage.

**Rank:** Superintendent of Police, Lieutenant Colonel, other equivalent or higher rank.

**Languages:** English and French are the working languages of the UN. For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language is an advantage.

Preference will be given to equally qualified women candidates.

**Date of Issuance:** 28 February 2017


In accordance with the new Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations are requested to make “self-attestation” that s/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The exact wording of the self-attestation is outlined in para. 5.2 of the above mentioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.