

## SKILL SETS AND EXPERTS PROFILES

updated in November 2021

\* The figure before slash (.../) reflects total number of vacancies during the 6-month period; the figure after slash (/...) reflects the number of high demand/critical vacancies areas requiring soonest filling.

	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNISFA	MONUSCO	MINUSCA - armed mission	MINUSMA - armed mission	UNSOM	UNVMC (Colombia)	BINUJ	UNITAD	UNOWAS
1	Command	1.1. Supervision/management of police infrastructures/units		1			1/1		1/1					1/1
		1.2. Commanding police operations		5	5/3	1/1	5		1/1					1/1
		1.3. Organizational planning		1	2	1/1	1/1	4	1/1	2/2		1/1		1/1
		1.4. Liaison functions in various areas + negotiation and mediation	6/6	2	15/4				3/3		15/10			1/1
		1.5. Other (to be specified)							2/1					
2	Operations	2.1. Planning and running critical police/security operations in regard to elections, demonstrations, public events etc.		5	12/4			8						1/1
		2.2. Public order and FPU-related, including COE, Logistics and FPU Administration			9/3		3/1	17	6/6					1/1
		2.3. Special police (SWAT, rapid reaction units, counter terrorism, undercover operations)						1						
		2.4. VIP protection and security						1	1/1					
		2.5. Riverine police operations.						6						
		2.6. Incident control and Search and Rescue Operations				7/7		15						

		2.7. Protection of Civilians, child, women and vulnerable people protection (GCVPP, SGBV)			19/8	4/4	10/4				15/10			
		2.8. Crime prevention (community policing, juvenile crime, domestic violence)			25/8	6/4	7/1	35/12	4/2		10			
	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNISFA	MONUSCO	MINUSCA	MINUSMA	UNSOM	UNVMC (Colombia)	BINUH	UNITAD	UNOWAS
2	Operations	2.9. Crime/data analysis, crime trend recognition	1/1		6/2	2/2	6	7/1	3/2		10		2/2	1/1
		2.10. Generic police patrol duties		18/18	90/21	2/2	4	26			10			
		2.11. Other (to be specified)							2/1** 6/4***		10			
3	Capacity Building and Development (incl. civilian experts)	3.1. Project/program management			1/1	1/1	11/1	5/3	2/1	6/6				1/1
		3.2. Institutional building			4/4		9	2/1						1/1
		3.3. Reform and Restructuring			10/10	1/1	2/1	2/1	2/1					1/1
		3.4. Donor Aid Coordination			1/1	1/1		2/1				1		
		3.5. Change management												1/1
		3.6. Advisory assistance					1	2	4/3			1/1**		1/1
		3.7. Police infrastructures administration												1/1
		3.8. Procurement, logistics, asset management, fleet management, tenders and contracts.			8/2				2/1					
		3.9. Fiscal management, budget development, payroll system management, financial auditing.												
		3.10. Communication: radio and data communication system establishment and management, police radio network installation and maintenance.							2/1					
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3	Capacity Building and Development (incl. civilian experts)	3.11. Civilian expertise with police authority, i.e forensic pathologists, crime analysts, profilers, etc (to be specified)											2/2		
		3.12. Training organization and management;		2	3/1	1/1	3/1	4/2							1/1
		3.13. Curriculum and training plans development;		2	1/1	1/1	3	2							
		3.14. General training (including in-service/field training) delivery in the areas of basic and specialized training, advanced and leadership training, general policing, police legislation, ethics, human rights, etc.					3/1	6/3	6/5						1/1
		3.15. Training-the -trainers					1	6/3							1/1
		3.16. Tactical training: self-defense, arrest, search, detention, escorting, etc.						6/4							
		3.17. Weapons handling training (non-lethal and fire arms)						4/2							
		3.18. Traffic management, traffic safety, including all vehicles related policing issues						3/1							
		3.19. Security of Airports and other large strategic infrastructures						3							
		3.20. Border security, customs, immigration etc.			1/1			3/2							
		3.21. Transnational crime operations, INTERPOL, illicit trafficking in drugs, weapons, human beings, money laundering, economical crime	3/3				2	2/1	6/3						1/1
		3.22. Livestock protection													
	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNISFA	08-May	MINUSCA	MINUSMA	UNSOM	UNVMC (Colombia)	BINUH	UNITAD	UNOWAS	
		3.23. Fire Prevention and Fire Fighting, Civil Protection, Natural Disasters management						2							

3	Capacity Building and Development (incl. civilian experts)	3.24. Crime investigation (crime scene management, suspect/witness interviewing, human rights violation etc.)			12/5		13/1	4/2			10		1/1		
		3.25. Criminal intelligence analysis and management	2/2		6/2		7/2	3/2			10		2/2	1/1	
		3.26. Criminal records/data base management					1	4/2					2/2		
		3.27. Forensic, including crime scene and evidence preservation, fingerprints, ballistics, firearm examination, DNA, pathology, handwriting and fraudulent documents identification, money counterfeiting, etc.					2		7/5					1/1	
		3.28. Traditional policing (paramount, tribal, nomad-focused, etc.)							2						
		3.29. Cyber crime												1/1	
		3.30. Other (to be specified)		6					3/1	4/3**** 2/2****					
4	Administration	4.1. Logistics, asset management, fleet management	1		8/3	1/1	1/1	2							
		4.2. Human resources management.	1		17/2	2/2	3	3	2/2						
		4.3. Internal affairs, discipline management, professional standards			1	1/1	8	4/2	1/1			1/1			
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		4.4. Audit/inspection of police units;			3/2			2/2							
		4.5. Public relations			3/1			2/2							
		4.6. Legal support, drafting of police acts, policies and guidelines.						1/1					2/2		

4	Administration	4.7. Weaponry: armory management and inspection, gunsmith, weapon safety and storage, shooting range construction, explosives					2/1							
		4.8. IT: database development and administration, system design, computer programming, network specialists.			2		1	2/2						
		4.9. Other (to be specified)					5	1/1***** 1/1*****						

- UNMIK**
- 2 officers are to be deployed in Operations Liaison office - expert profiles: 1.4; 2.9; 3;25
  - 4 officers are to be deployed in INTERPOL Liaison office - expert profiles: 1.4; 3.21; 3;25
- BINUH**
- 2.11 - Operational advisory to Judicial Police
- UNFICYP**
- 3.30 - 6 Officers with Civil Affairs expertise
- MONUSCO**
- 4.9 - 5 health care and environment protection specialists
- MINUSCA**
- 3.30 - specialists/technical experts in civil engineering
- MINUSMA**
- 1.5 - Internal evaluation +
  - 2.11 - \*\*Security and Operations coordination
    - \*\*\* Intelligence & Reporting
  - 3.30 - \*\*\*\*Gender issues
    - \*\*\*\*\* Administration/Personnel
  - 4.9 - \*\*\*\*\* Learning and Development
    - \*\*\*\*\* Chief of Staff
  - 3.27 - bilingual capacity (English and French) required
- UNSOM**
- Experience at strategic and policy making level is required to provide strategic advice to host country police at national level and in the federal member states in a range of areas covering e.g. administration (HR and finance, procurement etc), operations (planning, election security, deployment etc), training (recruitment etc) and policy design (SOPs, Police Act review etc).
- UNVMC (Colombia)**
- Working language of the Mission is Spanish
- UNITAD**
- Candidates are considered for the following posts with open-dated recruitment:
- Electronic Discovery Officer

- Evidence Analyst
- Forensic Genetist
- Investigations Legal Advisor-Prosecutor
- Investigative Analyst
- Investigator

**UNOWAS**

- One post is subject to recruitment for which the candidates should possess all skills and experience flagged in the table.