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22/05/2019.



No.21023/04/2019-PMA
GOVERNMENT OF INDIA
Ministry of Home Affairs
[Police Division-II]
PMA Cell

2164
22/05/19

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08 MAY 2019

MHA, North Block, New Delhi, 110001

Dated 7th May, 2019

To :

1. The Chief Secretaries and DsG (P)s of all States / UTs
2. Directors - IB/CBI/SVPNPA/SPG/NEPA/NICFS/CFSL/ DCPW
3. DsG - BSF/CRPF/ITBP/CISF/NSG/RPF/BPR&D/SSB /NCB/NIA/Assam Rifles (Through LOAR)
4. Commissioner of Police Delhi.

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Subject :- Nominations for Three Posts with United Nations Interim Security Force for Abyei (UNISFA) on Secondment

Sir/Madam,

Police Division, UNHQ through PMI to UN has sought the nomination of eligible candidates for the three following posts with United Nations Interim Security Force for Abyei (UNISFA) on secondment for period of one year:-

- a) Police Commissioner (D-1)- 2019-UNISFA-4490-DPO
- b) Police Chief of Operations (P-4)- 2019-UNISFA-4491-DPO
- c) Gender Based Violence Police Adviser (P-3)- 2019-UNISFA-4492-DPO

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2. The job description along with the requisite eligibility criteria/qualifications of Police Commissioner (D-1), Police Chief of Operations (P-4) and Gender Based Violence Police Adviser (P-3) with United Nations Interim Security Force for Abyei (UNISFA) are enclosed/attached with this letter for needful reference. It is strongly recommended to nominate those candidates meeting all requirements for the positions/posts as described in Job descriptions. It is also requested to nominate equally qualified female candidates.

To all
10 Ds
rel abo
25/05/19
for bringing
to attention of their
officers.

3. Therefore, It is requested that nomination of eligible and willing police officers of the rank of IG/ADG for D-1 level, SP/DIG for P-4 level and Dy SP/SP for P-3 levels for above posts may be submitted through proper channel only to this Ministry by 13th May, 2019 along with the following documents duly completed in all respect:-

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- 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 / nominated authority.

Note: - In Earlier instances, It was observed that the EAC was 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. All requisite details i.e position for which applying, job opening number, date of commission, degrees and academic distinctions and all other requisite details should be filled properly.

iii. Personal details as per Annexure-I.

IV. Human Rights certificate must be included(proforma enclosed).

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 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. In case, any officer is applying for more than one position, EAC should be submitted separately for each post. EAC submitted mentioning more than one job opening number will not be accepted/entertained

5. Personal History Profile (P-11) , EAC and HR certificate along with forwarding/nominating letter of each nominated candidate are required to be submitted in separate files (PDF format only) through E-mail at dirpers@nic.in before the deadline.

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

7. No direct application will be entertained. Applications through proper channel only i.e. through Home Department(State) and approval of Head of Organization will be entertained. Applications received after the deadline specified will not be accepted/entertained.

3

8. Concerned authorities may please ensure and advice their officers not to make any direct queries regarding selection with UNHQ and this ministry.

Yours Faithfully



(Harish Chandra Rai)

Under Secretary to the Government of India

☎: 23092527

Copy to

Commissioner of Police .

Mumbai, Kolkata, Chennai and Bangalore.

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

1. SO (IT), MHA - With the request to upload the above communication on MHA website (Police Division-II(secondment vacancy)
2. DS(UNP), MEA, JNB (2029)-A, New Delhi



(Harish Chandra Rai)

Under Secretary to the Government of India

☎: 23092527

BIO-DATA PROFORMARecent passport
size photograph

1. Name of Post applied.
2. Job opening number
3. Name of the Officer
4. Designation/Rank/organization and Pay scale/pay band 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 and date of superannuation
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:-
12. NOC from parent cadre (if on deputation) mandatory:- Yes/NO/Not applicable

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

(Signature of the applicant)

5

HR Certificate

(No any other language/format than mentioned below will be accepted)

"The Department/organization of is hereby confirming that neither Mr/Mrs_____ has been convicted of, nor 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 Department/Organization of also certifies that it is not aware of any allegations against the nominated candidates that they have committed or been involved, by act or omission, in the commission of any acts that may amount to violations of international human rights law or international humanitarian law."

**. To be signed by an officer
Not Below the Rank of DIG/Director**

United



Nations

*Job Opening for Position requiring official secondment
from national governments of Member States of the United Nations Organization
Appointments are limited to service on posts financed by
the support account of peacekeeping operations*

Post title and level	Police Commissioner (D-1)
Organizational Unit	United Nations Interim Security Force for Abyei (UNISFA)
Duty Station	Abyei
Reporting to	Head of Mission /Force Commander
Duration	12 Month (extendible)
Deadline for applications	05 March – 20 April 2019
Job Opening number	2019-UNISFA-4490-DPO

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

RESPONSIBILITIES:

Under the guidance and supervision of the Head of Mission/Force Commander, the incumbent will be the Head of UN Police component and Police Adviser to the Mission's leadership on all issues relating to the law and order. She/he will also support a Joint Integrated Planning Exercise through mentorship and advising the team on the establishment of the Abyei Police Service (APS) and its development. In the absence of the Abyei Police Service (APS), the incumbent in close coordination with Missereya and Ngok Dinka communities, will support to strengthen the capacities of Community Protection Committees (CPCs) in order to assist in law and order management processes in Abyei Area. Within the limits of delegated authority, the Police Commissioner will be responsible for, but not limited to, the performance of the following duties:

- Advises the Head of Mission/Force Commander and other UN mission leadership on issues related to the implementation of the mandate of the police component and provides regular reports on key issues and work program implementation;
- Advises and assists the national senior leadership of the Abyei Authorities in all aspects of police administration and management in support of the implementation of the Peace Agreement;
- Advises the Head of Mission/Force Commander on matters relating to the assistance/support requirement needs for the development of the Abyei Police Service (APS) in line with the international standards of policing;
- Leads and manages the development and implementation of the capacity enhancement and overall institutional development plans for the Abyei Police Service (APS) through a wide-ranging consultation process engaging international and national partners;
- Assists the Abyei Authorities in the development of police operational plans to enhance law and order and public security provisions in the mandate and operationally support in their implementations;
- Provides advice and guidance to Abyei Authorities about the reform and strengthening of the police system in line with the local reality and relevance that will include issues relating to international human rights standards, implementation of strategic planning processes, legislative proposals, development of policy and procedures, rehabilitation of facilities, management of police in accordance with international guidelines, police administration, budget management, human resource management, performance management and staff training;

- Assesses the needs of the Abyei Police Service (APS) in close coordination with national actors, UN system partners and contributes to the development of bilateral aid/support proposals;
- Provides overall oversight and guidance in regard to all UN Police and Formed Police Units (FPU) operational activities within the framework of the mission's mandate;
- In the absence of Abyei Police Service, support the Community Protection Committees by strengthening their operational capacity through capacity building programs as well as provision of logistics as per the Security Council Resolution 2205 (2015) and subsequent resolutions;
- Assist the Chief of APS in the area of strategic planning and development of implementation mechanism based upon benchmarking system;
- Manages, guides, develops and trains staff under his/her supervision; properly utilizing all available police resources including the formed police units, for mandate implementation;
- Further Develops and Coordinates the already existing peace building initiatives on ground in the area of community-oriented policing among the Ngok-Dinka and Misseriya.
- Guides and supports the development and implementation of comprehensive training initiatives, including the development and implementation of a host state national training framework, policy and programs for all levels of police staff;
- Regularly consults and collaborates with UN agencies, international and national NGOs, judicial officers, correction officers, bilateral/multilateral donors, members of civil society, and members of the host state national government on police issues relevant to the UN mandate;
- Coordinates and supports UN Human Rights Office initiatives relating to police monitoring, development of accountability mechanisms and police training;
- Coordinates all UN activities related to police reform and provides necessary guidance to national and international staff in the Mission;
- Participates in Mission Senior Management team meetings and contributing towards the smooth operations of the mission;
- Supervises and helps in developing the skills, competencies and experience of all staff members that the Mission may determine to hire to directly support the work of the Police component;
- Makes proposals to the Police Division on the skill set and qualification of the UN Police Component personnel required for the efficient implementation of the UN Police mandate. Ensures timely and transparent staffing of positions within the Police Component in accordance with the police officers/ background, expertise and experience and in compliance with the principles of respect for diversity, as well as geographic and gender balance.
- Regularly consults and collaborates with the head of the mission's military component on the joint use of police and military personnel in response to various security contingencies in the mission area, in particular on the use of formed police units in response to crowd management and other possible public order incidents;
- Coordinates with UN Human Rights Office, Office of Humanitarian assistance, Elections, DDR and other relevant components within the mission agencies in relation to police monitoring, development of accountability mechanisms and staff training;
- Performs other functions as are consistent with the mandate provided by the Security Council Resolution and as may be required by the Head of Mission/Force Commander, relating to the management of police

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. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in

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particular; strong organizational skills; experience in the management and administration: ability to review and edit the work of others.

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

Client Orientation: Considers all those to whom services are provided to be "clients" and seeks to see things from clients' point of view; establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients' needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients' environment to keep informed and anticipate problems; keeps clients informed of progress or setbacks in projects; meets timeline for delivery of products or services to client.

Leadership: Serves as a role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands.

Vision: Identifies strategic issues, opportunities and risks; clearly communicates links between the Organization's strategy and the work unit's goals; generates and communicates broad and compelling organizational direction, inspiring others to pursue that same direction; conveys enthusiasm about future possibilities.

QUALIFICATIONS:

Education: Advanced University Degree (Master's degree or equivalent) in one or more of the following disciplines: Law, Police Management, Law Enforcement, Security Studies, Criminal Justice, Business or Public Administration, International Relations, Change Management - required. A first level university degree with a combination of relevant academic qualifications and extensive senior experience in law enforcement may be accepted in lieu of the advanced university degree. Graduation from a certified Police Academy or other national or international Law Enforcement Training Institution is required. Advance training for command/senior staff is highly desirable.

Work Experience: A minimum of 15 years (17 in absence of advanced university degree) of progressive relevant and active policing service/experience in a national or international law enforcement agency in operational and police managerial positions - required; 10 years of active police experience at senior policy making level with extensive strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management, police administration, police training and development, change management (particularly in law enforcement), reform and restructuring or related field - required; practical direct experience in commanding a regional or a state level police units, or heading a department at national police HQ level - required. Previous work experience with the United Nations, another international or regional organization, or a bilateral development agency in the area of police development is an advantage.

Rank: Chief Superintendent of Police, Chief of Police, Police Commissioner of Police, Inspector General, equivalent to the military rank of General or above.

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 (Arabic) is an advantage.

Preference will be given to equally qualified women candidates.

Date of Issuance: 01 March 2019

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

In accordance with the new Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with

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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.

United Nations



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*Job Opening for Position requiring official secondment
from national governments of Member States of the United Nations Organization*

Post title and level	Police Chief of Operations, P-4
Organizational Unit	United Nations Interim Security Force for Abyei (UNISFA)
Duty Station	Abyei
Reporting to	Deputy Police Commissioner
Duration	12 Month (extendible)
Deadline for applications	05 March – 20 April 2019
Job opening number	2019-UNISFA-4491-DPO

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

RESPONSIBILITIES

In compliance with the mission mandate and under the supervision and substantive guidance of the Deputy Police Commissioner (DPC), the Police Chief of Operations will be responsible for, but not limited to, the performance of the following duties:

- Oversee, plan and coordinate operational activities of all elements of UN Police Component, including individual police officers' (IPOs) and Formed Police Unit (FPU).
- In coordination with the other pillars of the UN Police Component, assist the Head of Police Component or his/her Deputy in the formulation and implementation of the UN Police Standard Operating Procedures (SOP), Concept of Operations (CONOPS) and other operational guidance and instructions; initiate their review if necessary;
- Coordinate UN Police operational support activities with Abyei Police Service (APS), other UNPOL sections, Mission and host states' national security agencies, including planning and allocation of UNPOL human, logistical and operational resources in accordance with operational needs;
- Coordinate operational support to the Abyei Police Service (APS) in the maintenance of law and order through the deployment of FPU or other UN Police elements when required;
- Coordinate the operational activities/requirements of use UN FPU throughout the Mission area as well as administrative and welfare support on a regular basis.
- In the absence of Abyei Police Service, provide advisory support to the Community Protection Committees (CPCs) in the maintenance of law and order; coordinate their capacity building and training when/if required;
- Analyze trends and implications of emerging criminality and other security related issues and develop and/or recommend and advise on possible strategies and counter-measures;
- Establish and maintain more efficient operational reporting system within the UN Police Component, with other Mission stakeholders and DPO Police Division;
- Establish a close liaison with the UN Police Team Site Sector/Region Commanders and FPU on matters of operations, safety and security in the sectors;

- Conduct regular assessment visits to the Sectors/Regions, team sites and UNPOL stations as well as FPU camp to inspect the overall progress of the implementation of operational plans and monitor the welfare and security concerns of UNPOL/FPU personnel on the ground;
- Establish close liaison with the Mission military component to plan joint operations, coordinate participation of UNPOL staff in Joint Operations Center (JOC), Joint Mission Analysis Centre (JMAC);
- Closely interact with the Mission Security pillar, Military component, Abyei Police Service (APS) and other security institutions to comply with UNPOL personnel's safety and security.
- Establish and provide proper command and control management of the subordinate UN Police personnel under his/her supervision;
- Maintain a database of all operational activities including elaborate crime statistics and major crime incidents that occur within the AORs;
- Plan and coordinate FPU mandate activities to ensure that they are in accordance with FPU Policy (Public Order Management within, support of humanitarian activities, dynamic patrols, and other pertinent tasks directed by the Police Commissioner);
- Ensure effective and efficient operational deployment and functioning of the FPU within and throughout the Mission area in close consultation with the UNPOL leadership through the established chain of command;
- Coordinate the operations of the FPU especially in hot spots within the Abyei Area for effective timely response.
- Performs other functions as are consistent with the mandate provided by the Security Council Resolution and as may be required by the HOPC.

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. Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement, public order policing, experience in planning, development and implementation of policing guidance, operational orders; ability to apply technical expertise to resolve police related issues and challenges; strong 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.
- **Leadership:** Serves as a role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands.

QUALIFICATIONS:

12

Education:

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

Work Experience:

At least 7 years (9 years in absence of advanced university degree) of progressively relevant and active policing service/experience in a national or international law enforcement agency at the field and/or national police headquarters level - required; 5 years of active managerial police experience with practical involvement in operational planning, commanding police operations (including with formed police units' use), policy development - required. Practical direct experience in commanding a regional or a state level police infrastructures/pillars – highly desirable. Experience in one or few of the following areas is desirable: crime management, police administration, police training and development, community policing, change management (particularly in law enforcement) or related field. Previous UN or international experience is an advantage.

Rank: Lieutenant-Colonel/Superintendent of Police or other service equivalent or higher.

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 (Arabic) is an advantage.

Preference will be given to equally qualified women candidates.

Date of Issuance: 01 March 2019

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

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

United Nations



13

*Job Opening for Position requiring official secondment
from national governments of Member States of the United Nations Organization
Appointments are limited to service on posts financed by
the support account of peacekeeping operations*

Post title and level	Gender Based Violence Police Adviser, P-3
Organizational Unit	United Nations Interim Security Force for Abyei (UNISFA)
Duty Station	Abyei
Reporting to	Police Commissioner through Chief of Operations
Duration	12 Month (extendible)
Deadline for applications	05 March- 20 April 2019
Job Opening number	2019-UNISFA-4492-DPO

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

RESPONSIBILITIES:

Under the overall direction of the Police Commissioner, the Gender Based Violence (GBV) Police Adviser will take the lead role in supporting the Abyei Police Service (APS) and Community Protection Committee (CPC) to establish a new strategy to fight against GBV at the operational level. He /She will also assist to develop specific training programs and will work with a special focus on the women in IDP camps.

The Gender Based Violence Police Advisor will work also with his/her APS and CPC counterparts in order to undertake the following tasks;

- Evaluating current practices of the APS and CPC on GBV issues.
- Review the existing strategy to fight against GBV to make sure they are operational through specific programs and contribute to ensuring that the design of GBV programs are innovative and reflect international standards;
- Provide assistance to the APS and CPC counterparts in the regular monitoring of GBV, in particular provide guidance in developing standardized indicators and monitoring tools;
- Ensure collaboration with other partners and technical units where appropriate;
- Ensure APS and CPC emergency response and capacity building to respond effectively and efficiently to sexual violence emergencies are in place;
- Develop and assist to deliver a specific training program for APS and CPC officers.
- Developing the capacity of the APS and CPC to perform all functions within this area of responsibility.
- Assist in the development of a special victim's unit to support the APS and CPC.
- Ensure that the victims are provided with useful information (referrals to other organizations specialized to assist victims of such violence, community groups, etc.)
- In-depth understanding of the mandate of the police component in UNISFA and has Experience in implementing GBV programs in emergency and post-conflict contexts is desirable;
- Demonstrated experience in assessment, program design, monitoring, and proposal development;
- Assist the mission in organizing and planning of international gender events such as the International Women's Day and the Global Open Day on Women Peace and

