

United Nations



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

CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)

Post title and level	Weapon and Ammunitions Management Adviser - Seconded (non-contracted) 3 positions
Organizational Unit	United Nations Integrated Office in Haiti (BINUH)
Duty Station	Port-au-Prince
Reporting to	Police Commissioner
Duration	12 Months (subject to BINUH's budget approval)
Deadline for application	25 September 2023

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

RESPONSIBILITIES:

Under the overall supervision of the Police Commissioner through the established chain of command, the Weapon and Ammunitions Management Adviser will support the Haitian National Police as follow:

- Advise and assist the Haitian National Police (HNP) Weapon Registration and Armory Chief for an effective management and monitoring of the HNP armoury service.
- Support the weaponry and ammunition management section of the Haitian National Police, namely the *Brigade de Détention Illégale d'Armes à Feu* (BDIAF) and the *Service de Port d'Armes à Feu* (SPAF)
- Advise on the sound management of the HNP weapons and ammunition to define solutions for the continuous maintenance as well as proper weapons management programmes across the police organization while also ensuring that the administrative procedures are put by HNP to transparently manage the firearms seized from the police operations or collected from the judiciary as part of the criminal investigations.
- Advise on registering the HNP weapons, maintaining relevant registration information in a weapons database and providing oversight to the weapons database.
- Provide expert assistance to the HNP in the development of long-terms and short-term armoury strategies.
- Participate in any efforts aiming at fighting the illicit ammunition and arms trafficking in Haiti.
- Perform other duties as may be required by the BINUH Police and Corrections leadership within the framework of mandate implementation.

COMPETENCIES:

Professionalism: hands on knowledge and proven experience in the field of Anti-Kidnapping both at investigation and operational level; Demonstrates knowledge of theories, concepts and approaches relevant to democratic policing, law enforcement and community safety, including assessing threat to human security, as well as analyzing and developing plans for capacity-building of law enforcement agencies; Ability to plan, develop and implement strategies, programmes, projects and activities in the field of preventing and combating kidnapping incidents; Possesses knowledge of the current trends and developments in the field of kidnapping and human trafficking with the nexus to the transnational and organized crime; good research, analytical and problem-solving skills; Exhibits good judgment in the context of assignments given; able to plan own work and manage work/task priorities; Ability to apply technical expertise to resolve police related issues and challenges; Shows persistence when faced with complex problems or challenges; remains calm in stressful situations; 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.

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. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

Technology Awareness: Fully proficient in the use of computer and relevant software and other applications, e.g., Word processing, Power Point, graphics software, spreadsheets and other statistical applications, Internet, etc. Familiarity with and experience in the use of various research methodologies and sources, including electronic sources on the internet, intranet, and other databases.

QUALIFICATIONS:

Education: Graduation from Police College or Academy or other recognized law enforcement educational institution is required. University degree in related field (criminal justice, law enforcement, security, criminology etc.) is highly desirable. Specialized training in conducting negotiations, anti-trafficking and transnational organized crime is an asset.

Work Experience: A minimum of 7 years progressively responsible experience in law enforcement matters, including anti kidnaping and organized crime issues within national police or other national law enforcement institution. Experience working in a conflict and post conflict setting along with experience in transnational crime management and conducting negotiations is desirable. Peacekeeping or other international experience in the UN or other organizations in relevant area of specialties is highly desirable.

Languages: English and French are the working languages of the UN. For this position, fluency in oral and written French is required. Knowledge of English and/or Haitian Creole is a strong advantage.

Assessment for Mission Service: All candidates should be cleared through an Assessment for Mission Service (AMS). All repatriation related expenses in this case are to be borne by the Member State. Therefore, the Member States are strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the police personnel deployment. **Preference will be given to equally qualified women candidates.**

Date of Issuance: 25 July 2023

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

In accordance with the UN 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.