

# STATO MAGGIORE DELLA DIFESA

## *I Reparto Personale*

Allegati: 1 (uno).  
Annessi: 8 (otto).

00187 Roma  
PdC: Ten.Col. COSTA, 2.2773  
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**OGGETTO:** Ricerca di personale per posizioni a “*status internazionale*” presso la *Police Division* del *Department of Peace Operations* delle Nazioni Unite in NEW YORK (USA). Campagna di reclutamento 2025.

**A** **COMANDO GENERALE DELL’ARMA DEI CARABINIERI**  
**I Reparto - SM - Ufficio Personale Ufficiali**

**ROMA**

e, per conoscenza,

**RAPPRESENTANZA PERMANENTE D’ITALIA**  
**PRESSO LE NAZIONI UNITE**  
**Ufficio del Consigliere Militare**

**NEW YORK (USA)**

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Rif. f. prot. n. M\_DA0D32CC 0238104 in data 16 dicembre 2025 di ITALONU (non a tutti).

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1. L’Organizzazione delle Nazioni Unite ha diramato le *job opening* per alcune posizioni a “*status internazionale*” presso la “*Police Division*” nell’ambito *Department of Peace Operations*, 10 delle quali, elencate nello specchio in **Allegato “B”**, sono state giudicate di interesse per la Difesa<sup>1</sup>.
2. La durata del mandato è di due anni, con possibilità di proroga di un ulteriore anno, con inquadramento giuridico amministrativo ai sensi della legge n. 1114/1962. Sono richiesti Ufficiali nel servizio permanente effettivo, preferibilmente di sesso femminile.
3. Le candidature dovranno pervenire allo Stato Maggiore della Difesa, esclusivamente da codesto Comando Generale, entro il 26 gennaio 2026, corredate:
  - della scheda biografica (Mod. 1/A) in lingua italiana;
  - dello *United Nations Personal History Profile* (PHP), del *Supplementary Sheet*, ove richiesto, della *Military Employment and Academic Certification* (EAC) in lingua inglese, redatti in formato digitale, con firma autografa e in PDF, in ragione dei successivi adempimenti per la loro formalizzazione;
  - del parere favorevole a rendere l’Ufficiale selezionato disponibile in tempo utile per l’assunzione dell’incarico.
4. Nell’inviare, in annesso, le *job opening* riferite alle posizioni specificate nel citato **Allegato “B”** unitamente alla suddetta modulistica<sup>2</sup>, si:
  - informa che la ricerca di personale sarà pubblicata sulla pagina *web* della Difesa<sup>3</sup>, dove sono, altresì, disponibili le istruzioni pratiche predisposte da ITALONU per la corretta compilazione della documentazione concorsuale;
  - raccomanda il rispetto delle procedure e delle scadenze stabilite.
5. Si rimane in attesa di ricevere un riscontro, **anche se negativo**, e a disposizione per eventuali approfondimenti.

*d’ordine*

**IL VICE CAPO REPARTO**  
Brig.Gen. Fabrizio BABUSCI

Diramazione interna

III Reparto – Direzione Strategica e Cooperazione Militare

<sup>1</sup> Significando che tale interesse **non sussiste** per le restanti posizioni contemplate nella comunicazione in riferimento.

<sup>2</sup> I *format* del PHP e dell’EAC sono validi per tutte le posizioni in argomento e, qualora un candidato concorra per più posizioni, ogni singola posizione dovrà essere elencata all’interno della sezione 2 del citato modulo EAC.

<sup>3</sup> <https://www.difesa.it/smd/staff/reparti/i-reparto/impiego-del-personale/impiego-in-ambito-internazionale/ricerche-di-personale-per-posizioni-non-quota-e-status-internazionale/35926.html>.

Campagna di Reclutamento per la Police Division del *Department of Peace Operations* (DPO), anno 2025

N.	GRADO	PO (JOB OPENING NUMBER)	POSTI	JOB TITLE	DIPARTIMENTO	F.A.
1	P-4 (Ten.Col.)	DPO/SEC25P/P-4/02	1	Police Training Officer	Field Training Support Team	CC
2	P-4 (Ten.Col.)	DPO/SEC25P/P-4/04	2	Police Selection and Recruitment Officer	Selection and Recruitment Section	
3	P-4 (Ten.Col.)	DPO/SEC25P/P-4/06	2	Policy Coordination Officer	Strategic Policy and Development Section	
4	P-3 (Magg.)	DPO/SEC25P/P-3/08	2	Police Planning Officer	Strategic Policy and Development Section	
5	P-3 (Magg.)	DPO/SEC25P/P-3/09	3	Police Selection and Recruitment Officer	Selection and Recruitment Section	

# United Nations Nations Unies

**Job Title :** Police Training Officer, P-4

**Department / Office :** Field Training Support Team

**Duty station :** NEW YORK

**Posting period :** 04/12/2025 - 04/03/2026

**Job Opening Number :** DPO/SEC25P/P-4/02

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

**Organizational Setting and Reporting :**

This post is located in the Department of Peace Operations (DPO), Policy, Evaluation and Training Division, Integrated Training Service (ITS). The Training Officer reports to the Chief of Integrated Training Service (ITS).

**Responsibilities :**

Under the overall supervision of the Chief of (ITS), the incumbent is responsible for:

**COORDINATES CAPACITY BUILDING IN MEMBER STATES BY:**

- a. Manages all training activities of the service for Member States, including planning and conducting the Roll Out of PK Training Materials through Training of Trainers course targeted at enhancing capacity of PK trainers from MS.
- b. Conduct training recognition, upon request from UN MS, to assess, evaluate, and recognize the conformity of specific pre-deployment training courses with relevant UN PK pre-deployment training standards.
- c. Deliver briefings on PK training, policies, and guidelines, and promote UN policies on PK training.
- d. Identifying MS who contribute a capacity to PK and who will benefit from the capacity building efforts.
- e. Undertaking negotiations with potential host nations for the project; and engaging with necessary offices in the Secretariat on the Exchange of Letters and other agreement processes with the host MS.
- f. Monitoring the progress of the project to identify lessons, potential facilitators to be placed on ITS instructor's pool and other best practices to support future projects.
- g. Coordinate the planning, implementation, evaluation, and reporting of PK training activities, including workshops, courses, and seminars conducted for UN PK operations and MS, both at mission headquarters and in MS.

**COORDINATES ON BUDGET FOR TRAINING BY:**

- a. Contributing to the preparation of the annual training unit budget, ensuring coordinated and accurate input from all teams.
- b. Compile analyse and clarify information for budget requests and inquiries, ensuring compliance with financial guidelines.
- c. Undertaking, in conjunction with appropriate teams within the ITS, negotiate with potential donors and funders to ensure availability of funds for the project.

d. In conjunction with a potential donor/funder or as necessary within ITS, securing funds availability for the capacity building project.

**SUPERVISES UN AND INTERNATIONAL STAFF BY:**

a. Engaging with Permanent Missions of identified MS to nominate participants for the capacity building project based on pre-determined criteria.

**LEAD THE DEVELOPMENT OF PK TRAINING MATERIALS BY:**

- a. Assembling a project working group comprising subject matter experts from MS and PCC, as well as experts from the Police Division and other UN entities.
- b. Planning and organising working group workshops to undertake the development/revision of the training materials.
- c. Planning and conducting in-person Pilot/Validation workshop to ensure training materials are deliverable and acceptable to MS and PCC, as well as ensuring high-quality and accurate content before requesting approval by the USG DPO.
- d. Undertaking necessary staff liaison and coordination efforts to obtain approval of the training materials.
- e. Collect, maintain, and analyse data on peacekeeping training activities, updating a database of worldwide training programs and MS contacts.
- f. Collaborate with stakeholders, including expert contributors, to ensure training materials are comprehensive and up to date; fulfill the needs of field missions; and in compliance with extant UN policies and guidelines.

**CONDUCTS ADMINISTRATION BY:**

a. Supervising the administrative aspects of the project including ensuring timely issuance of visa support letters, joining instructions and programme to course participants.

**CONTRIBUTE TO OTHER ASPECTS OF PK TRAINING BY:**

- a. Provide training-related advice to MS and PK Training Centers through meetings, briefings, and written communications.
- b. Coordinate and support multinational PK exercises, including scoping UN participation and developing logistical plans.
- c. Manage aspects of UN participation in PK exercises, including travel, financial support, and training activities, and collect after-action feedback.
- d. Collect, maintain, and analyse data on peacekeeping training activities, updating a database of worldwide training programs and MS contacts.
- e. Deploy to UN field missions and to UN MS for UN PK training and evaluation activities.
- f. Undertake these or similar duties within UN HQ, field missions including deployment to the missions for up to 90 days.

**Competencies :**

**Professionalism:** Proven research, analytical and evaluative skills. Ability to conduct independent research and analysis, identify issues, formulate concepts and options and make conclusions and recommendations. Ability to produce high quality work with limited supervision and in unfamiliar environments. Ability to provide sound peacekeeping training advice. Ability to manage and lead training teams in the field. Knowledge and understanding of police institutional development and police capacity enhancement is required as is knowledge of UN peacekeeping procedures. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**Communication:** Speaks and writes clearly and effectively. Listens to others, correctly interpret messages from others and responds appropriately. Asks questions to clarify and exhibits interest in having two-way communication. Tailors language, tone, style and format to match the audience. Demonstrates openness in sharing information and keeping people informed.

**Planning & 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.

## **Qualifications :**

### **Education:**

Advance university (master's degree or equivalent) preferably in police science, internation/development affairs, education, or related field such as training or social science is required. Graduation from a Police Academy or similar law enforcement training institution is required. Alternatively, a first-level university degree (bachelor's degree or equivalent) in combination with additional two years of qualifying experience may be accepted in lieu of the advanced university degree.

### **Experience :**

A minimum of seven (7) years of progressively responsible experience in police profession is required as an active national police service with the rank of Superintendent or Lieutenant Colonel equivalent in other services. A minimum of four years of experience in design, development, and practical delivery of formal training sessions and programmes is required, preferably in a national or regional peacekeeping training centre. At least two years of service in a national police training institution is required. At least one year of experience in a UN peacekeeping mission is required, preferably as a trainer. Operational experience as a member of a peacekeeping/peace enforcement/peace support mission is required. Experience in command at the company level or equivalent unit is desirable. Qualifying years of experience are counted following graduation from the police academy or similar law enforcement institutions.

### **Languages :**

English and French are the working languages of the United Nations Secretariat. For this post, fluency in written and spoken English is required. Fluency of a second official UN language, preferably French, is desirable.

### **Assessment Method :**

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

### **Special Notice :**

Circulation of this Job Opening is limited to the Member States of the United Nations. Only police personnel who are currently employed in their national police service and who have received authorization from their respective national authority to apply for this Job Opening will be considered.

Please note that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other position within the Department of Peace Operations (DPO) or other parts of the UN Secretariat. Active-duty seconded personnel may serve under a UN Secretariat 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 Secretariat 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 Secretariat staff contract, subject to the contract limitation as indicated above.

Nominations of currently serving active-duty seconded police personnel on a UN Secretariat 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.

Nominations from women candidates are strongly encouraged.

# United Nations Nations Unies

**Posts :** 2  
**Job Title :** Police Selection and Recruitment Officer, P-4  
**Department / Office :** Selection and Recruitment Section  
**Duty station :** NEW YORK  
**Posting period :** 04/12/2025 - 04/03/2026  
**Job Opening Number :** DPO/SEC25P/P-4/04

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

## **Organizational Setting and Reporting :**

This position is located in the Selection and Recruitment Section (SRS) of the Police Division (PD) in the Office of Rule of Law and Security Institutions (OROLSI), Department of Peace Operations (DPO). The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division are to effectively direct police components in peace operations and Special Political Missions (SPM); to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operation. Additional information available in <https://police.un.org/en>.

## **Responsibilities :**

Within delegated authority, the Police Selection and Recruitment Officer will be responsible for the following duties:

- Conducts effective and timely selection, recruitment and rotation of police personnel for field missions, including Formed Police Units (FPU). The incumbent will be directly involved in expanding the pool of qualified candidates for police personnel positions, developing a skill-based roster for senior police personnel, collaborating and coordinating with the Department of Operational Support (DOS), Member States and Police-Contributing Countries (PCCs) on all matters related to deployment, extension and rotation of police personnel.
- Participates in pre-deployment visits to inspect contingent owned equipment; assesses the readiness of Formed Police Unit personnel; coordinates negotiations of memoranda of understanding with Member States; joins reconnaissance visits to field missions; and, assists the Chief of Selection and Recruitment in daily communication with Member States and field missions related to mission-specific police selection and recruitment.
- Conducts substantive vetting of candidates to assess their suitability by analyzing curriculum vitae, screening of candidates and conducting interviews by phone or video-teleconference.
- Standardizes recruitment and selection procedures through the development of competency-based profiles; develops and participates in recruitment strategies to meet identified shortfalls, including recruitment and outreach exercises and Selection Assistance and Assessment Team (SAAT) visits to generate a pool of competent candidates, especially thematic experts, i.e. experts in forensics, organized crime, electoral-related activities, criminal investigation, crime prevention, crowd control management, etc.;
- Intensifies engagement with francophone organizations and countries; ensures compliance with UN recruitment policies and guidelines, including gender balance initiatives; projects and monitors rotation plans of police personnel; maintains and interprets statistical data on police personnel serving in field missions and contributions

by Police Contributing Countries (PCCs).

- Develops extension and rotation strategies to meet the demand for police personnel and Formed Police Units (FPU) in the field; establishes staggered police rotation plans in coordination with field missions and Member States to ensure continuity and stable strength in order to mitigate the potential adverse impact on mission mandate implementation and security and ensures strict adherence to established performance appraisal policies for any extension requests.
- Coordinates and ensures the issuance of medical clearances by the UN Medical Services Division for police officers prior to their deployment to field missions; and, monitors and updates the medical tracking mechanism for police personnel.
- Responsible for managing and participating in Selection Assistance and Assessment Teams (SAAT) and the Formed Police Unit Assistance Teams (FPAT); arranging and participating in pre-deployment visits to Member States.

### **Competencies :**

**Professionalism:** Ability to identify issues, formulate opinions, present conclusions and offer recommendations. Ability to apply United Nations human resources rules, regulations, policies and guidelines in work situations and prepare reports with rational in respect to key administrative decisions. Motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations; is conscientious and efficient in meeting commitments, observing deadlines and achieving results. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**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 input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; 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 degree or equivalent) in law, criminal justice, human resources management, police administration, business or public administration, social sciences, education or related area. Graduation from a certified police academy or similar law enforcement training institution is required. A first level university degree in combination with relevant academic qualifications and qualifying experience may be accepted in lieu of the advanced university degree.

### **Experience :**

A minimum of seven years of progressively responsible experience in active national police service with a rank of Superintendent or Lt. Colonel, other service equivalent or higher rank, including three years of practical experience in police personnel administration and recruitment is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Experience in a peacekeeping operation, UNHQ, or similar international organization is desirable.

### **Languages :**

English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.



**Assessment Method :**

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

**Special Notice :**

Circulation of this Job Opening is limited to the Member States of the United Nations. Only police personnel who are currently employed in their national police service and who have received authorization from their respective national authority to apply for this Job Opening will be considered.

Please note that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other position within the Department of Peace Operations (DPO) or other parts of the UN Secretariat. Active-duty seconded personnel may serve under a UN Secretariat 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 Secretariat 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 Secretariat staff contract, subject to the contract limitation as indicated above.

Nominations of currently serving active-duty seconded police personnel on a UN Secretariat 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.

Nominations from women candidates are strongly encouraged.

# United Nations Nations Unies

**Posts :** 2  
**Job Title :** Policy Coordination Officer, P-4  
**Department / Office :** Strategic Policy and Development Section  
**Duty station :** NEW YORK  
**Posting period :** 04/12/2025 - 04/03/2026  
**Job Opening Number :** DPO/SEC25P/P-4/06

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

## **Organizational Setting and Reporting :**

This position is located in the Strategic Policy and Development Section of the Police Division in the Office of Rule of Law and Security Institutions, Department of Peace Operations. The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division is to effectively direct police components in peace operations and special political missions; to strengthen the strategic direction, planning and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operations. Additional information is available in <https://police.un.org/en>

## **Responsibilities :**

Within delegated authority, the Policy Coordination Officer will be responsible for the following duties:

- Develop the full range of policies, guidelines, directives and procedures related to the deployment of police to peace operations, including those policies designed to facilitate the rapid deployment of police during the start-up phase of a peace operation.
- Participate in drafting principles and guidelines for the development and capacity enhancement of host-state police institutions, and the coordination of UN police, with host-state police and UN military.
- Participate in the Division's lessons learned activities and will be responsible for preparing detailed lessons learned reports so that policy developments incorporate best practices.
- Be responsible for on-going long- and short-term projects, including liaison with the Standing Police Capacity and to support the development of the Strategic Guidance Framework for International Police Peacekeeping, as well as other projects related to police reform and restructuring.
- With regard to the police components of peace operations, be responsible for developing new policies, directives and revising existing ones so that they respond to the actual needs of the police components.
- Provide advice to police components on implementation of policies, procedures and on mandate implementation.
- Coordinate closely with the Selection and Recruitment Section to continuously assess and revise the administrative, personnel and management policies and procedures of police components.
- Maintain regular contact with mission-based police components and will be required to work closely with the other elements of the Office of Rule of Law and Security Institutions as well as with Regional Offices, the Office of Military Affairs and Policy, Evaluation and Training Division of DPO, the Department of Operational Support and Department of Political and Peacebuilding Affairs, and particularly the UN Development

Programme as part of the Global Focal Point for Police, Justice and Corrections areas in the rule of law in post-conflict and other crisis situations.

- Performs other related duties as required.

### **Competencies :**

**Professionalism:** 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. Proven research, analytical and evaluative skills, ability to draft policies, directives and guidelines; and ability to conduct independent research and analysis, identify issues, formulate concepts and options and make conclusions and recommendations. An ability to produce high quality work with limited supervision often in unfamiliar environments. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**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 others' ideas and expertise; is willing to learn from others; Places team agenda before personal agenda; 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:** Graduation from a national police academy or similar law enforcement institution is required. Advanced university degree (Master Degree or equivalent) in the field of police science, criminal justice, law, international security studies or another related field is required. First level university degree in combination with relevant academic qualifications and experience may be accepted in lieu of the advanced university degree.

### **Experience :**

A minimum of seven years of progressively responsible experience in active police service with a rank of Superintendent or Lt. Colonel, with a significant specialization in policy development for police or other law enforcement agencies is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Experience in peace operations is desirable.

### **Languages :**

English and French are the working languages of the United Nations Secretariat. For this post, fluency in written and spoken English is required. Working knowledge of another UN official languages is an asset.

### **Assessment Method :**

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

### **Special Notice :**

Circulation of this Job Opening is limited to the Member States of the United Nations. Only police personnel who are currently employed in their national police service and who have received authorization from their respective national authority to apply for this Job Opening will be considered.

Please note that during their secondment to the United Nations, police personnel are not eligible for reassignment or transfer to any other position within the Department of Peace Operations (DPO) or other parts of the UN Secretariat.

Active-duty seconded personnel may serve under a UN Secretariat 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. 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 Secretariat staff contract, subject to the contract limitation as indicated above.

Nominations of currently serving active-duty seconded police personnel on a UN Secretariat 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.

Nominations from women candidates are strongly encouraged.

# United Nations Nations Unies

**Posts :** 2  
**Job Title :** Police Planning Officer, P-3  
**Department / Office :** Strategic Policy and Development Section  
**Duty station :** NEW YORK  
**Posting period :** 04/12/2025 - 04/03/2026  
**Job Opening Number :** DPO/SEC25P/P-3/08

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

## **Organizational Setting and Reporting :**

This position is located in the Strategic Policy and Development Section (SPDS) of the Police Division in the Office of Rule of Law and Security Institutions (OROLSI), Department of Peace Operations (DPO). The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division (PD) are to effectively direct police components in peace operations and special political missions (SPM); to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operation. Additional information available in <https://police.un.org/en>.

## **Responsibilities :**

Within delegated authority, the Police Planning Officer will be responsible for the following duties:

- Will be involved in establishing thematic doctrinal guidance and templates for use by field missions to ensure uniformity of mission plans when applying a holistic approach which incorporates all relevant cross cutting elements such as justice, corrections and other aspects of policing,
- Will collaborate with others in providing a coherent strategic planning framework clearly articulating the scope of resource requirements, coordination and modalities.
- Will be responsible for assisting in all UN police planning activities, including provision of expert police advice during integrated assessments and technical survey missions to develop and prepare strategic plans, concepts of operation and other planning options.
- Will be primarily responsible for one of the four main regional groupings of field missions in Africa, Asia and Middle East, Europe and Latin America, or other changed composition.
- She/he will be responsible for carrying out all planning priorities of field missions through close interaction with internal and external stakeholders; providing complementary support to the appropriate Integrated Operational Teams (IOT) in all aspects of planning, including accurate and coherent police planning advice; developing and updating of strategic concepts; ensuring that all planning parameters are fully established during the development and review of the concept of police operations of prospective and current field missions; and, establishing collaborative relations with key national counterparts, officials of the criminal justice chain, and other internal and external stakeholders.
- Will be responsible for providing planning support to police components in ongoing and future special political missions; developing police planning, monitoring and evaluation tools and assessment templates; ensuring efficient dissemination of the same to field missions; and, providing appropriate orientation, training, and application support.
- Will need to collaborate in an efficient and timely manner with counterparts in Mission

Management and Support Section (MMSS) by providing support and advice on all operational planning needs (e.g. election planning, crisis management, etc.)

- Will also be required to maintain close collaboration with the components/units of DPO and Department of Operational Support (DOS), other UN Secretariat departments, and UN family agencies as and when required.
- Will also be required to undertake research and analysis to support these tasks; prepare new documents to assist in the formulation of UNPOL doctrine needed to support such plans; and, to support the changing role of police in peace operations, particularly in the area of host state police development and capacity enhancement.

### **Competencies :**

**Professionalism:** Demonstrated professional competence and mastery of police administration and police operational planning; knowledge of administrative, budgetary, financial or human resources policies and procedures; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; ability to conduct independent research and analysis, identify issues, formulate options and make conclusions and recommendations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Ability to operate databases, project management software and develop spreadsheets and complex text documents is required.

**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 input by genuinely valuing others' ideas and expertise; is willing to learn from others. Places team agenda before personal agenda. 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 degree or equivalent) in the field of police science, criminal justice, law, or other relevant field is required. A first level university degree in combination with qualifying experience in policing or other law enforcement reform matters, including strategic planning and development, may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other similar law enforcement training institution is also required.

### **Experience :**

A minimum of five years of progressively responsible experience in active police, law enforcement, or other related policy/criminal justice work with the rank of Major or Chief Inspector, other service equivalent or higher rank, including at least three years of experience in police planning, management or policy-making is required. Qualifying years of experience are calculated following the graduation from the national police academy or similar law enforcement institution. Peacekeeping, other international or Headquarters planning experience is desirable.

### **Languages :**

English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

### **Assessment Method :**

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

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# United Nations Nations Unies

**Posts :** 3  
**Job Title :** Police Selection and Recruitment Officer, P-3  
**Department / Office :** Selection and Recruitment Section  
**Duty station :** NEW YORK  
**Posting period :** 04/12/2025 - 04/03/2026  
**Job Opening Number :** DPO/SEC25P/P-3/09

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

## **Organizational Setting and Reporting :**

This position is located in the Selection and Recruitment Section (SRS) of the Police Division in the Office of Rule of Law and Security Institutions (OROLSI), Department of Peace Operations (DPO). The incumbent reports directly to the Chief of Section. The overall objectives of the Police Division (PD) are to effectively direct police components in peace operations and Special Political Missions (SPM); to strengthen the strategic direction, planning, and management of police components in peace operations; and, to work towards a shared understanding among all stakeholders on the future direction of police in peace operations. Additional information available in <https://police.un.org/en>.

## **Responsibilities :**

Within delegated authority, the Police Selection and Recruitment Officer will be responsible for the following duties:

- Conducts effective and timely selection, recruitment and rotation of police personnel for field missions, including Formed Police Units (FPU);
- Directly involved in expanding the pool of qualified candidates for police personnel positions, developing a skill-based roster for senior police personnel, collaborating and coordinating with the Department of Operational Support (DOS), UN Field Missions, Member States and Police-Contributing Countries (PCCs) on all matters related to deployment, extension and rotation of police personnel;
- Standardizes recruitment and selection procedures through the development of competency-based profiles; develops and participates in recruitment strategies to meet identified shortfalls, including recruitment and outreach exercises and selection assistance visits to generate a pool of competent candidates, especially thematic experts, i.e. experts in forensics, organized crime, electoral-related activities, criminal investigation, crime prevention, crowd control management, etc.;
- Conducts substantive vetting of candidates to assess their suitability by analyzing curricula vitae, screening of candidates and conducting suitable written assessments or interviews by phone or video-teleconference;
- Develops extension and rotation strategies to meet the demand for police personnel and Formed Police Units (FPU) in the field; establishes staggered police rotation plans in coordination with field missions and Member States to ensure continuity and stable strength in order to mitigate the potential adverse impact on mission mandate implementation and security and ensures strict adherence to established performance appraisal policies for any extension requests.
- Participates in pre-deployment visits to inspect contingent owned equipment; assesses the readiness of formed police unit personnel; coordinates negotiations of memoranda of understanding with Member States; joins reconnaissance visits to field missions; and, assists the Chief of Selection and Recruitment Section in daily communication with



Member States and field missions related to mission-specific United Nations police selection and recruitment.

- Coordinates and ensures the issuance of medical clearances by the UN Medical Services Division for police officers prior to their deployment to field missions; and, monitors and updates the medical tracking mechanism for police personnel. Responsible for managing and participating in Selection Assistance and Assessment Teams (SAAT) visits and the Formed Police Assistance Teams (FPAT) visits; arranging and participating in pre-deployment visits to Member States.
- Works in close collaboration and coordination with other components of the Police Division such as Mission Management and Support Section (MMSS) and Strategic Policy and Development Section (SPDS) and with Standing Police Capacity (SPC).
- Engages in data management by utilizing available technology tools such as HERMES.

### **Competencies :**

**Professionalism:** Ability to identify issues, formulate opinions, present conclusions and offer recommendations. Ability to apply United Nations human resources rules, regulations, policies and guidelines in work situations and prepare reports with rational in respect to key administrative decisions. Motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations; is conscientious and efficient in meeting commitments, observing deadlines and achieving results. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**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 input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; 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 degree or equivalent) in law, criminal justice, human resources management, police administration, business or public administration, social sciences, education or related area. Graduation from a certified police academy or similar law enforcement training institution is required. A first level university degree in combination with relevant academic qualifications and qualifying experience in police may be accepted in lieu of the advanced university degree.

### **Experience :**

A minimum of five years of progressively responsible experience in active national police service with a rank of Major or Chief Inspector, other service equivalent or higher rank, including three years of practical experience in police administration and recruitment is required. Experience in a peacekeeping operation, UNHQ, or similar international organization is desirable. Qualifying years of experience are calculated following the graduation from the police academy or similar law enforcement training institution.

### **Languages :**

English and French are the working languages of the United Nations Secretariat. For this post advertised, fluency in English (both oral and written) is required. Knowledge of a second official UN language, preferably French, is desirable.

**Assessment Method :**

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based assessment exercises, which may be followed by a competency-based interview depending on the result of the test.

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