

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, Email-adgkarmik@nic.in

पत्र संख्या:डीजी-1-27(39)2025

दिनांक:सितम्बर 29, 2025

सेवा में,

- 1- पुलिस महानिदेशक/अपर पुलिस महानिदेशक/पुलिस महानिरीक्षक, सीआईडी/भ्रष्टाचार निवारण संगठन/आर्थिक अपराध अनुसंधान संगठन/इंटेलीजेंस/साइबर सेल/पीएसी मुख्यालय/प्रशिक्षण/कानून एवं व्यवस्था/स्थापना/होमगार्ड/विशेष जाँच/तकनीकी सेवायें/लॉजिस्टिक्स/मुख्यालय(PHQ)/मानवाधिकार/अपराध/रूल्स एण्ड मैनुअल्स, उ0प्र0।
- 2- अपर पुलिस महानिदेशक/पुलिस महानिदेशक के जीएसओ, उ0प्र0।
- 3- समस्त अपर पुलिस महानिदेशक, जोन, उ0प्र0।
- 4- पुलिस आयुक्त, लखनऊ/गौतमबुद्धनगर/वाराणसी/कानपुर नगर/प्रयागराज/गाजियाबाद/आगरा।
- 5- समस्त पुलिस महानिरीक्षक/पुलिस उपमहानिरीक्षक, परिक्षेत्र/सेक्टर, पीएसी, उ0प्र0।
- 6- समस्त वरिष्ठ पुलिस अधीक्षक/पुलिस अधीक्षक/समस्त सेनानायक, पी0ए0सी0 उ0प्र0।

कृपया Director (Pers-Coord), गृह मंत्रालय, भारत सरकार, नई दिल्ली के पत्र संख्या:21023/21/2025-PP दिनांक:17.09.2025 का सन्दर्भ ग्रहण करने का कष्ट करें, जिसके द्वारा संयुक्त राष्ट्र में निम्नलिखित रिक्तियों के सापेक्ष सेकेण्डमेंट नियुक्ति हेतु SP/DIG स्तर के इच्छुक एवं पात्र पुलिस अधिकारियों के नामांकन की मांग है:-

S.No.	Post Title and Level, job opening number	Organization and duty Station	No. of Post
1	Police Chief of Operations (UN Police Planning Officer), P-4 2025-UNISFA-31031291-DPO	United Nations Interim Security Force for Abyei (UNISFA)	01
2	Gender-Based Violence Police Adviser (UN Police Analyst), P-3 2025-UNISFA-31031292-DPO		01

- 2- उक्त पत्र उ0प्र0 पुलिस की बेवसाइट में (Personal-IPS-Important Circular) में अपलोड है।
- 3- उपरोक्त पत्र की छायाप्रति संलग्न कर प्रेषित है इच्छुक एवं पात्र आईपीएस (उ0प्र0 संवर्ग) अधिकारी अपना आवेदन पत्र विगत 05 वर्षों की एसीआर ग्रेडिंग सहित (एसीआर की कापी न संलग्न करें मात्र ग्रेडिंग) दिनांक:10.10.2025 तक मूलरूप में इस मुख्यालय को द्वारा उचित माध्यम उपलब्ध कराने का कष्ट करें। निर्धारित तिथि के पश्चात प्राप्त होने वाले आवेदन पत्रों पर विचार नहीं किया जायेगा।

संलग्नक:यथोपरि



(नचिकेता झा)

पुलिस महानिरीक्षक, स्थापना/कार्मिक,
उ0प्र0, लखनऊ।

No. 21023/21/2025-PP
Government of India
Ministry of Home Affairs
[Police-II Division]
Pers. Policy Section

Kartavya Bhavan-3, New Delhi, 01
Dated 17th Sept, 2025

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:- Vacancy announcement for the posts of Police Chief of Operations (UN Police Planning Officer), P-4 and Gender-Based Violence Police Adviser (UN Police Analyst), P-3 in UNISFA (Abyei) – reg.

Sir/Madam,

Permanent Mission of India to United Nations has forwarded a communication from the UN seeking nomination of Police Officers in active service for appointment on secondment to the following Job opening:-

S.No	Post Title and level, Job opening number	Organization and duty Station	No of posts
(i)	Police Chief of Operations (UN Police Planning Officer), P-4 2025-UNISFA-31031291-DPO	United Nations Interim Security Force for Abyei (UNISFA)	01
(ii)	Gender-Based Violence Police Adviser (UN Police Analyst), P-3 2025-UNISFA-31031292-DPO		01

English and French are the working languages of the UN Secretariat. For the post advertised, fluency in oral and written English is required. Knowledge of Arabic is an advantage.

2. The job description along with the requisite eligibility criteria/qualifications for the above said posts are 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.

Nomination of eligible and willing officers in the rank of **SP/DIG for P-4 level** and **Dy SP/SP for P-3 level** active in police service for the above said posts may be forwarded through proper channel to this Ministry by **05 November 2025** 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. 05.11.2025 will not be considered.**

R
19/9/25
20:00

91
17/9/25

ADG(A)
IG(K)

पुलिस महानिदेशक
उत्तर प्रदेश
17-9-25

7672

Sec-I

पुलिस महानिदेशक, कार्यालय

मुख्यालय पुलिस महानिदेशक

उत्तर प्रदेश

20/09/25

AC-V

20/9/25
Debar

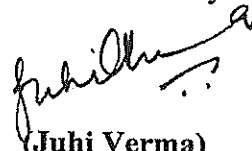
4. The duly completed and signed Personal History Profile (P-11), Employment of Academic Certification (EAC), and Human Right Certificate along with forwarding letter including APAR/ACR grading of last five years (**only grading, no need to send copy of ACR**) of each nominated candidates are required to be submitted in separate files (PDF format only) through E-mail at police2-un@mha.gov.in and us-polfin6@mha.gov.in before the last date i.e **05.11.2025.**

5. As a part of digital India initiative, all the required documents are to be sent in digital mode only (to above mentioned email) and no hard/physical copies are required.

6. This issues with the approval of Competent Authority.

Encl: As above

Yours faithfully



(Juhi Verma)

Director (Pers – Coord)

Tele: 24010094

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. DS (Police-I), Kartavya Bhavan-3, MHA
5. 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".

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.

HR Certificate

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

"The Department/organization of is hereby confirming that Mr/Mrs has been neither 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

**NOMINATION PROCEDURES FOR PROFESSIONAL CONTRACTED POSITIONS IN
UNITED NATIONS POLICE COMPONENTS IN PEACEKEEPING OPERATIONS,
SPECIAL POLITICAL MISSIONS OR OTHER UN ENTITIES REQUIRING
OFFICIAL SECONDMENT FROM NATIONAL GOVERNMENTS OF UN MEMBER
STATES**

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

1. The above-mentioned posts are reserved only for the candidates nominated by Member States through their Permanent Missions to the United Nations. Candidates applying independently will not be considered. It is requested that applications be submitted as soon as possible but not later than the deadline specified in the Job Opening. Applications received after the deadline will not be considered.
2. Nomination of currently serving active-duty seconded officers on a United Nations staff contract will not be considered.
3. Candidates who have previously served as active-duty seconded personnel, may reapply for another seconded position in the United Nations after a break in service for at least one year from their last secondment under a UN staff contract.
4. It should be noted that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other seconded position in the Department of Peace Operations (DPO) or other parts of the UN Secretariat. Active-duty seconded personnel may serve under a UN staff contract for a period of up to three years (cumulative), which, in exceptional cases, can be extended for a fourth and final year subject to operational needs and satisfactory performance. This service limit includes periods of any prior services with the United Nations as an active-duty seconded officer under a UN staff contract.
5. All nominations must be forwarded in one single submission using a duly completed typed (not hand-written) and signed United Nations Personal History Form (P-11) along with Academic and Employment Certification Form (EAC), which is attachment to P-11 form. EAC must be duly completed and signed by the nominated candidate and stamped by relevant Member State's national authority. Applications using other formats will not be accepted. For the convenience of the Permanent Mission, a P-11 form and EAC are enclosed as samples to be photocopied as needed.
6. In the event a candidate wishes to be recommended for several posts, he/she must list each post in section 2 "Position/s to which you are applying" of the EAC. Candidate needs to submit only one PHP and one EAC even if they apply for several positions.
7. Selection for service with the United Nations is made on a competitive basis. It is therefore essential that all application documents be completed with a view to presenting the candidates' qualifications and experiences as they relate to the requirements as set out in the relevant Job Opening.
8. As per the Secretary-General's Report at the 79th Session of the General Assembly on implementation of the recommendations of the Special Committee (C-34) on Peacekeeping Operations (A/79/553/Add. 1), to reduce the overall time of recruitment campaigns, the

Secretariat encourages the timely submission of application documentation according to the established requirements and a limit of the number of nominations to two candidates per post. In this regard, the Member States are requested to limit overall number of nominations for this post to two applicants, including a woman candidate.

9. In accordance with the Policy on Human Rights Screening of UN Personnel, Permanent Mission is requested to provide human rights certification for all nominees. The following language must be included in a nomination note verbal: ***"The Government of is hereby confirming that none of the nominated candidates has been convicted of, or is not currently under investigation or being prosecuted for, any criminal or disciplinary offence, or any violations of international human rights law or international humanitarian law. The Government of 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."***
10. 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 self-attestation must be attached to the P-11 form and contain the following wording: ***"I attest that I have not committed, been convicted of, nor prosecuted for, any criminal or disciplinary offence. I attest that I have not been involved, by act or omission, in any violation of human rights law or international humanitarian law."*** The applications without signed individual self-attestations will not be accepted.
11. The Government is also requested to certify that there was no corruption or fraud in the nomination procedures of police officers on secondment to the United Nations.
12. Permanent Mission is requested to confirm the level of the educational degree obtained by each nominee, or it's equivalency to a 1st or other level university degree.
13. Rank in application form (EAC) should be outlined in candidate's original language with literal translation in English. No equating to military ranks should be made.
14. Permanent Mission is requested to present their candidates in accordance with the deadline date specified in the Job Opening, under cover of a note verbale listing the names of the candidates, post title(s) they are nominated for and the corresponding vacancy announcements.
15. Applications must be forwarded by e-mail to the Police Division Selection and Recruitment Section, Office of Rule and Law and Security Institutions, Department of Peace Operations on the following e-mail address: oschepkov@un.org in accordance with the specific directions in the relevant Note Verbale. In the event the size of the e-mail with attachments is too big to be submitted in one single message, then the message can be divided into few parts. The first part should clearly indicate the total number of submissions that will follow.
16. Upon receipt of the applications, the Recruitment Officer, whose e-mail is provided above, will acknowledge the receipt of the documents.
17. Communication regarding this process will be maintained through the Permanent Mission only. No personal queries from individual applicants will be entertained.

May 2025

United Nations Nations Unies

HEADQUARTERS | SIEGE | NEW YORK, NY 10017

REFERENCE: DPO/OROLSI/PD/2025/0181

The Secretariat of the United Nations presents its compliments to the Permanent Mission of Member State to the United Nations and has the honor to refer to the requirement for the services of Police Officers in active service. In this regard, the Department of Peace Operations (DPO) is seeking the nomination of candidates for appointment on secondment to the United Nations Mission in United Nations Interim Security Force for Abyei (UNISFA) for an initial period of one year with a possibility of extension in that position for a second and third year. In exceptional circumstances, the secondment to the positions may be extended for a fourth year, but not longer. Posts are available through the issuance of the following Job Openings: 2025-UNISFA-31031291-DPO and 2025-UNISFA-31031292-DPO posted for a period of 90 days effective 11 September 2025. The closing date for the Job Openings is 11 December 2025.

The nomination procedures together with all forms to be completed are included in this package. It is kindly requested that all documentation be submitted electronically to the Selection and Recruitment Section (SRS) to the following email address: oschepkov@un.org.

Applications received after the deadline specified on the Job Opening will not be accepted.

In as much as the posts require the expertise of police officers in active service, the Permanent Mission of Member State is kindly requested to confirm that selected candidate(s) will be released, in a timely manner, from their national police service obligations for service with the United Nations. The Permanent Mission of Member State is also requested to ensure that the rank of each candidate submitted is clearly indicated on the application.

In addition, it is strongly recommended that the Permanent Mission of Member State carefully submits only those candidates meeting all requirements for the positions as described in the Job Opening.

The United Nations Secretariat would like to inform the Permanent Mission of Member State that in an effort to streamline and expedite the procedures of recruiting seconded officers, candidates approved for placement in the roster, may be selected for positions with similar functions (same functional title and level), without a new Job Opening being issued. Candidates shall be retained in the roster for a period of two years after the first day of the month following the selection decision by the Head of the Department.

It should be noted that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other seconded position within the peace operations or the UN Secretariat. Active duty seconded personnel may serve under a UN staff contract for a period of up to three years (cumulative), which, in exceptional cases, can be extended for a fourth and final year subject to operational needs and satisfactory performance. This service limit includes periods of any prior services with the United Nations as an active duty seconded officer under a UN staff contract.

Candidates who have previously served as active-duty seconded personnel may reapply after a break in service of at least one year from their last secondment under a UN staff contract, subject to the contract limitation as indicated above.

Nominations of currently serving active duty seconded police personnel on a UN staff contract will not be considered.

Candidates must meet all the requirements of the Job Opening at the time of nomination in order to be considered for the position.

Nomination of women candidates is strongly encouraged.

The Secretariat wishes to reiterate that promoting and encouraging respect for human rights is a

core purpose of the United Nations and central to the delivery of its mandates. Should the Secretariat become aware of grave human rights violations which give rise to concerns as to the record and performance of [country] police personnel, this may constitute grounds to revoke its acceptance of such personnel to serve in UN peace operations. In the case of nominees who have been investigated for, charged with or prosecuted for any criminal offence, with the exception of minor traffic violations (driving while intoxicated or dangerous or careless driving are not considered minor traffic violations for this purpose), but were not convicted, the Government is requested to provide information regarding the investigation(s) or prosecutions concerned. The Government is also requested to certify that it is not aware of any allegations against its nominated candidates that they have committed or been involved, by act or omission, in the commission of any acts that may amount to violations of international human rights law or international humanitarian law.

The Secretariat recalls that it has a zero-tolerance approach to fraud and corruption. The Government is therefore requested to certify that there was no corruption or fraud in the nomination and extension procedures of police officers on secondment to the United Nations. Should the Secretariat become aware of allegations of corruption or fraud in the nomination or extension procedures of police officers on secondment, this may constitute grounds to revoke its acceptance of such personnel to serve in the United Nations as well as suspension of any future police deployments from the contributing country concerned.

The United Nations Secretariat would like to avail itself of this opportunity to inform the Permanent Mission of Member State that staff members are subject to the authority of the Secretary-General and thereby are subject to the United Nations Staff Regulations and Staff Rules. In this context your attention is drawn to Staff Regulation 1.2 (j), whereby “[n]o staff member shall accept any honor, decoration, favor, gift or remuneration from any Government”.

The Permanent Mission of Member State is encouraged to nominate qualified women candidates.

This request is being transmitted to all Member States.

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



11 September 2025

United Nations



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

Recruitment closure and onboarding of selected candidate is subject to budgetary availability

Post title and level	Police Chief of Operations (UN Police Planning Officer), 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	11 December 2025
Job opening number	2025-UNISFA-31031291-DPO

United Nations Values: Inclusion, Integrity, Humility and Humanity

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 Police Commissioner 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 State's 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 of 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 countermeasures.
- 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 Sites and FPUs on matters of operations, safety and security in the area.

- Conduct regular assessment visits to the team sites and FPU camps 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, 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 crime statistics and recording 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 FPUs, 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 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. 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.

QUALIFICATIONS:

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 another relevant field. A first level university

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 crime management, police administration, police training and development, community policing, change management (particularly in law enforcement) or related field is highly desirable. 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 Arabic is an advantage.

Preference will be given to equally qualified women candidates.

Date of Issuance: 11 September 2025

<https://police.un.org/en/vacancies>

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



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

Recruitment closure and onboarding of selected candidate is subject to budgetary availability

Post title and level:	Gender-Based Violence Police Adviser (UN Police Analyst), 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 application	11 December 2025
Job Opening number :	2025-UNISFA-31031292-DPO

United Nations Core Values: Inclusion, Integrity, Humility and Humanity

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 Abyei Police Service (APS) and Community Protection Committees (CPC) counterparts in order to undertake the following tasks:

- Evaluate current practices of the APS and CPC on gender-based violence (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.).
- 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 Security among others.
- Contribute to the mission induction training for new military, police and civilian personnel deployed in UNISFA.
- In close collaboration and coordination with AFPs e.g. IOM, mobilize and enhance the capacity of women within the Misseriya and Ngok Dinka communities on gender issues and child protection coaching them on micro economic activities.
- Conduct gender sensitization campaigns to different segments of the Abyei communities in ensuring gender equality prevails with the Abyei Area.
- Coordinate all agencies in the area to support the efforts of crime prevention campaigns.
- Implement favorable initiatives in Abyei to address GBV issues like victim support programs, establishment of call centers in partnership with stakeholders.
- Advise and mentor APS and CPC personnel on proper detention procedures of women and children to ensure human rights are respected when detaining them.
- Implement Gender Parity Strategy in discharging the mandated tasks.
- Performing other duties as assigned by the Senior Leadership of UNISFA.

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; Experience in planning, development and implementation of policing programs, management and administration; 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: Works collaboratively with colleagues to achieve organizational goals; solicits inputs by genuinely valuing other's ideas and expertise; is willing to learn from others; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

QUALIFICATIONS:

Education: Advanced University Degree (Master's or equivalent) in Law enforcement, Criminal

Justice, Security, Public Administration, Security Sciences, Human Resources Management, Social Sciences, Development Studies (particularly in law enforcement), Change Management or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including public order management, police unit commanding and planning police operations may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required.

Work Experience: A minimum of 5 years (7 years in absence of advanced degree) of progressive and active relevant service/experience at the field level (region/district), including direct practical experience in crime prevention, investigation of domestic violence, community policing, victim protection, is required. Experience in gender mainstreaming, project management, policy development, implementation of GBV programs in emergencies and post-conflict contexts is highly desirable. Experience in budgeting and police planning is an asset. Peacekeeping or other international experiences in the UN or other international organizations is an advantage.

Rank: Rank required for a P-3 is Chief Inspector, Major, its 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 Arabic is an advantage.

Preference will be given to equally qualified women candidates.

Date of Issuance: 11 September 2025

<https://police.un.org/en/vacancies>

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.

ANNEXURE-II

- 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**

Recent Passport
Size Photograph

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

Signature of applicant

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

For guidance on the submission package you may refer to the briefing material “How to prepare the submission”.

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

1. PERSONAL DATA:			
Family Name:	Given name:	Middle names:	Gender: M/F
e-mail address:			

2. POSITION/S TO WHICH YOU ARE APPLYING:	
Title: 1. 2. 3. ...	Job Opening Number:

3. MILITARY SERVICE HISTORY / POLICE SERVICE HISTORY			
Date of Commission (for military officers) or date of enlistment/entry to service (for police officers):			
Current rank	Date Last Promoted	Date eligible for promotion to next rank	Projected Retirement date from current rank
Branch/Corp/Mustering			
Sub Specialisation/additional qualifications			
Are you currently working for the United Nations? Yes ☐ No ☐ If yes, please explain: _____			

4. DEGREES AND ACADEMIC DISTINCTIONS OBTAINED:				
Military or Police Degrees	NAME of INSTITUTION, PLACE AND COUNTRY. Please give complete address.	ATTENDED:		RANK and DEGREES OBTAINED:
		FROM: Month/Year	TO: Month/Year	
	<u>Military Academy</u> (and/or similar military officer institution) - name and address:			RANK OBTAINED: DEGREE OBTAINED:
	<u>Command and Staff College</u> (and/or similar military officers institutions) - name and address:			RANK OBTAINED: DEGREE OBTAINED:

	Police Academy (and/or similar law enforcement training institution) - name and address:			RANK OBTAINED: DEGREE OBTAINED:

	NAME of INSTITUTION, PLACE AND COUNTRY. Please give complete address.	ATTENDED:		DEGREES and ACADEMIC DISTINCTIONS OBTAINED
		FROM: Month/Year	TO: Month/Year	
Civilian Degrees				

5. MILITARY AND/OR POLICE TRAINING COURSES/SEMINARS: Related to the post		
Name of Course	Date attended: FROM mm/yy- TO mm/yy	Institution

6. EXPERIENCE IN PEACEKEEPING OPERATIONS: Specify UN or other International Experience, start with your most recent experience and list in reverse order			
Dates FROM mm/yy- TO mm/yy	Mission/ Operation/Locati on	Position/title (Milob, HQ Staff, Contgt, Adviser, International Police Officer (IPO), Police Adviser, FPU Officer, Professional Post or Above)	Description of duties

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7. COMMAND EXPERIENCE (at Battalion/equivalent level or above when applying for position at the P5 level and above):
Start with your most recent experience and list in reverse order

Dates FROM mm/yy- TO mm/yy	Unit level: Company/ Battalion/ Brigade/ Division or equivalent. Police Command Experience	Unit/Position/Org	Significant Unit Activities

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

Dates FROM mm/yy- TO mm/yy	Position/Org	Operation/Activity

9. INTERNATIONAL EXPOSURE OTHER THAN PEACEKEEPING OPERATIONS:
Start with your most recent experience and list in reverse order

Date: FROM mm/yy- TO mm/yy	Position/Org	Function/Activity

10. Additional Comments:

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

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

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

.....

.....

Date Signature

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

B. TO BE COMPLETED BY THE RELEVANT LOCAL AUTHORITY: On behalf ofI certify that the information provided by is complete and correct. <i>I further certify that the nominated candidate has never been convicted of, or is not currently under investigation or being prosecuted for, any criminal or disciplinary offence, or any violations of international human rights law, civil action or disciplinary offence.</i> <i>The Government of is not aware of any allegations against the nominated candidate that she/he has committed or been involved, by act or omission, in the commission of any acts that may amount to violations of international human rights law or international humanitarian law.</i> <i>In the case of the nominee who has been investigated for, charged with or prosecuted for any criminal offence, with the exception of minor traffic violations (driving while intoxicated or dangerous or careless driving are not considered minor traffic violations for this purpose), but was not convicted, the Government is requested to provide information regarding the investigation(s) or prosecutions concerned.</i> Date..... Official Stamp

PLEASE NOTE:
An incomplete or unsigned form will not be accepted

INSTRUCTIONS			 UNITED NATIONS			Do not Write in This Space			
Please answer each question clearly and completely. TYPE OR PRINT LEGIBLY. Read carefully and follow all directions.			PERSONAL HISTORY						
1. Family name		First name		Middle name		Maiden name, if any			
2. Date of (day/month/yr) Birth		3. Place of birth		4. Nationality(ies) at birth		5. Present Nationality(ies)		6. Sex	
7. Height	8. Weight	9. Marital Status: Single ☐ Married ☐ Separated ☐ Widow(er) ☐ Divorced ☐							
10. Entry into United Nations service might require assignment to any area of the world in which the United Nations might have responsibilities. (a) Are there any limitations on your ability to perform in your prospective field of work? YES ☐ NO ☐ (b) Are there any limitations on your ability to engage in all travel? YES ☐ NO ☐									
11. Permanent address			12. Present address			13. Office Telephone No. ()			
Telephone No. ()			Telephone/Fax No. ()			14. Office Fax No. ()			
						E-mail:			
15. Do you have any dependent children? YES ☐ NO ☐ If the answer is "yes", give the following information:									
Name of Children		Date of Birth (day/mo/year)		Place of Birth		Nationality		Gender	
15. (a) Name of Spouse									
16. Have you taken up legal permanent residence status in any country other than that of your nationality? YES ☐ NO ☐ If answer is "yes", which country?									
17. Have you taken any legal steps towards changing your present nationality? YES ☐ NO ☐ If answer is "yes", explain fully:									
18. Are any of your relatives employed by a public international organization? YES ☐ NO ☐ If answer is "yes", give the following information:									
NAME			Relationship			Name of International Organization			
19. What is your preferred field of work?									
20. Would you accept employment for less than six months? YES ☐ NO ☐				21. Have you previously submitted an application for employment and/or undergone any tests with U.N.? YES ☐ NO ☐ If so, when?					
22. KNOWLEDGE OF LANGUAGES. What is your mother tongue?									
OTHER LANGUAGES		READ		WRITE		SPEAK		UNDERSTAND	
		Easily	Not Easily	Easily	Not Easily	Fluently	Not Fluently	Easily	Not Easily
		☐	☐	☐	☐	☐	☐	☐	☐
		☐	☐	☐	☐	☐	☐	☐	☐
		☐	☐	☐	☐	☐	☐	☐	☐
		☐	☐	☐	☐	☐	☐	☐	☐
23. For clerical grades only Indicate speed in words per minute						List any office machines or equipment and computer programmes you use.			
	English	French	Other languages						
Typing									
Shorthand									

B. PREVIOUS POSTS (IN REVERSE ORDER)

FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:	
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL		
NAME OF EMPLOYER:				TYPE OF BUSINESS:	
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:	
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:	REASON FOR LEAVING:
DESCRIPTION OF YOUR DUTIES					
FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:	
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL		
NAME OF EMPLOYER:				TYPE OF BUSINESS:	
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:	
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:	REASON FOR LEAVING:
DESCRIPTION OF YOUR DUTIES					
FROM	TO	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:	
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL		
NAME OF EMPLOYER:				TYPE OF BUSINESS:	
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:	
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:	REASON FOR LEAVING:
DESCRIPTION OF YOUR DUTIES					

28. HAVE YOU ANY OBJECTIONS TO OUR MAKING INQUIRIES OF YOUR PRESENT EMPLOYER? YES ☐ NO ☐		
29. ARE YOU NOW OR HAVE YOU EVER BEEN A CIVIL SERVANT IN YOUR GOVERNMENT'S EMPLOY? YES ☐ NO ☐ If answer is "yes", WHEN?		
30. REFERENCES: List three persons, not related to you, and are not current United Nations staff members, who are familiar with your character and qualifications. <i>Do not repeat names of supervisors listed under Item 27.</i>		
FULL NAME	FULL ADDRESS	BUSINESS OR OCCUPATION
31. STATE ANY OTHER RELEVANT FACTS. INCLUDE INFORMATION REGARDING ANY RESIDENCE OUTSIDE THE COUNTRY OF YOUR NATIONALITY.		
32. HAVE YOU EVER BEEN ARRESTED, INDICTED, OR SUMMONED INTO COURT AS A DEFENDANT IN A CRIMINAL PROCEEDING, OR CONVICTED, FINED OR IMPRISONED FOR THE VIOLATION OF ANY LAW (excluding minor traffic violations)? YES ☐ NO ☐ If "yes", give full particulars of each case in an attached statement.		
33. OTHER AGENCIES OF THE UNITED NATIONS SYSTEM MAY BE INTERESTED IN OUR APPLICANTS. DO YOU HAVE ANY OBJECTION TO YOUR PERSONAL HISTORY FORM BEING MADE AVAILABLE TO THEM? YES ☐ NO ☐		
34. I certify that the statements made by me in answer to the foregoing questions are true, complete and correct to the best of my knowledge and belief. I understand that any misrepresentation or material omission made on a Personal History form or other document requested by the Organization renders a staff member of the United Nations liable to termination or dismissal.		
DATE (day, month, year) _____ SIGNATURE: _____		
N.B. You will be requested to supply documentary evidence which supports the statements you have made above. Do not, however, send any documentary evidence until you have been asked to do so by the Organization and, in any event, do not submit the original texts of references or testimonials unless they have been obtained for the sole use of the Organization.		

EMPLOYMENT RECORD – SUPPLEMENTARY SHEET

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

FROM MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM STARTING FINAL		EXACT TITLE OF YOUR POST:	
NAME OF EMPLOYER:				TYPE OF BUSINESS:	
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:	
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:	REASON FOR LEAVING:
DESCRIPTION OF YOUR DUTIES					

FROM MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM STARTING FINAL		EXACT TITLE OF YOUR POST:	
NAME OF EMPLOYER:				TYPE OF BUSINESS:	
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:	
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:	REASON FOR LEAVING:
DESCRIPTION OF YOUR DUTIES					

FROM MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM STARTING FINAL		EXACT TITLE OF YOUR POST:	
NAME OF EMPLOYER:				TYPE OF BUSINESS:	
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:	
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:	REASON FOR LEAVING:
DESCRIPTION OF YOUR DUTIES					

FROM MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM STARTING FINAL		EXACT TITLE OF YOUR POST:	
NAME OF EMPLOYER:				TYPE OF BUSINESS:	
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:	
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:	REASON FOR LEAVING:
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FROM MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM STARTING FINAL		EXACT TITLE OF YOUR POST:	
NAME OF EMPLOYER:				TYPE OF BUSINESS:	
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:	
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:	REASON FOR LEAVING:
DESCRIPTION OF YOUR DUTIES					

FROM MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM STARTING FINAL		EXACT TITLE OF YOUR POST:	
NAME OF EMPLOYER:				TYPE OF BUSINESS:	
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:	
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:	REASON FOR LEAVING:
DESCRIPTION OF YOUR DUTIES					

FROM MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM STARTING FINAL		EXACT TITLE OF YOUR POST:	
NAME OF EMPLOYER:				TYPE OF BUSINESS:	
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:	
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:	REASON FOR LEAVING:
DESCRIPTION OF YOUR DUTIES					

FROM MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM STARTING FINAL		EXACT TITLE OF YOUR POST:	
NAME OF EMPLOYER:				TYPE OF BUSINESS:	
ADDRESS OF EMPLOYER:				NAME OF SUPERVISOR:	
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:	REASON FOR LEAVING:
DESCRIPTION OF YOUR DUTIES					