

# मुख्यालय पुलिस महानिदेशक, उत्तर प्रदेश, लखनऊ।

पंचम तल, टावर-2, पुलिस मुख्यालय, शहीद पथ, गोमतीनगर विस्तार, लखनऊ-226002

HQRS. DIRECTOR GENERAL OF POLICE, UP.

Floor-5, Tower-2, Police Headquarter. shaheed path. Gomti Nagar Extension. Lucknow-226002

पत्र संख्या:डीजी-1-27(42)2023

दिनांक:जुलाई 15, 2023

सेवा में,

भारतीय पुलिस सेवा(उ0प्र0 संवर्ग)

समस्त अधिकारी।

कृपया CBI, NCB, Interpol, New Delhi, India के पत्र संख्या:IPSG/MISC/01/2023/220 दिनांक:06-07-2023 का संदर्भ ग्रहण करने का कष्ट करें, जिसके द्वारा Interpol's Secondment हेतु निम्नांकित पदों के लिये आवेदन मांगे गये हैं:-

S.No.	Job Title	Duty Station	Last Date
1	SECONDMENT-Director, Organized & Emerging Crime	Lyon. France	06-08-2023
2	SECONDMENT-Regional Specialized Officer-ASP Desk	Singapore, Singapore	06-08-2023
3	SECONDMENT-IFCACC, Intelligence Coordinator	Lyon. France	30-07-2023
4	SECONDMENT-Assistant Director Cybercrime Threat Response	Singapore, Singapore	15-07-2023
5	SECONDMENT-ASSISTANT DIRECTOR-GORS	Lyon. France	24-07-2023

2- उक्त पत्र उ0प्र0 पुलिस की बेवसाइट में (Personal-IPS-Important Circular) में अपलोड है।

3- अनुरोध है कि उपरोक्त प्रतिनियुक्ति हेतु इच्छुक तथा पात्र आईपीएस(उ0प्र0 संवर्ग) अधिकारी अपना आवेदन पत्र इस मुख्यालय को तत्काल उपलब्ध कराने का कष्ट करें।

( राजा श्रीवास्तव )

अपर पुलिस महानिदेशक, कार्मिक,

उ0प्र0, लखनऊ।

15/7

14  
6/7/23

D4-1-22C4223  
BY EMAIL (1)

B  
7/7/23



CENTRAL BUREAU OF INVESTIGATION  
NATIONAL CENTRAL BUREAU- NEW DELHI  
INTERPOL- INDIA  
5-B, 6<sup>th</sup> Floor, CGO Complex, Lodhi Road,  
New Delhi - 110003  
Tel: 011-24367656, Fax : 011-24364070  
E-mail : [ddco@cbi.gov.in](mailto:ddco@cbi.gov.in)



File No.: IPSP/MISC/01/2023/ 220

Dated: 06/07/2023

To : 1. Sh. M.K Chahar, Under Secretary, IS-II Division/Legal Cell, MHA.  
2. INTERPOL Liaison Officers of all States/UTs

Subject: INTERPOL's Secondment Vacancy Notices - Regarding.

Sir/Madam,

Kindly find attached copies of following Vacancy Notices on Secondment basis advertised by INTERPOL.

S. No.	Job Title	Duty Station	Last Date
1.	SECONDMENT - Director, Organized & Emerging Crime	Lyon, France	06-08-2023
2.	SECONDMENT-Regional Specialized Officer-ASP Desk	Singapore, Singapore	06-08-2023
3.	SECONDMENT - IFCACC Intelligence Coordinator	Lyon, France	30-07-2023
4.	SECONDMENT - Assistant Director Cybercrime Threat Response	Singapore, Singapore	15-07-2023
5.	SECONDMENT - ASSISTANT DIRECTOR - GORS	Lyon, France	24-07-2023

This is for your kind information and necessary action as deemed appropriate, please.

ADG(K)  
ADG(A)

Encl: As above.

ADG/G.S.O..  
06/7/23

(Vijayendra Bidari, IPS)  
Deputy Director, IPCU  
INTERPOL-INDIA

Copy for kind information to: - The DGsP of States/UT's.

DISCLAIMER:

- > If you are not the intended recipient of this message and have received this message in error, please notify the sender of the error and delete the message.
- > The usage of information contained in these letter/enclosures should be limited for intelligence purpose only, and treated with utmost confidentiality.
- > The information/ enclosures cannot be further released, disseminated, disclosed or transmitted without prior approval of NCB-New Delhi except on a need-to-know basis for the purpose of execution of the request.
- > The information/ enclosures cannot be used for evidentiary or prosecutorial/judicial purposes.

See-I

सुपर पुलिस महानिदेशक (कानूनिक)  
मुख्यालय पुलिस महानिदेशक  
सुपर प्रवेश 07/07/23

ACV  
2  
8.7.23

### INTERPOL recruitment - External Candidates

<u>S.No.</u>	Job title	Duty station	Application closing date
1	SECONDMENT - Director, Organized & Emerging Crime	Lyon, France	06-08-2023
2	SECONDMENT-Regional Specialized Officer-ASP Desk	Singapore, Singapore	06-08-2023
3	SECONDMENT - IFCACC Intelligence Coordinator	Lyon, France	30-07-2023
4	SECONDMENT - Assistant Director Cybercrime Threat Response	Singapore, Singapore	15-07-2023
5	SECONDMENT - ASSISTANT DIRECTOR - GORS	Lyon, France	24-07-2023



## VACANCY NOTICE INT04020

This vacancy announcement pertains to law enforcement officials within INTERPOL's member countries only.

Please read the **Conditions of Secondment** in force at INTERPOL including the maximum duration of secondment.

INTERPOL has launched a Financial Assistance Programme for Secondments. This program is targeting non represented and underrepresented member countries which have been deterred from sending Seconded Officers to INTERPOL due to financial reasons. For more information on the eligibility, on the process and on the financial package, please write to [HRM-FinAid@interpol.int](mailto:HRM-FinAid@interpol.int)

Please be aware that your home Administration/Agency/Service/Government will be responsible for all of your salary/remuneration, social insurance, pension contributions, welfare benefits, family allowances, benefits during your assignment at INTERPOL as well as travel, removal expenses related to your arrival at and departure from INTERPOL, and any other related costs depending on your circumstances. It is requested that you obtain in writing, confirmation from your home Administration/Agency/Service/Government that it agrees with these **CONDITIONS OF SECONDMENT**. This confirmation letter should be forwarded to us **THROUGH THE NCB**, who needs to validate your application.

INTERPOL is the world's largest international police organization, with 195 member states. Created in 1923, it facilitates cross-border police co-operation, and supports and assists all organizations, authorities, and services whose mission is to prevent or combat international crime. INTERPOL is now looking for a qualified candidate as a Director Organized & Emerging Crime within the Organized & Emerging Crime Directorate.

INTERPOL embraces diversity and is committed to achieving diversity and inclusion within its workforce. Applicants from the underrepresented Member States and qualified female candidates are strongly encouraged to apply.

---

Job title:	Director Organized & Emerging Crime
Reporting To:	Executive Director Police Services
Location:	Lyon, France*
Duration:	Three-year secondment
Grade:	1
Number of post:	1
Security Clearance Level:	Enhanced
Deadline for application:	06 August 2023

---

*INTERPOL is an equal opportunity employer and welcomes the applications of all qualified candidates who are nationals of INTERPOL Member States, irrespective of their racial or ethnic origin, opinions or beliefs, gender, sexual orientation and disabilities.*

*INTERPOL places no restrictions on the eligibility of candidates, without distinction as to race or ethnic origin, religion, opinions, gender, sexual orientation or disabilities. However, the national policy and laws in force in INTERPOL host countries may mean that staff members' spouses or partners, while legally recognized by the Organization, are not given the same recognition when they reside in certain duty stations. When this is the case, the Organization will inform the candidates accordingly to ensure that they are aware of the situation and allow them to make an informed decision.*

## INTRODUCTION OF THE POST

The Director of Organized & Emerging Crime (OEC) (reporting to the Executive Director Police Services) is responsible for developing and coordinating the directorate's staff and resources to meet operational needs relating to the monitoring and mitigation of organized crime, drugs trafficking, vulnerable communities and illicit goods areas. Organized crime often underpins or supports other criminal activities. The Director and their specialist staff are therefore an essential connection between different directorates and teams across the INTERPOL spectrum to ensure that criminal data and intelligence is acted upon effectively. The Director is directly responsible for building the capability, capacity and connectivity of the team, whilst establishing critical measures of success and relevant performance, strategic management and operational monitoring frameworks against the backdrop of the evolving threat.

## PRIMARY DUTIES

### DUTY 1 - Developing and integrating the Directorate as a connected capability

- Define, plan, and implement the mission and strategic direction of a new Directorate so that the component parts of the Directorate will provide high-quality, up-to-date, specialized knowledge, training and investigative support to the member countries in specific high-profile crime areas.
- Design and deliver a relevant product and service portfolio in alignment with key partners and stakeholders.
- Develop, monitor and harness a performance culture to deliver relevant projects, programmes and other deliverables based on Member Countries threats, time and to budget.
- Partner across the wider Police Services Executive Directorate to look for joint opportunities that will achieve budget savings and use resources more effectively.
- Plan and ensure the directorate's budget and spend is invested and managed effectively within agreed parameters.
- Define, plan and implement operational and administrative services for the regional and national organized crime-fighting activities of member countries.

### DUTY 2 - Effective management of specialist staff across the Directorate

- Ensure that staff in the directorate are managed and developed effectively to ensure a necessary skills and capability are maintained.
- Coach and co-ordinate subordinate leadership staff to help foster an engaged and collaborate working environment across the directorate as a whole.
- Provide strategic direction and operational management to direct reports and assist them with people related matters.



- Be visible to and engaged with all team members.

#### **DUTY 3 - Partnering with other Directorates to deliver integrated solutions**

- Assist and advise the Executive Director in the continuous development of the Executive Directorate Police Services and the Organization as a whole.
- Ensure a constant and collaborative connection with other leadership teams (especially those within the executive directorate) to help maintain a cross and joint approach to operations.
- Collaborate with and learn from other programmes and projects to help ensure the directorate remains connected to relevant operations and initiatives.

#### **DUTY 4 - Maintain a strategic perspective on the evolving criminal threats**

- Proactively develop and maintain a network of contacts within the RBs, NCBs and other national, commercial and international institutions outside the Organization.
- Represent the Executive Directorate Police Services and the General Secretariat in international high level meetings and other engagements as and when required.
- Establish links and mutually productive relationships with the global law enforcement community, specialist police agencies, and ministries to keep abreast of current strategic themes and priorities.
- Develop collaborative relationships with key partners and experts in the fields to ensure a currency of knowledge and capabilities.

#### **DUTY 5 - Continue to enhance and evolve INTERPOL's strategic capability**

- Empower and enable the directorate's leadership team and specialists to consider ways of evolving current practices, data sharing, operations and approaches in order to be innovative and effective.
- Encourage the sharing of good and best practice across the teams and build recognition into the working environment to help foster a more inclusive, innovative and engaged directorate.
- Identify key areas of interest and emerging crimes that should be monitored and mitigated through INTERPOL's operations and activities.

#### **DUTY 6 - Prioritisation and control of directorate programmes and initiatives**

- Plan and prioritize an expanding range of projects and initiatives for the directorate, coordinating management teams to deliver against agreed tasks and goals.
- Establish robust project and programme controls to ensure that performance is effectively monitored and managed to achieve agreed outcomes.
- Partner with and negotiate priorities across the wider Executive Directorate, leadership and the General Secretariat to ensure effective alignment with Organization's mission.

**DUTY 7 - Carry out all other duties as may be directed by the Executive Director Police Services or Secretary General.**

## REQUIREMENTS

Please only include professional experience for which you can provide official proof of employment (i.e. pay-slip indicating your functional title, work certificates, etc.). You could be asked to provide copies of such documents prior to interviews/tests. Any discrepancies found between the information stated in any of your application documents and the evidence of employment provided, will be considered misrepresentation and may lead to your disqualification from this selection procedure. This is especially important for your current and previous functional titles (they need to be exactly the same as the one in your contractual agreement), exact dates of employment, description of responsibilities and achievements, reason(s) for leaving and part-time work.

All candidates will be assessed on the under mentioned requirements.

### Training/Education required

- A minimum of five years' higher University degree (preferably in Law, Public Policy, Strategic Finance or Police Management) is required.
- Law enforcement or senior management training and experience at senior command level.
- Relevant qualifications in organized crimes, drugs trafficking, child protection and other relevant areas would be highly desirable.

### Experience required

- A minimum of ten to fifteen years' experience with increasing managerial responsibilities in a police, security or relevant government agency.
- Sound background in criminal investigations, particularly in serious and organized crime.
- Experience as a Senior Manager of a national law enforcement agency or an equivalent position in an international law enforcement or security organization.
- Experience in leading organized crime investigations and operations at national and global level.
- Experience in planning and managing complex tasks, with only minimum supervision, would be an advantage.
- Experience in budget management, risk management and prioritization.
- Experience working in an international environment would be highly desirable; either from employment in an international organization or from participating in e.g., international working groups, joint international projects, negotiation etc.
- Background in the use of computer systems, data sets, understanding of data utilization.
- Understanding of global context and partnership environment in relation to fraud and money laundering.
- An understanding of emerging crime themes.
- Strong leadership qualities, solid presentation, and interpersonal skills is required.

### Languages

- Professional fluency in English is required.

- Proficiency in a second official working language would be an additional asset (French, Spanish or Arabic.)

#### Specific skills and aptitudes required

- Strong communication skills, both in written and oral form (public speaking delivery of presentations).
- Experience in working with computers including knowledge of oral presentation software, business intelligence and word processing software.
- Strong management skills, as defined in the Managerial Competencies for INTERPOL Supervisors. These skills include:
  - Leadership: empowers others to translate vision into results;
  - Vision: identifies strategic issues, opportunities and risks;
  - Empowering others: encourages others to set challenging goals;
  - Building trust: places confidence in colleagues, staff members and clients;
  - Managing performance: delegates the appropriate responsibility, accountability and decision-making authority;
  - Judgment/ decision making: high-level decision making.

#### WORKING CONDITIONS

Remuneration: INTERPOL does not pay salary to seconded officials. Depending on the nationality of official, an expatriation allowance may be paid for a maximum period of six years. For more information regarding conditions of service, please refer to the "Secondments" link available on the web site (<https://www.interpol.int/What-you-can-do/Careers/Secondments>).

The incumbent will be occasionally required to work irregular hours or overtime based upon workload.

This post requires occasional travel on missions, sometimes of a long duration and at a short notice.

- \* The Organization reserves the right to change the duty station proposed in the present circular at any time, subject to the rules in force, and will inform the authorities concerned accordingly.

---

In compliance with INTERPOL's Confidentiality regime the successful candidate will have to undergo a security screening according to the clearance level attached to the function.

INTERPOL has four official languages: Arabic, English, French and Spanish.

INTERPOL retains the right not to make any appointment to this vacancy, to make an appointment at a lower or higher grade or to make an appointment with a modified job description or for a shorter or longer duration than indicated above.

INTERPOL would like to inform candidates that their application might be considered for other similar positions.

INTERPOL operates a non-smoking policy.





## VACANCY NOTICE INT04040

This vacancy announcement pertains to law enforcement and/or governmental officials within INTERPOL's member countries only.

Please read the **Conditions of Secondment** in force at INTERPOL including the maximum duration of secondment.

INTERPOL has launched a Financial Assistance Programme for Secondments. This program is targeting non represented and underrepresented member countries which have been deterred from sending Seconded Officers to INTERPOL due to financial reasons. For more information on the eligibility, on the process and on the financial package, please write to [HRM-FinAid@interpol.int](mailto:HRM-FinAid@interpol.int)

Please be aware that your home Administration/Agency/Service/Government will be responsible for all of your salary/remuneration, social insurance, pension contributions, welfare benefits, family allowances, benefits during your assignment at INTERPOL as well as travel, removal expenses related to your arrival at and departure from INTERPOL, and any other related costs depending on your circumstances. It is requested that you obtain in writing, confirmation from your home Administration/Agency/Service/Government that it agrees with these **CONDITIONS OF SECONDMENT**. This confirmation letter should be forwarded to us **THROUGH THE NCB**, who needs to validate your application.

INTERPOL is the world's largest international police organization, with 195 member states. Created in 1923, it facilitates cross-border police co-operation, and supports and assists all organizations, authorities, and services whose mission is to prevent or combat international crime. INTERPOL is now looking for a qualified candidate as a Regional Specialized Officer, ASP Desk within the Global Outreach & Regional Support Directorate.

INTERPOL embraces diversity and is committed to achieving diversity and inclusion within its workforce. Applicants from the underrepresented Member States and qualified female candidates are strongly encouraged to apply.

Job title:	Regional Specialized Officer – ASP Desk
Reporting To:	Head of Coordination Desk for Asia and South Pacific
Location:	Singapore, Singapore
Duration:	3 year secondment
Grade:	5
Number of post:	1
Security Clearance Level:	Basic
Deadline for application:	06 August 2023

*INTERPOL is an equal opportunity employer and welcomes the applications of all qualified candidates who are nationals of INTERPOL Member States, irrespective of their racial or ethnic origin, opinions or beliefs, gender, sexual orientation and disabilities.*

*INTERPOL places no restrictions on the eligibility of candidates, without distinction as to race or ethnic origin, religion, opinions, gender, sexual orientation or disabilities. However, the national policy and laws in force in INTERPOL host countries may mean that staff members' spouses or partners, while legally recognized by the Organization, are not given the same recognition when they reside in certain duty stations. When this is the case, the Organization will inform the candidates accordingly to ensure that they are aware of the situation and allow them to make an informed decision.*

## INTRODUCTION OF THE POST

Under the supervision of the Head of Coordination Desk for Asia and South Pacific, the Regional Specialized Officer will be responsible for:

1. The specific operational crime response, covering all aspects of day-to-day crime matters relevant to the region,
2. The general information related to law enforcement and crime combating in the region and
3. An adequate support on regional and national level.

These assignments will improve the co-operation in the region and should be accomplished through the treatment of INTERPOL messages, conferences and meetings, missions, liaison, training and the creation of reports.

This is not a supervisory position and issues related to the deployment of staff, use of resources and budget expenditure are handled under supervision.

## PRIMARY DUTIES

**DUTY 1: Analyze pertinent information and disseminate it as appropriate**

- Assess information received at the General Secretariat and initiate the timely diffusion of relevant information to member countries;
- Link items of information in order to develop trends and strategic initiatives as necessary.

**DUTY 2: Prepare/Assist Projects, analysis and programmes**

- Initiate and prepare programmes and projects concerning assigned countries dealt with or specific kind of crime;
- Prepare analytical studies and summary reports;
- Identify criminal/co-operation problems in assigned country and propose solutions.

**DUTY 3: Organize and participate in meetings and/or conferences**

- Represent the General Secretariat at external meetings/conferences;
- Prepare draft agenda, circular letters, invitations to specific speakers;
- Arrange facilities of meetings;
- Anticipate potential problems and recommend corrective action;

- Draft a final report of the meeting/conference;
- Follow-up on a timely basis action items as a result of the meeting/conference.

#### DUTY 4: Prepare reports /written communications and make oral presentations

- Prepare written mission reports and any additional documents as necessary;
- Write case studies and summaries;
- Make presentations at the General Secretariat and other meetings;
- Receive visitors in order to discuss INTERPOL issues.

#### DUTY 5: Perform liaison activities with RBs, NCBs, national law enforcement agencies and regional / international organizations

- Assist member countries and regional initiatives/international organizations on request;
- Advise on legal/technical possibilities for investigations;
- Co-ordinate complicated ongoing investigations on request;
- Carry out liaison missions as required;
- Ensure the liaison between the General Secretariat and the assigned countries and regional initiatives/international organizations.

#### DUTY 6: Serve periodically as permanence officer (might cover night shifts)

- Receive communications and take appropriate timely action during assign permanence duty, as outlined in the Stand-by duty instructions.

#### DUTY 7: Perform specific tasks

- Establish and maintain work methods and procedures ;
- Use working techniques in order to achieve maximum effectiveness and efficiency ;
- In accordance with the annual Activity Program.

Carry out all other duties as may be directed by the Head of Coordination Desk, Assistant Director or the Director.

### REQUIREMENTS

Please only include professional experience for which you can provide official proof of employment (i.e. pay-slip indicating your functional title, work certificates, etc.). You could be asked to provide copies of such documents prior to interviews/tests. Any discrepancies found between the information stated in any of your application documents and the evidence of employment provided, will be considered misrepresentation and may lead to your disqualification from this selection procedure. This is especially important for your current and previous functional titles (they need to be exactly the same as the one in your contractual agreement), exact dates of employment, description of responsibilities and achievements, reason(s) for leaving and part-time work.

All candidates will be assessed on the under mentioned requirements.

Training/Education required

- Three to four years education at a University or another specialized higher education establishment.

#### Languages

- Professional fluency in English.
- Proficiency in a second official working language of the Organization (Arabic, French or Spanish) would be an asset.

#### Experience required

- At least three years of experience in legal or police areas.
- Ten years' experience in the area is required if the post holder does not have the required level of education.
- Experience in international police cooperation.

#### Specific skills required

- Strong communication skills, both in written and oral form (public speaking and delivery of presentations).
- Experience in working with computers including knowledge of oral presentations software, business intelligence and word processing software as well as Internet.
- Experience in preparing written documents, including intelligence reports and visual presentations that meet professional standards.
- Independently analyze complex/large volume of material.
- Work within a multi-faceted investigative team concept.

#### Special aptitudes required

- Personal and professional maturity.
- Ability to maintain objectivity and apply logical reasoning.
- Think/plan operationally and strategically.
- Transform initiatives into new working practices.
- Ability to work in teams as well as individually.
- Ability to work under pressure and meet sudden deadlines.
- Good social skills, particularly in a multicultural environment.
- Initiative, creativity (original thinking) and curiosity.
- Ability to develop and maintain professional networks.
- Ability to synthesize.
- Good listening skills.

#### In addition to the requirements, the following Assets and Special Aptitudes would be beneficial:

- Experience working in an international environment would be highly desirable, for example employment in an international organization, or participation in international working groups, joint international projects, etc.

## WORKING CONDITIONS

Remuneration: INTERPOL does not pay salary to seconded officials. Depending on the nationality of official, an expatriation allowance may be paid for a maximum period of six years. For more information regarding conditions of service, please refer to the "Secondments" link available on the web site (<https://www.interpol.int/What-you-can-do/Careers/Secondments>).

The incumbent will be occasionally required to work irregular hours or overtime based upon workload.

This post requires occasional travel on missions, sometimes of a long duration and at a short notice.

- \* The Organization reserves the right to change the duty station proposed in the present circular at any time, subject to the rules in force, and will inform the authorities concerned accordingly.

---

In compliance with INTERPOL's Confidentiality regime the successful candidate will have to undergo a security screening according to the clearance level attached to the function.

INTERPOL has four official languages: Arabic, English, French and Spanish.

INTERPOL retains the right not to make any appointment to this vacancy, to make an appointment at a lower or higher grade or to make an appointment with a modified job description or for a shorter or longer duration than indicated above.

INTERPOL would like to inform candidates that their application might be considered for other similar positions.

INTERPOL operates a non-smoking policy.

-----



## VACANCY NOTICE INT03800

This vacancy announcement pertains to law enforcement and/or governmental officials within INTERPOL's member countries only.

Please read the **Conditions of Secondment** in force at INTERPOL including the maximum duration of secondment.

INTERPOL has launched a Financial Assistance Programme for Secondments. This program is targeting non represented and underrepresented member countries which have been deterred from sending Seconded Officers to INTERPOL due to financial reasons. For more information on the eligibility, on the process and on the financial package, please write to [HRM-FinAid@interpol.int](mailto:HRM-FinAid@interpol.int)

Please be aware that your home Administration/Agency/Service/Government will be responsible for all of your salary/remuneration, social insurance, pension contributions, welfare benefits, family allowances, benefits during your assignment at INTERPOL as well as travel, removal expenses related to your arrival at and departure from INTERPOL, and any other related costs depending on your circumstances. It is requested that you obtain in writing, confirmation from your home Administration/Agency/Service/Government that it agrees with these **CONDITIONS OF SECONDMENT**. This confirmation letter should be forwarded to us **THROUGH THE NCB**, who needs to validate your application.

INTERPOL is the world's largest international police organization, with 195 member states. Created in 1923, it facilitates cross-border police co-operation, and supports and assists all organizations, authorities, and services whose mission is to prevent or combat international crime. INTERPOL is now looking for a qualified candidate as an Intelligence Coordinator within the IFCACC Operations Sub-Directorate.

INTERPOL embraces diversity and is committed to achieving diversity and inclusion within its workforce. Applicants from the underrepresented Member States and qualified female candidates are strongly encouraged to apply.

---

Job title:	Intelligence Coordinator
Reporting To:	Assistant Director, IFCACC Operations
Location:	Lyon, France*
Duration:	3-year secondment
Grade:	4
Number of post:	1
Security Clearance Level:	Enhanced
Deadline for application:	30 July 2023

---

*INTERPOL is an equal opportunity employer and welcomes the applications of all qualified candidates who are nationals of INTERPOL Member States, irrespective of their racial or ethnic origin, opinions or beliefs, gender, sexual orientation and disabilities.*

*INTERPOL places no restrictions on the eligibility of candidates, without distinction as to race or ethnic origin, religion, opinions, gender, sexual orientation or disabilities. However, the national policy and laws in force in INTERPOL host countries may mean that staff members' spouses or partners, while legally recognized by the Organization, are not given the same recognition when they reside in certain duty stations. When this is the case, the Organization will inform the candidates accordingly to ensure that they are aware of the situation and allow them to make an informed decision.*

INTERPOL For official use only

INTERPOL For official use only



## INTRODUCTION OF THE POST

The Intelligence Coordinator - IFCACC ensures that all information in relation to the INTERPOL Financial Crime and Anti-Corruption Centre (IFCACC) is fully exploited, steers the report delivery process in the respective area, and coordinates the analytical workforce in this area according to agreed work plans and in line with the relevant Directorate strategy.

## PRIMARY DUTIES

**DUTY 1:** Ensure the provision of operational analysis via INTERPOL's Criminal Analysis File (CAF)/analytical platform to support member countries in the context of financial and anti-corruption investigations

- In collaboration with the relevant IFCACC staff, collate, evaluate, and link information received at the General Secretariat from National Central Bureaus (NCBs) and IFCACC units;
- Assess and analyze linked items of information and intelligence in order to identify instances when individuals and other entities are being investigated by more than two countries, and inform relevant authorities accordingly;
- Develop and maintain guidelines to populate, run checks and exploit data holdings in the CAF;
- Supervise batch imports of listings into the CAF to ensure data homogeneity and accuracy, and compliance with the Rules for Processing Data and the Standard Operating Procedures of the analysis file;
- Organize the on-call duties for IFCACC analysts, including the drafting of related SOP/guidelines to ensure support to member countries outside of normal business hours;
- Plan, implement and monitor the exploitation and analysis of IFCACC related data.

**DUTY 2:** Supervise a team of analysts

- Supervise and guide the work of assistant criminal intelligence analysts and criminal intelligence analysts, including reviewing analytical work and reporting, and distributing assignments and workload according to their respective areas of expertise/responsibility;
- Maintain the overall supervision of intelligence resources, to ensure workflow processes are tailored to support priority geographical areas and thematic priorities in line with the relevant Directorate strategy.

**DUTY 3:** Prepare and review intelligence reports for dissemination to member countries

- Produce and disseminate finalized analytical reporting and products (containing inferences and recommendations) in printed, digital or oral form, ranging from cross-check reports to complex operational analysis or strategic reporting, often resulting in new insights and investigative leads;
- Conduct reviews of intelligence reports drafted by other analysts and assistant analysts for consistency, content relevance, and to determine if the analysis is in line with current practice;
- Provide tailored support to member countries in ongoing international investigations when requested, and disseminate relevant, timely and actionable intelligence reports.

**DUTY 4:** Develop and revise analytical objectives and a centralized collection plan in line with the IFCACC strategy

- In collaboration with the Assistant Director IFCACC Operations, develop and refine a number of analytical objectives in order to produce an intelligence picture of financial crimes and corruption threat landscape, in line with the objectives of the IFCACC Directorate strategy;
- Develop and maintain an Intelligence Collection Plan for IFCACC to ensure intelligence priorities are known and collected against to better support member country information and intelligence requirements;
- Guide and assist IFCACC staff in the collection and collation of information;
- In the context of analytical projects, provide guidance and instructions to IFCACC staff to ensure that all relevant incoming information is properly entered and linked to the CAF;

- Produce periodic statistical reports about INTERPOL's data holdings related to financial crimes and anti-corruption matters for senior management as well as member countries.

DUTY 5: Identify major criminal threats with potential global impact in relation to financial crimes and corruption

- Participate in expert group meetings;
- In collaboration with other units, review reports of regional meetings to detect and analyze new trends and opportunities reported by member countries;
- Organize internal information-sharing meetings with relevant INTERPOL officials to flag relevant issues.

DUTY 6: Perform any other duties as required by the Supervisor.

## REQUIREMENTS

Please only include professional experience for which you can provide official proof of employment (i.e. pay-slip indicating your functional title, work certificates, etc.). You could be asked to provide copies of such documents prior to interviews/tests. Any discrepancies found between the information stated in any of your application documents and the evidence of employment provided, will be considered misrepresentation and may lead to your disqualification from this selection procedure. This is especially important for your current and previous functional titles (they need to be exactly the same as the one in your contractual agreement), exact dates of employment, description of responsibilities and achievements, reason(s) for leaving and part-time work.

All candidates will be assessed on the under mentioned requirements.

### Training / Education required

- Three-to-four years' education at a University or other specialized higher education establishment (e.g. in criminal intelligence, financial crimes, anti-corruption, counter terrorism, criminal justice) required

### Experience required

- At least five years' experience in criminal/intelligence analysis work
- Sound background in national and international financial and anti-corruption investigations
- Experience in managing staff/analysts
- Experience working in an international environment would be highly desirable; either from employment in an international organization or from participating in international working groups.

### Languages

- Professional fluency in English is required.
- Working knowledge of a second official language of the Organization (Arabic, French or Spanish) would be an asset.

### Abilities required

- Sound experience in working with computers and proficient user of MS Excel and standard MS Office applications. Advanced knowledge of iBase and i2 Analyst's Notebook analytical software is required;
- Ability to handle large structured/unstructured data sets in different formats
- Strong communication skills, both in written and oral form (public speaking and delivery of presentations). Experience in intelligence writing is an asset.
- Personal and professional maturity;
- Ability to maintain objectivity and apply logical reasoning;
- Ability to work in teams as well as individually;
- Ability to work under pressure;
- Good social skills, particularly in a multicultural environment;
- Initiative, creativity (original thinking) and curiosity;
- Ability to develop and maintain professional networks;
- Ability to synthesize;
- Good listening skills.

## WORKING CONDITIONS

Remuneration: INTERPOL does not pay salary to seconded officials. Depending on the nationality of official, an expatriation allowance may be paid for a maximum period of six years. For more information regarding conditions of service, please refer to the "Secondments" link available on the web site (<https://www.interpol.int/What-you-can-do/Careers/Secondments>).

The incumbent will be occasionally required to work irregular hours or overtime based upon workload.

This post requires occasional travel on missions, sometimes of a long duration and at a short notice.

- \* The Organization reserves the right to change the duty station proposed in the present circular at any time, subject to the rules in force, and will inform the authorities concerned accordingly.

---

In compliance with INTERPOL's Confidentiality regime the successful candidate will have to undergo a security screening according to the clearance level attached to the function.

INTERPOL has four official languages: Arabic, English, French and Spanish.

INTERPOL retains the right not to make any appointment to this vacancy, to make an appointment at a lower or higher grade or to make an appointment with a modified job description or for a shorter or longer duration than indicated above.

INTERPOL would like to inform candidates that their application might be considered for other similar positions.

INTERPOL operates a non-smoking policy.

-----



INTERPOL

## Vacancy Notice INT03225

This vacancy announcement pertains to law enforcement and/or governmental officials within INTERPOL's member countries only.

Please read the Conditions of Secondment in force at INTERPOL including the maximum duration of secondment.

Please be aware that your home Administration/Agency/Service/Government will be responsible for all of your salary/remuneration, social insurance, pension contributions, welfare benefits, family allowances, benefits during your assignment at INTERPOL as well as travel, removal expenses related to your arrival at and departure from INTERPOL, and any other related costs depending on your circumstances. It is requested that you obtain in writing, confirmation from your home Administration/Agency/Service/Government that it agrees with these CONDITIONS OF SECONDMENT. This confirmation letter should be forwarded to us THROUGH THE NCB, who needs to validate your application.

INTERPOL is the world's largest international police organization, with 195 member countries. Created in 1923, it facilitates cross-border police co-operation, and supports and assists all organizations, authorities, and services whose mission is to prevent or combat international crime. INTERPOL is now looking for a qualified candidate as Assistant Director Cybercrime Threat Response within the Cybercrime Directorate.

INTERPOL embraces diversity and is committed to achieving diversity and inclusion within its workforce. Applicants from the underrepresented member countries and qualified female candidates are strongly encouraged to apply.

---

Job Title:	Assistant Director Cybercrime Threat Response
Reporting To:	Director Cybercrime
Location:	Singapore
Duration:	3 years, Secondment
Grade:	2
Number of post:	1
Level of Security screening:	Enhanced
Deadline for applications:	15 July 2023

---

*INTERPOL is an equal opportunity employer and welcomes the applications of all qualified candidates who are nationals of INTERPOL member countries, irrespective of their racial or ethnic origin, opinions or beliefs, gender, sexual orientation and disabilities.*

*INTERPOL places no restrictions on the eligibility of candidates, without distinction as to race or ethnic origin, religion, opinions, gender, sexual orientation or disabilities. However, the national policy and laws in force in INTERPOL host countries may mean those staff members' spouses or partners, while legally recognized by the Organization, are not given the same recognition when they reside in certain duty stations. When this is the case, the Organization will inform the candidates accordingly to ensure that they are aware of the situation and allow them to make an informed decision.*

## INTRODUCTION OF POST

The Cybercrime Directorate (CD) mandate is to help member countries reduce the global impact of cybercrime and protect communities for a safer world. In this context, under the supervision of the Cybercrime Director, the post holder will manage the CD Cybercrime Threat Response Sub-Directorate covering a specialized range of activities. Through direct supervision of a number of specialized staff, the post holder will ensure that the policies of the Organization and the strategic and operational objectives are known, explained to staff members in the Sub-Directorate, understood, and fully implemented by the Sub-Directorate. The incumbent will also ensure that the Sub-Directorate functions efficiently and generates an effective performance monitored and measured outputs against the Organizational and CD objectives and priorities.

The objectives of INTERPOL's Cybercrime Threat Response is in collaboration with member countries, private public partners and other relevant partners;

- Identify cyber threats, evaluate the risks, assess the impact and harm that they cause and probability of harm being caused.
- Coordinate with member countries and other key stakeholders a preventative, diversionary or disruption strategy that mitigates that threat.

Through the collection, collation and sharing of relevant information, timely analysis will be undertaken to produce actionable intelligence products to achieve this objective. This includes the identification of malicious cybercrime groups/actors, cyber-enabled criminality, criminal methodology and the identification of corrupted /compromised infrastructure and networks, that will aid in establishing trends and risks throughout the cyber ecosystem.

Our target outcome is the reduction of the global impact on cybercrime and protect communities for a safer world.

The objective is instilling an INTERPOL culture in the Cybercrime area to support its member states through the identification of threats and mitigating of risk/s posed by cybercrime in order to protect communities from this and other crime types.

Building strong cyber incident response capabilities is vital in protecting communities effectively from all cyber threats. INTERPOL's Global Cyber Incident Response Team (CIRT) will form one of the pillars of the global law enforcement response to cyberattacks.

## PRIMARY DUTIES

### DUTY 1:

Strengthen Public-Private Partnership to enhance cyber intelligence capability. Expand and enhance INTERPOL partnerships in an effort to continuously undertake and improve the collection, processing, analysis, evaluation and dissemination of cybercrime data/information in order to support member countries response to cybercrime threats.

### DUTY 2:

Create and manage INTERPOL's Global Cyber Incident Response Team (CIRT). Responsible for coordinating the global law enforcement response together with INTERPOL partners to mitigate and reduce the impact of large-scale and high-impact cyberattacks on communities.

### DUTY 3:

As part of the senior management team, define, plan, and implement strategy in order to support activities, projects and policies of the managed Sub-Directorate. Maintain KPI's set against the CD objectives and priorities

### DUTY 4:

Assist the Director in the continuous development of the Directorate and the INTERPOL Organization.

**DUTY 5:**

Develop and maintain effective contacts with other Sub-Directorates and Directorates of the General Secretariat, including leading or participating (as an expert in a field) in expert Working Groups, Regional Bureaus (RB), National Central Bureaus (NCB) and other national and international institutions outside the Organization, as directed, and represent the Directorate and General Secretariat in meetings and other fora when called upon to do so.

**DUTY 6:**

Act on behalf of the Director, in his absence, and when required, at organizational as well as international conferences and meetings.

**DUTY 7:**

Seek self-developed and independent solutions, resulting from in-depth analysis on Sub-Directorate issues, and provide them as recommendations for projects, activities and missions for the Sub-Directorate to be undertaken, and prepare accurate and timely reports on action taken.

**DUTY 8:**

Carry out all other duties as may be directed by the Director or the Executive Director Police Services.

### REQUIREMENTS

All candidates will be assessed on the under mentioned requirements

Please only include professional experience for which you can provide official proof of employment (i.e. pay-slip indicating your functional title, work certificates, etc.). You could be asked to provide copies of such documents prior to interviews/tests. Any discrepancies found between the information stated in any of your application documents and the evidence of employment provided, will be considered misrepresentation and may lead to your disqualification from this selection procedure. This is especially important for your current and previous functional titles (they need to be exactly the same as the one in your contractual agreement), exact dates of employment, description of responsibilities and achievements, reason(s) for leaving and part-time work.

#### Training/Education required

- At least five years' University education (preferably in Law, Public Policy or Police Management) is desired.
- Law enforcement and management training at senior level.

#### Experience required

- Minimum of 10 years' experience in law enforcement including regional and national expertise/operational police investigation/s, coordination support.
- Proven experience in cybercrime and/or cybercrime intelligence/or equivalent experience in a police intelligence.
- Experience as a Senior Manager of a national law enforcement agency or an equivalent position in an international law enforcement organization.
- Experience in strategic planning and managing complex tasks, with only minimum supervision.
- Extensive knowledge of current computer, communications technologies.
- Experience in development of strategic partnerships, outreach and programme development

#### Languages

- English is required. Proficiency in a second official working language would be an additional asset.

#### Specific skills required

- Strong leadership qualities and solid presentation and communication skills are required.
- Proactive in developing strategies to accomplish objectives.
- Vision: clearly communicates links between the Organization's strategy and the work unit's goals;
- Empowering others: delegates responsibilities, clarifies expectations, and gives staff autonomy in important areas of their work;
- Building trust;
- Managing performance: regularly discusses performance and provides feedback and coaching to staff;
- Judgment/decision-making: gathers relevant information before making a decision.



In addition to the requirements, the following Assets and Special Aptitudes would be beneficial:

- Proficiency in a third official language of the Organization (Arabic, French or Spanish) would be an asset.
- Experience working in an international environment would be highly desirable, for example, employment in an international organization, or participation in international working groups, joint international projects, etc.

#### WORKING CONDITIONS

- Remuneration: INTERPOL does not pay salary to seconded officials. Depending on the nationality of official, an expatriation allowance may be paid for a maximum period of six years. For more information regarding conditions of service, please refer to the "Secondments" link available on the web site (<https://www.interpol.int/What-you-can-do/Careers/Secondments>).
  - The incumbent will be occasionally required to work irregular hours or overtime based upon workload.
  - This post requires occasional travel on missions, sometimes of a long duration and at a short notice.
- \* The Organization reserves the right to change the duty station proposed in the present circular at any time, subject to the rules in force, and will inform the authorities concerned accordingly.

---

In compliance with INTERPOL's Confidentiality regime the successful candidate will have to undergo a security screening according to the clearance level attached to the function.

INTERPOL has four official languages: Arabic, English, French and Spanish.

INTERPOL retains the right not to make any appointment to this vacancy, to make an appointment at a lower or higher grade or to make an appointment with a modified job description or for a shorter or longer duration than indicated above.

INTERPOL would like to inform candidates that their application might be considered for other similar positions.

INTERPOL operates a non-smoking policy.

-----



## VACANCY NOTICE INT03941

This vacancy announcement pertains to law enforcement officials within INTERPOL's member countries only.

Please read the **Conditions of Secondment** in force at INTERPOL including the maximum duration of secondment.

INTERPOL has launched a Financial Assistance Programme for Secondments. This program is targeting non represented and underrepresented member countries which have been deterred from sending Seconded Officers to INTERPOL due to financial reasons. For more information on the eligibility, on the process and on the financial package, please write to [HRM-FinAid@interpol.int](mailto:HRM-FinAid@interpol.int)

Please be aware that your home Administration/Agency/Service/Government will be responsible for all of your salary/remuneration, social insurance, pension contributions, welfare benefits, family allowances, benefits during your assignment at INTERPOL as well as travel, removal expenses related to your arrival at and departure from INTERPOL, and any other related costs depending on your circumstances. It is requested that you obtain in writing, confirmation from your home Administration/Agency/Service/Government that it agrees with these **CONDITIONS OF SECONDMENT**. This confirmation letter should be forwarded to us **THROUGH THE NCB**, who needs to validate your application.

INTERPOL is the world's largest international police organization, with 195 member states. Created in 1923, it facilitates cross-border police co-operation, and supports and assists all organizations, authorities, and services whose mission is to prevent or combat international crime. INTERPOL is now looking for a qualified candidate as an Assistant Director within the Global Outreach and Regional Support Directorate.

INTERPOL embraces diversity and is committed to achieving diversity and inclusion within its workforce. Applicants from the underrepresented Member States and qualified female candidates are strongly encouraged to apply.

Job title:	Assistant Director, Global Outreach and Regional Support (GORS)
Reporting To:	Director, GORS
Location:	Lyon, France*
Duration:	Three-year secondment
Grade:	2
Number of post:	1
Security Clearance Level:	Basic
Deadline for application:	24 July 2023

INTERPOL For official use only

INTERPOL For official use only

*INTERPOL is an equal opportunity employer and welcomes the applications of all qualified candidates who are nationals of INTERPOL Member States, irrespective of their racial or ethnic origin, opinions or beliefs, gender, sexual orientation and disabilities.*

*INTERPOL places no restrictions on the eligibility of candidates, without distinction as to race or ethnic origin, religion, opinions, gender, sexual orientation or disabilities. However, the national policy and laws in force in INTERPOL host countries may mean that staff members' spouses or partners, while legally recognized by the Organization, are not given the same recognition when they reside in certain duty stations. When this is the case, the Organization will inform the candidates accordingly to ensure that they are aware of the situation and allow them to make an informed decision.*

## INTRODUCTION OF THE POST

Under the supervision of the Director GORS (DGORS), the GORS Assistant Director (AD) will manage a program covering a specialized range of activities, by directly supervising the Regional Bureaus, the Regional NCB Coordination Desks (Regional Desks) and Liaison Officers, to ensure: (1) the correct management of daily activities, preparation of statutory conferences, coordination of activities and priorities with related stakeholder within and outside the Organization; 2) that the policies of the Directorate and the strategic and tactical objectives, in so far as they concern the respective work, are known, explained to the multiple staff members, understood, and fully implemented; and (3) that their efforts result in an effective performance that is monitored and measured for targeted outcomes and accountability.

The AD will be required to manage a complex program on very specialized issues within the context of self-contained and mutually supportive projects covering INTERPOL's strategic law enforcement activities under the guidance of DGORS.

The AD will be directly responsible for all assigned staff in their region of responsibility within the GORS Directorate, as well as assisting DGORS to plan/execute/manage programs, projects, statutory conferences, personnel/staffing strategies, budgets, and administrative resources.

He/She will also assist DGORS by performing daily oversight and coordination of the GORS Support Office.

## PRIMARY DUTIES

### DUTY 1

Define, plan, and implement strategic activities and priority objectives of the GORS Directorate in the geographic regions of responsibility such that the components (Regional Bureaus (RBs), Liaison Offices (LOs), Regional Desks, Liaison Officers and Project Teams) are well managed, informed and coordinated to provide timely, quality, and impactful outreach, support and coordination to: (a) specialized crime investigations; (b) multi-lateral criminal enforcement operations; (c) the expansion of the I-24/7 network and access to INTERPOL databases; (d) training and capacity building (e) INTERPOL's statutory conferences and high-level meetings, and (f) maintain an in-depth and broad knowledge set covering a wide range and scope of important of police matters at the national and regional level, as required.

Assist DGORS by performing daily oversight and coordination of the GORS Support Office.

### Main activities as part of Duty 1:

- Perform a wide range of managerial activities related to the direct supervision of the Regional Desks and Liaison Officers and the coordination of activities with Regional Bureaus (RBs) and Liaison Offices (LOs), including, but not limited to, program management, project execution, INTERPOL's statutory

- conferences and high-level meetings, mission travel oversight, personnel and budget planning/execution, strategic and operational decision making, and policy compliance.
- Maintain all policy objectives, working methods, and procedures and high-level techniques under review and adapt/conduct changes to enhance the efficiency and effectiveness in the assigned region(s) of responsibility.
  - Provide timely, regular and ad-hoc reporting to the Director on the activities and state of the Regional Bureaus, Regional Desks and Liaison Officers.
  - Supervise the annual Program Work Plans for the Heads of Regional Bureaus, Regional Desks and Liaison Officers along with sufficient details to enable appropriate staffing and budgetary planning proposals to the Director.
  - Prepare and/or direct and supervise the preparation of project initiation documents, project plans, project outcomes and performance measurement.
  - Ensure all tasks assigned by DGORS, the Executive Director Police Services (EDPS) or the Secretary General (SG), (including issues arising from General Assembly Resolutions, Regional Conference Recommendations, Heads of NCB Conference Conclusions, Regional Strategic Business Plans and projects being delivered are managed and overseen for appropriate priority and coordination between Regional Desks and Liaison Officers with RBs and LOs, where applicable.

#### DUTY 2

Initiate, coordinate, and ensure that the Regional Bureaus, Regional Desks and Liaison Officers will, in a timely manner, identify existing and emerging crime related issues and provide managed project-based solutions for the international law enforcement community and establish regular status reports of their activities for the DGORS and regular reporting on the outcomes of projects to the ED Directors.

#### Main activities as part of Duty 2:

- Develop and implement a process for determining Regional Bureaus, Regional Desk and Liaison Officer priorities within the range of projects in the respective region to be assessed against the strategic priorities of INTERPOL, the EDPS and the GORS Directorate itself. Continuously follow-up on the progress and results of on-going projects and provide accurate and timely advice and guidance to DGORS.
- Ensure effective liaison arrangements exist and are practiced between the RBs, LOs, Project Teams and with other Directorates within the General Secretariat.
- Ensure that all law enforcement (LE) information provided/referred for advice or exploitation is entered into the Criminal Information System and/or becomes the subject of a publication, is processed in an expeditious manner and in accordance with the Organization's various rules and regulations pertaining to the use and safeguarding of LE information.
- Provide DGORS with recommendations relating to recruitment, staffing, and budget requirements, to ensure that Regional Bureaus, Regional Desks and Liaison Officers are maintained at appropriate staffing levels and range of skills to support their strategic role in their respective regions.

#### DUTY 3

Identify, cultivate and maintain effective contacts and relations with all RBs, LOs, Directorates and Sub-Directorates of the General Secretariat, including leading or participating (as an expert in a field) in expert Working Groups, RBs, NCBs and other regional, national and international institutions outside the Organization, as directed, and represent the Directorate and General Secretariat in meetings and other fora when called upon to do so.

**Main activities as part of Duty 3:**

- Liaise effectively and efficiently with all RBs, LOs, Directorates and Sub-Directorates of the General Secretariat to ensure that there is a common understanding of policy and project issues and procedures through timely and appropriate cooperation and information sharing.
- Maintain close and effective external working relationships such as Chiefs/Commissioners/Directors of Police, Regional Chiefs of Police structures, National Specialized Crime Units, NCBs, Contact and Specialized Officer Networks and other regional, national and international institutions, under the general guidance of DGORS and the EDPS and for operational impact.
- May be required to either lead or participate as an expert in internal expert Working Groups aimed at proposing high level operational/regional/specialized crime expertise on some processes to be addressed internally or externally in cooperation with Member Countries.

**DUTY 4**

Represent DGORS, either if absent or when otherwise required, at Organizational and/or international conferences and meetings.

**Main activities as part of Duty 4:**

- Accurately represent the views and opinions of DGORS and the EDPS at meetings, both internal and external to the General Secretariat.
- Perform all other duties and responsibilities delegated by DGORS and ensure that all advice, decisions and issues on policy, programs, projects statutory conferences and high-level meetings are consistent with INTERPOL policy and the directions of DGORS and the EDPS.

**DUTY 5**

From independent, in-depth analysis on regional issues, develop proposed solutions as recommendations for projects, activities and missions for the assigned region of responsibility to be performed, and prepare accurate and timely reports on action(s) taken.

**Main activities as part of Duty 5:**

- Provide sound and accurate advice and recommendations regarding the correct and efficient utilization of the Regional Bureaus, Regional Desks' and Liaison Officer positions' financial and staffing resources.
- Provide and manage an in-depth analysis on specific projects, statutory conferences and high-level meetings, activities, and missions to be undertaken by the Regional Bureaus, Regional Desks and Liaison Officer positions in accordance with the strategic framework of the assigned region's programs and make appropriate recommendations to DGORS and the EDPS.
- Monitoring and evaluation (M&E) of operational activities will be performed during and after activities to ensure the identification of performance gaps, challenges, opportunities and the proper utilization of the Organization's resources and policing capabilities.

**DUTY 6**

Carry out all duties related to support GORS Director in the management of all administrative issues related to the Regional Bureaus/Liaison Offices/Coordination Desks and its staff such as authorization for missions, leaves and assessment reports.

## REQUIREMENTS

Please only include professional experience for which you can provide official proof of employment (i.e. pay-slip indicating your functional title, work certificates, etc.). You could be asked to provide copies of such documents prior to interviews/tests. Any discrepancies found between the information stated in any of your application documents and the evidence of employment provided, will be considered misrepresentation and may lead to your disqualification from this selection procedure. This is especially important for your current and previous functional titles (they need to be exactly the same as the one in your contractual agreement), exact dates of employment, description of responsibilities and achievements, reason(s) for leaving and part-time work.

All candidates will be assessed on the under mentioned requirements.

### Training/Education required

- At least five years' University degree (preferably in Law, Public Policy or Police Management) is desired
- Law enforcement training at senior level.

### Experience required

- Minimum of 10 years' experience in the area in question and, where necessary, proven experience in management
- Strong leadership qualities, communication skills and presentation proficiency are required.
- Sound background in highly specialized criminal investigations including regional and national expertise/operational police support.
- Sound background in the management of strategic programs and projects and their performance monitoring, measurement and reporting.
- Experience as a Senior Manager of a national law enforcement agency or an equivalent position in an international law enforcement organization.
- Experience in planning and managing complex tasks, with minimum or no supervision.
- Experience working in an international environment is highly desirable; either from employment in an international organization or from participating in e.g. international working groups, joint international projects etc.
- Background in the use of modern computer systems (fixed/mobile/remote working environments) and software applications.

### Languages

- Professional fluency in English is required.
- Proficiency in a second official working language would be an additional asset (French, Spanish or Arabic.)

### Specific skills and aptitudes required

- Personal and professional maturity
- Ability to maintain objectivity and apply logical, specifically inductive reasoning
- Ability to work in teams as well as individually
- Very strong communication skills, both in written and oral form
- Ability to work under pressure



821E  
DGP

1718  
adilpalbobi.gov.in

- Good social, specifically multicultural, skills
- Initiative, creativity (original thinking) and curiosity
- Ability to develop and maintain professional networks
- Ability to synthesize
- Active listening skills

In addition to the requirements, the following Assets and Special Aptitudes would be beneficial:

- Proficiency in a second official language would be an additional asset.
- Experience working in an international environment would be highly desirable, for example employment in an international organization, or participation in international working groups, joint international projects, etc.

#### WORKING CONDITIONS

Remuneration: INTERPOL does not pay salary to seconded officials. Depending on the nationality of official, an expatriation allowance may be paid for a maximum period of six years. For more information regarding conditions of service, please refer to the "Secondments" link available on the web site (<https://www.interpol.int/What-you-can-do/Careers/Secondments>).

The incumbent will be occasionally required to work irregular hours or overtime based upon workload.

This post requires occasional travel on missions, sometimes of a long duration and at a short notice.

- \* The Organization reserves the right to change the duty station proposed in the present circular at any time, subject to the rules in force, and will inform the authorities concerned accordingly.

---

In compliance with INTERPOL's Confidentiality regime the successful candidate will have to undergo a security screening according to the clearance level attached to the function.

INTERPOL has four official languages: Arabic, English, French and Spanish.

INTERPOL retains the right not to make any appointment to this vacancy, to make an appointment at a lower or higher grade or to make an appointment with a modified job description or for a shorter or longer duration than indicated above.

INTERPOL would like to inform candidates that their application might be considered for other similar positions.

INTERPOL operates a non-smoking policy.

-----