

United Nations



*Job Opening for Position requiring official secondment
from national governments of Member States of the United Nations Organization
Appointments are limited to service on posts financed by
the support account of peacekeeping operations*

Post Title and Level:	Senior Police Adviser, P-5
Organizational Unit:	United Nations Mission in Kosovo (UNMIK)
Duty Station:	Pristina
Reporting To:	Special Representative of the Secretary-General (SRSG)
Duration	12 Months (Extendable)
Deadline for applications	18 April 2025
Job Opening number	DPO-UNMIK-35602-2023
The post is available from	April 2025

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

RESPONSIBILITIES:

Under the overall supervision of the Special Representative of the Secretary-General (SRSG), and within the limits of delegated authority, the Senior Police Adviser will be responsible for, but not limited to, the performances of the following duties:

- Provide strategic and operational advice to the SRSG and senior management of UNMIK on law enforcement issues across Kosovo.
- Analyze implications of emerging law enforcement issues and make recommendations on possible strategies and measures.
- Develop strategies and plans for the UNMIK police component that are in line with the mandate and overall strategy of UNMIK.
- Provide leadership to the UNMIK police component in a manner consistent with the core values of the United Nations, mandate and identified political strategies.
- Establish and maintain good working relations with local authorities and agencies on law enforcement and other matters related to the implementation of the Mission's mandate.
- Liaise with UN agencies, funds, and programs as well as regional actors and organizations, and the diplomatic community in the Mission area as appropriate.
- Provide inputs for the Secretary General's reports to the Security Council on the activities of the Mission that pertain to law enforcement matters.
- Represent the UNMIK police component at international and regional meetings as needed.
- Develop the police component's overall strategy and related budget.
- Develop the substantive work plan for the UNMIK police component, determining priorities and allocating resources for the completion of outputs.
- Oversee and coordinate the activities of the UNMIK police component.

- Plan and allocate work assignments.
- Ensure that the activities of the UNMIK police component are carried out in a timely manner and are coordinated with the other Mission components and external partners as necessary.
- Perform other tasks as requested.

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. Strong negotiation and conflict-resolution skills. Outstanding expert knowledge in the technical field of work in general and in the specific areas being supervised in particular; strong organizational skills; experience in management and administration: ability to review and edit the work of others. In-depth understanding of the UNMIK Police Component mandate, strong analytical skills combined with good judgment, sound knowledge of the challenges of peacekeeping, including an understanding of police operations. **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. **Leadership:** Serves as a role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvements; does not accept the status quo; shows the courage to take unpopular stands.

QUALIFICATIONS:

Education: Advanced University Degree (master's or equivalent) in Law enforcement, Criminal Justice, Public Administration, Human Resources Management, Change Management, Social Sciences or another relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including planning and administration may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is also required. **Work Experience:** Minimum of 10 years (12 years in absence of advanced degree) of active and progressively responsible policing experience in a national or international law enforcement agency both at the field and national police headquarters level. Active police experience at senior policy making level with extensive strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management, police administration, police training and development, change management (particularly in law enforcement), reform and restructuring or related field. Practical and direct experience in commanding a regional or a state level police unit or heading a department at national police headquarters level. Previous experience with a United Nations peacekeeping operation or international experience is an advantage. **Rank:** Colonel/ Chief or Senior Superintendent - equivalent or above. **Language:** Fluency in spoken and written English is required. Knowledge of a second UN language is an advantage.

Preference will be given to equally qualified women candidates

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

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