### No.21023/04/2024-PP GOVERNMENT OF INDIA Ministry of Home Affairs [Police Division-II] Pers.Policy Desk

North Block, New Delhi, 110001 Dated 16<sup>th</sup> April, 2024

To

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

Subject: Nominations for the post of Protection of Civilians (PoC) Coordinator (P-4) in the United Nations Mission in the Republic of South Sudan (UNMISS).

Sir/Madam,

Permanent Mission of India to United Nations (PMI to UN) has forwarded a communication from the UN seeking nominations of individual police officers in active service for appointment on secondment post of Protection of Civilians (PoC) Coordinator (P-4) in the United Nations Mission in the Republic of South Sudan (UNMISS) for a period of one year.

- 2. The job description along with the requisite eligibility criteria/qualifications for the above said post is enclosed/attached with this letter for reference. It is strongly recommended that authorities carefully submit only those candidates/officers meeting all requirements for the position outlined in attached job opening. The requirements given in the Annexure-I must also be ensured.
- 3. Nomination of eligible and willing officers in the rank of SP/DIG for P-4 level active in police service for the above said post may be forwarded through proper channel to this Ministry by 27<sup>th</sup> May, 2024 along with the requisite documents duly signed and completed in all respects as mentioned in Annexure-I & II. The nominations without Vigilance clearance and Cadre Clearance (for all Officers) from respective Ministries/Departments/State or UT/Organizations' shall be summarily rejected. Applications received through proper channel only i.e. through Home Department (State)/ approval of Head of Organization/ UT division in case of AGMUT cadre officers, will be entertained. Applications received after the deadline specified i.e. 27.05.2024 will not be considered.
- 4. The duly completed and signed Personal History Profile (P-11), Employment of Academic Certification (EAC), and Human Right Certificate along with forwarding letter including APAR/ACR gradings of last five years (only gradings, not need to send copy of ACR) of each nominated candidates are required to be submitted in separate files (PDF format only) through E-mail at police2-un@mha.gov.in before the last date i.e 27.05.2024

5. As part of the Digital India initiative, all necessary documents must be submitted digitally only via the email mentioned above, and no hard copies or physical documents are to be sent.

Encl: As above

Yours faithfully

(Juhi Verma)

Director (Pers-Coord)

#### Copy to:-

- 1. The Chief Secretaries of UTs and Commissioner of Police, Delhi :- Kindly note that the nominations are to be submitted through UT Division, MHA only.
- 2. Commissioner of Police Mumbai, Kolkata, Chennai and Bangalore:- kindly note that the nomination are to be forwarded through respective State Government only.
- 3. JS(UNP), MEA, JNB (A-wing), New Delhi-110011
- 4. 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".

Annexure-I

### Other requisite requirements

- A. United Nations Personal History Profile (PHP) form (P.11) duly completed typed(not hand-written) and signed by the nominated candidate.
- B. 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. The EAC submitted without the signature of Designated Authority of concerned Force results in 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. If candidate wishes to apply for several posts, the separate EAC and PHP forms should be submitted for each post.
- C. Personal details as per Annexure-II along with APAR/ACR gradings of Last Five Years (Mandatory). No hard copies of ACR is required to sent.

### D. Human Right Certificate (Performa Enclosed)

- E. No format other than the specimen enclosed (duly typed) will be entertained/accepted. Formats other than the prescribed one invites lot of observations from UNHQ(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.
- F. The nominations without Vigilance clearance and Cadre Clearance (for all Officers) from respective Ministries/Departments/State or UT/Organizations' shall be summarily rejected.
- G.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 considered.
- H.Concerned authorities may please ensure and advice their officers not to make any direct queries with this ministry or UNHQ regarding selection. This ministry will not entertain personal queries from individual applicants.

#### **BIO- DATA Proforma**

ANNEXURE-II

Recent Passport

Size Photograph

- 1. Name of Post(s) Applied
- 2. Job Opening Number
- 3. Name of the Officer(as per official documents)
- 4. Designation/Rank, Organization, Pay scale/level
- 5. Present Place of Posting
- 6. In the case of officers on Deputation with other organization:-

Name of Parent Organization
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
- 9. (a) Education qualification
  - (b) Required qualification as per applied job/posts(Yes/NO)
- 10. Date of Joining Police Service
- 11.Date of Superannuation
- 12. Service/Cadre/Batch:-
- 13. Previous UN Experience
- 14. Other Foreign/international Experiences
- 15 Contact Details: Telephone No

Office

Residence

Mobile

E-mail

- 16. APAR/ACR Gradings of Last 05 years (mandatory):-
- 17. Outstanding Achievements, if any
- 18. Last Five(years) work profile/experiences

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

Signature of applicant

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#### HR Certificate

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

"The Department/organization of is hereby confirming that Mr/Mrs ha
been neither convicted of, nor currently under investigation or being prosecuted for, any crimina
or disciplinary offence, or any violations of international human rights law or internationa
humanitarian law. The Department/Organization of
aware of any allegations against the nominated candidates that they have committed or beer
involved, by act or omission, in the commission of any acts that may amount to violations o
international human rights law or international humanitarian law."

To be signed by an officer

Not Below the Rank of DIG/Director





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

Post title and level Organizational Unit

Organizational Uni Duty Station

Reporting to Duration

Deadline for applications

Job Opening number

Protection of Civilians (PoC) Coordinator, P-4

United Nations Mission in the Republic of South Sudan One of the Protection of Civilians Sites across the Mission

area

Deputy Police Commissioner (DPC)

12 Month (extendible)

10 June 2024

2024-UNMISS-90803-DPO

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

#### RESPONSIBILITIES

The PoC Coordinator, in alignment with the Mission mandate and under the direct supervision and substantive guidance of the DPC, is responsible for the operational oversight of maintaining public order and security within the UNMISS PoC sites. This role also encompasses coordinating mandated UNPOL activities associated with the PoC sites and Field Office Police activities.

#### Key Responsibilities:

#### 1. Management and Oversight:

- Manage, supervise, and oversee all aspects related to maintaining public safety and security within UNMISS PoC sites.
- Ensure adherence to standards, rostering, IPO time accountability, internal training, reporting, incident investigation, and reporting.

#### 2. Coordination and Liaison:

- Act as the UNPOL Focal Point for other mission components, agencies, funds, programs, and humanitarian partners within the AoR.
- Coordinate and implement modalities of Community Policing in consultation with Mission Headquarters (MHQ).

#### 3. Incident Response and Ground Command:

- Act as the Ground Commander for major security incidents within UNMISS PoC sites.
- Facilitate operational coordination with relevant stakeholders on protection-focused tasks.

#### 4. Team Management and Reporting:

- Line manage allocated UNPOL personnel, ensuring mandate implementation and proper disciplinary measures.
- Prepare and submit reports through the chain of command, supervise disciplinary matters among subordinate staff.

#### 5. Security Monitoring and Compliance:

- Monitor, report, and analyze security incidents, including Sexual and Gender Based Violence (SGBV), within UNMISS Field Office and PoC sites.
- Ensure compliance with Human Rights Due Diligence Policy (HRDDP) in UNPOL activities.

### 6. Community Engagement and Protection Programs:

- Reinforce community interaction through community-oriented policing structures.
- Monitor Gender Child and Vulnerable Persons Protection (GCVPP) Policing programs.

### 7. Strategic Planning and Coordination:

- Participate in early warning systems and develop response mechanisms.
- Coordinate colocation activities, operational plans, and solutions with MHQ and local police.

### 8. Capacity Building and Training:

- Provide technical assistance and advice to local police, derive strategies for enhanced protection of civilians.
- Conduct monthly refresher sessions and ensure compliance with UNMISS Police Patrol SOPs.

#### 9. Gender Mainstreaming and Advocacy:

 Promote gender mainstreaming strategies through advocacy, awareness, and capacity building programs.

#### 10. Other Duties:

 Perform additional duties and responsibilities as directed by the UNMISS Police Commissioner.

#### **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 (Arabic) is an advantage.

Preference will be given to equally qualified women candidates.

Date of Issuance: 11 April 2024

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

In accordance with the Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations are requested to make "self-attestation" that s/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The 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**

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

#### TO BE COMPLETED BY CANDIDATE:

amily Name:	Given name:		Middle		names:	Gender: M/F
-mail address			100			
Position for w	hich you are	applying:				
		or more than one position,	please submit se	eparate P11 and	I P11 attachment for each	Job Opening)
ob Opening I						
Milita	ry Service Hi	story/Police Service Histor	y			
Date of Com	mission (for 1	military officers) or date of	of enlistment/en	try to service (	for police officers):	
Current rank		Date Last Promoted	Date eligib	le for	Projected Retiremen	it date from curren
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Experience in peacekeeping operations: Specify UN or other International Experience, starting with your most recent experience and list in reverse order Dates mm/yy-mm/yy Mission/ Position/title Description of duties Operation/Location (Milob, HQ Staff, Contgt, Adviser) Command Experience, starting with your most recent experience and list in reverse order Dates mm/yy-mm/yy Unit/Position/Org Significant Unit Activities Significant Planning Experience, starting with your most recent experience and list in reverse order Dates mm/yy-mm/yy Position/Org Operation/Activity (Other) International Exposure other than peace keeping operations, starting with your most recent experience and list in reverse order Date: mm/yy-mm/yy | Position/Org Function/Activity

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TO BE COMPLETED BY THE RELEVANT LOCAL AU	THORITY:
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I further certify that the nominated candidate has being prosecuted for, any criminal or disciplinar civil action or disciplinary offence.	never been convicted of, or is not currently under investigation or ry offence, or any violations of international human rights law,
The Government of	is not aware of any allegations against the or been involved, by act or omission, in the commission of any all human rights law or international humanitarian law.
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Government is requested to provide informat concerned.	tion regarding the investigation(s) or prosecutions
Date Official Stamp .	

INSTRUCT	IONS	BOLLET !			·	Sur Inc.	Do not Write in This Space
Please answer each questic completely. TYPE OR PR Read carefully and follow	RINT LEGI	BLY.		TED RESONAL	NATIO HISTOR		
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P.11 (7-03)-E

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P.11 (7-03)-E

28. HAVE YOU ANY OBJECTIONS TO OUR MAKE	CING INQUIRIES OF YOUR PRESENT EMPLOYE	er? YES NO
29. ARE YOU NOW OR HAVE YOU EVER BEEN If answer is "yes", WHEN?		
30. REFERENCES: List three persons, not related to Do not repeat names of supervi	you, and are not current United Nations staff membe sors listed under Item 27.	ers, who are familiar with your character and qualifications.
FULL NAME	FULL ADDRESS	BUSINESS OR OCCUPATION
31. STATE ANY OTHER RELEVANT FACTS. IN YOUR NATIONALITY.	ICLUDE INFORMATION REGARDING ANY RESI	IDENCE OUTSIDE THE COUNTRY OF
32. HAVE YOU EVER BEEN ARRESTED, INDIC CONVICTED, FINED OR IMPRISONED FOR THE If "yes", give full particulars of each case in an attached		ENDANT IN A CRIMINAL PROCEEDING, OR c violations)? YES NO
33. OTHER AGENCIES OF THE UNITED NATIO YOUR PERSONAL HISTORY FORM BEING MADI		PLICANTS. DO YOU HAVE ANY OBJECTION TO
34. I certify that the statements made by m knowledge and belief. I understand that any document requested by the Organization ren	misrepresentation or material omission ma	true, complete and correct to the best of my ade on a Personal History form or other liable to termination or dismissal.
DATE (day, month, year)	SIGNATURE:	
		To the state of the state of the state of
N.B. You will be requested to supply docu send any documentary evidence until you ha texts of references or testimonials unless the	ave been asked to do so by the Organization	ments you have made above. Do not, however, n and, in any event, do not submit the original e Organization.

P.11 (7-03)-E

#### 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. See next page for more blocks.

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