



महानिदेशालय/ DIRECTORATE GENERAL
केन्द्रीय औद्योगिक सुरक्षा बल/ CENTRAL INDUSTRIAL SECURITY FORCE
(गृह मंत्रालय)/(MINISTRY OF HOME AFFAIRS)

ब्लॉक 13 सी.जी.ओ. कॉम्प्लेक्स/ BLOCK-13, CGO COMPLEX,
लोधी रोड, नई दिल्ली -03/ LODHI ROAD, NEW DELHI

No.E-16015/02/UNDPKO/2022/PERS-II-126881-(E) / 14

Dated : 08-01-2026

To,

ADsG (APS/North/South) CISF,
All Sector IsG including IsG (NISA and Trg.)

**Subject :- UNITED NATIONS POLICE DEPARTMENT (UNPD) STANDING POLICE
CAPACITY (SPC) RECRUITMENT CAMPAIGN 2025 (UNGSC) : REG.**

It has been intimated by MHA that Permanent Mission of India to United Nations has forwarded a communication from the UN seeking nominations of Police Officers in active service for appointment on secondment to the following Job opening :

S.No.	Job Title, Level and Duty Station	Number of Posts	Indian Police Rank(s)
i)	Team Leader, P-5 2025-SPC-78755-DPO & 2025-SPC-75904-DPO Brindisi, Italy	02	DIG/IG
ii)	Police Reform Adviser, P-4 2025-SPC-75908-DPO and 2025-SPC-75917-DPO Brindisi, Italy	02	SP/DIG
iii)	Community Policing (Reform) Officer, P-3 2025-SPC-75924-DPKO Brindisi, Italy	01	Dy SP/SP
iv)	Gender Affairs Officer, P-3 2025-SPC-78775-DPKO Brindisi, Italy	01	Dy SP/SP
v)	Transnational Crime Officer, P-3 2025-SPC-75927-DPO Brindisi, Italy	01	Dy SP/SP
	Total	07	

Note :- 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 a second official UN language, preferably French, is highly desirable.

2. The job description alongwith the requisite eligibility criteria/ qualifications for the above said posts are enclosed/attached with MHA's letter ibid. **It is strongly recommended by the MHA that authorities carefully submit only those candidates/officers meeting all requirements for the position outlined in attaced job opening.** The requirements given in the Annexure-I must also be ensured.

3. Nominations of eligible and willing officers in the rank of DC to IG (As per level of the post) active in police service for the above said posts may be send to this Directorate **maximum @ 1 (one) for each post** by **17.01.2026 (pdf format)** through e-mail id: **aigpers@cisf.gov.in** and **hard copy through quickest means**. While forwarding the nominations, requisite proforma along with the following documents duly verified in all respects may also be sent to this Directorate :-

I	United Nations Personal History Profile (PHP) form (P-11) duly completed typed (not hand-written) and signed by the nominated candidate.
II	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.
III	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.
IV	Human Rights Certificate (Performa Enclosed).

4. Apart from this, the following instructions may also please be adhered to before forwarding the nominations :-

1	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.
2	Officers are clear from DE/Vig. angles.
3	It may be ensured that the officer completed his/her cooling off period i.e 03 years from one deputation to another out of which at least one year should be in the notified "hard areas" .

5. The following information in respect of the officer may also be forwarded to this Directorate in the following proforma :-

S.No.	Rank	Name	Unit/ Sector	DOB	DOA	Edn./ Qualification	DE/Vig/HR clearance	Earlier deputation tenure, if any From-To
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)

6. Further, nominations received after due date and incomplete applications will not be considered. It is also informed that the nominations received by this HQrs will be sent to MHA only after taking into consideration operational/ administrative and other requirements of the department.

Encl. :- As above.

Digitally signed by
धर्मवीर यादव
DHARMVEER YADAV,
वरिष्ठ कमाण्डेन्ट/कार्मिक
SR. COMMANDANT/PERS,
FHQ NEW DELHI,
08-01-2026

Copy to:-

All IsG/DIsG/AIsG, FHQrs :- For favor of kind information, please.

AIG/Tech, FHQrs - With a request to upload the communication on CISF website, please.

संख्या 21023/27/2023-पीपी/859

भारत सरकार

गृह मंत्रालय

[पुलिस-II प्रभाग]

DG CISP

AUG (HQ)

कर्तव्य भवन-3, नई दिल्ली, 110001

दिनांक 22 दिसंबर, 2025.

सेवा में

1. भारत सरकार के सभी सचिव
2. सभी राज्यों/केंद्र शासित प्रदेशों के मुख्य सचिव और महानिदेशक (पी)
3. निदेशक-आईबी/ सीबीआई/ एसवीपीएनपीए/ एसपीजी/ एनईपीए/एनआईसीएफएस/ सीएफएसएल/ डीसीपीडब्ल्यू/ एनटीआरओ
4. डी. जी.- बी. एस. एफ./सी. आर. पी. एफ./आई. टी. बी. पी./सी. आई. एस. एफ./एन. एस. जी./आर. पी. एफ./बी. पी. आर. एंड डी/एस. एस. बी./एन. सी. बी./एन. आई. ए./असम राइफल्स

विषय: संयुक्त राष्ट्र पुलिस विभाग (यूएनपीडी) स्थायी पुलिस क्षमता (एसपीसी) भर्ती अभियान 2025 (यूएनजीएससी) के संदर्भ में।

महोदय/महोदया

भारत के स्थायी मिशन ने संयुक्त राष्ट्र से एक पत्र भेजा है, जिसमें निम्नलिखित पुलिस सेकंडमेंट में रिक्तियों के लिए नियुक्ति हेतु सक्रिय सेवा में पुलिस अधिकारियों के नामांकन की मांग की गई है:

क्र. सं.	जॉब टाइटल, लेवल और इयूटी स्टेशन	पदों की संख्या	भारतीय पुलिस रैंक
(i)	Team Leader, P-5 2025-SPC-78755-DPO & 2025-SPC-75904-DPO Brindisi, Italy	02	DIG/IG
(ii)	Police Reform Adviser, P-4 2025-SPC-75908-DPO and 2025-SPC-75917-DPO Brindisi, Italy	02	SP/DIG
(iii)	Community Policing (Reform) Officer, P-3 2025-SPC-75924-DPKO Brindisi, Italy	01	Dy SP/SP
(iv)	Gender Affairs Officer, P-3 2025-SPC-78775-DPKO Brindisi, Italy	01	Dy SP/SP
(v)	Transnational Crime Officer, P-3 2025-SPC-75927-DPO Brindisi, Italy	01	Dy SP/SP
	कुल	07	

अंग्रेजी और फ्रेंच संयुक्त राष्ट्र सचिवालय की कामकाजी भाषाएँ हैं। विज्ञापित पद के लिए, मौखिक और लिखित अंग्रेजी में धाराप्रवाहता आवश्यक है। फ्रेंच में प्रवाह अति वांछनीय है।

301202

D-7064/06
26/12/2025

D-7145/ADG
29/12/25

2834-4/29T
29/12/25

2. उपरोक्त पदों के लिए आवश्यक पात्रता मानदंड/योग्यता के साथ नौकरी का विवरण संदर्भ के लिए इस पत्र के साथ संलग्न/संलग्न है। यह अनुशंसा की जाती है कि अधिकारी सावधानीपूर्वक केवल उन्हीं उम्मीदवारों/अधिकारियों के नामांकन की सिफारिश करें, जो संलग्न नौकरी विवरण में उल्लिखित पद के लिए सभी आवश्यकताओं को पूरा करते हैं। अनुलग्नक-1 में दी गई आवश्यकताओं को भी सुनिश्चित किया जाना चाहिए।

3. उपर्युक्त पदों के लिए पुलिस सेवा में सक्रिय पी-5 स्तर के लिए डीआईजी/आईजी, पी-4 स्तर के लिए एसपी/डीआईजी और पी-3 स्तर के लिए डिप्टी एसपी/एसपी रैंक के पात्र और इच्छुक अधिकारियों का नामांकन उचित माध्यम से इस मंत्रालय को 10 फरवरी 2026 तक, अनुलग्नक-1 और II में उल्लेखित सभी प्रकार से विधिवत हस्ताक्षरित और पूर्ण अपेक्षित दस्तावेजों के साथ भेजा जा सकता है। संबंधित मंत्रालयों/विभागों/राज्य या केंद्र शासित प्रदेश/संगठनों से सतर्कता मंजूरी और कैडर मंजूरी (सभी अधिकारियों के लिए) के बिना नामांकन को सरसरी तौर पर खारिज कर दिया जाएगा। केवल उचित माध्यम से प्राप्त आवेदनों यानि गृह विभाग (राज्य) के माध्यम से/एजीएमयूटी कैडर अधिकारियों के मामले में संगठन प्रमुख/केंद्र शासित प्रदेश प्रभाग के अनुमोदन से ही आवेदनों पर विचार किया जाएगा। अंतिम समय सीमा यानि 10.02.2026 के बाद प्राप्त आवेदनों पर विचार नहीं किया जाएगा।

4. प्रत्येक नामांकित अभ्यर्थी की विधिवत रूप से पूर्ण एवं हस्ताक्षरित व्यक्तिगत इतिहास प्रोफाइल (पी-11), शैक्षणिक एवं रोजगार का प्रमाणीकरण (ईएसी), तथा मानव अधिकार प्रमाण पत्र के साथ पिछले पांच वर्षों की एपीएआर/एसीआर ग्रेडिंग (केवल ग्रेडिंग, एसीआर की प्रति भेजने की आवश्यकता नहीं) सहित अग्रेषण पत्र को अलग-अलग फाइलों (केवल पीडीएफ प्रारूप में) में ई-मेल के माध्यम से police2-un@mha.gov.in पर अंतिम तिथि अर्थात् 10.02.2026 से पहले जमा करना आवश्यक है।

5. डिजिटल इंडिया पहल के एक भाग के रूप में, सभी आवश्यक दस्तावेज केवल डिजिटल मोड में (उपर्युक्त ईमेल पर) भेजे जाने हैं तथा किसी हार्ड/भौतिक प्रति की आवश्यकता नहीं है।

भवदीया,

संलग्न: उपरोक्तानुसार

सुदीप्ता

(डॉ. सुदीप्ता घोष)

निदेशक (कार्मिक-समन्वय)

फोन- 24010264

प्रतिलिपि : -

1. केंद्र शासित प्रदेशों के मुख्य सचिव और दिल्ली के पुलिस आयुक्त:-कृपया ध्यान दें कि नामांकन केवल केंद्र शासित प्रदेश प्रभाग, गृह मंत्रालय के माध्यम से प्रस्तुत किए जाने हैं।
2. मुंबई, कोलकाता, चेन्नई और बेंगलोर के पुलिस आयुक्त:-कृपया ध्यान दें कि नामांकन केवल संबंधित राज्य सरकार के माध्यम से ही भेजे जाने हैं।
3. संयुक्त सचिव (यू. एन. पी.), एम. ई. ए., जे. एन. बी. (ए-विंग), नई दिल्ली-110011
4. उप सचिव (Police-I), गृह मंत्रालय
5. एसओ (आईटी), गृह मंत्रालय - उपरोक्त संचार को गृह मंत्रालय की वेबसाइट (पुलिस डिवीजन-II (सेकेंडमेंट रिक्तियों) और "क्या नया है" के तहत अपलोड करने के अनुरोध के साथ।

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No. 21023/27/2025-PP/859
Government of India
Ministry of Home Affairs
[Police-II Division]
Pers. Policy Section

Kartavya Bhavan-3, New Delhi, 01
Dated 22nd Dec, 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:- United Nations Police Department (UNPD) Standing Police Capacity (SPC) Recruitment Campaign 2025 (UNGSC) – 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:-

Sl.No	Job Title, Level and Duty Station	Number of Posts	Indian Police Rank(s)
(i)	Team Leader, P-5 2025-SPC-78755-DPO & 2025-SPC-75904-DPO Brindisi, Italy	02	DIG/IG
(ii)	Police Reform Adviser, P-4 2025-SPC-75908-DPO and 2025-SPC-75917-DPO Brindisi, Italy	02	SP/DIG
(iii)	Community Policing (Reform) Officer, P-3 2025-SPC-75924-DPKO Brindisi, Italy	01	Dy SP/SP
(iv)	Gender Affairs Officer, P-3 2025-SPC-78775-DPKO Brindisi, Italy	01	Dy SP/SP
(v)	Transnational Crime Officer, P-3 2025-SPC-75927-DPO Brindisi, Italy	01	Dy SP/SP
Total		07	

Note:- 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 a second official UN language, preferably French, is highly desirable.


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.

3. Nomination of eligible and willing officers in the rank of **DIG/IG for P-5 Level, 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 **10th February 2026** 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. 10.02.2026 will not be considered.**

4. The duly completed and signed Personal History Profile (P-11), Employment and Academic Certification (EAC), Employment Record-Supplementary Sheet to be used for additional employment information 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 **10.02.2026**.
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.

Yours faithfully

Encl: As above


(Dr. Sudeepta Ghosh)
Director (Pers – Coord)
Tele: 24010264

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.

BIO- DATA Proforma

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:-

Recent Passport
Size Photograph

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

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

Signature of applicant

**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. For the posts within the Standing Police Capacity, the selected staff shall be able to take any long or short term assignment in field mission under any appointment and recruitment procedures as approved by supervisors
6. 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.
7. 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.
8. 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.
9. 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

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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.

10. 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."***
11. 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.
12. 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.
13. 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.
14. 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.
15. 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.
16. 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.
17. Upon receipt of the applications, the Recruitment Officer, whose e-mail is provided above, will acknowledge the receipt of the documents.
18. Communication regarding this process will be maintained through the Permanent Mission only. No personal queries from individual applicants will be entertained.

December 2025

REFERENCE: DPO/OROLSI/PD/2025/0189

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 within the Police Division Standing Police Capacity (SPC) in Brindisi 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. There are overall seven (7) posts available through the issuance of five Job Openings, which are posted for a period of 90 days effective 09 December 2025. The closing date for all Job Openings will be 09 March 2026.

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

United Nations Nations Unies

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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 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 strongly 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.


10 December 2025

United



Nations Secretariat

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*Vacancy Announcement for Positions in the Department of Peace Operations
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*

VACANCY ANNOUNCEMENT NUMBER(s)
DEADLINE FOR APPLICATIONS
POST TITLE AND LEVEL
DUTY STATION
ORGANIZATIONAL UNIT

2025-SPC-75908-DPO and 2025-SPC-75917-DPO
9 March 2026
Police Reform Adviser, P-4
BRINDISI
DEPARTMENT OF PEACE OPERATIONS

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE
SUPPORT ACCOUNT OF PEACE OPERATIONS.

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

RESPONSIBILITIES: The incumbent shall provide assistance and support on a wide range of law enforcement reform matters with focus on strategic development and institution building including for host states with missions in transition as they pertain to support provided by and activities of the Standing Police Capacity (SPC). The Police Reform Adviser reports directly to the designated Team Leader of the SPC. The SPC is a part of the UN Police Division that supports the starting up of police components in new UN peace operations and/or special political missions as well as provides support and assistance to existing operations and partners on a continual basis. The incumbent is expected to deploy to peace operations for a period from 3 up to 6 months away from his/her duty station. In line with the decisions and guidelines of the Police Division and the Chief of the SPC, the incumbent provides a wide range of expert advisory support with focus on strategic development and institution building. S/he will provide assistance activities on law enforcement reform matters relevant to supporting new and existing police components in UN peace operations. When at SPC's duty-station in Brindisi, the incumbent reviews respective UN Police operations from the perspective of supporting national law enforcement institutional development and capacity-building, identifying as required best practices in international policing. Particular focus is placed on ascertaining business management gaps in national law enforcement, wherein the SPC can be of assistance in filling, including deficiencies in strategic planning, organization and structure, human resources and skills development, asset management and use of technology. When deployed to the field, the incumbent works in close cooperation with UN Police and other international actors to address chronic business management gaps in local law enforcement that may include the identification of specific tasks upon which the SPC can channel and impart its expertise and know-how – programmatic, advisory or otherwise.

COMPETENCIES:

Professionalism: Wide knowledge of theories, concepts and approaches in the field of law enforcement relevant to democratic policing, community safety, capacity-building and development, civilian oversight mechanisms, human rights, gender mainstreaming etc.; good research, analytical and problem-solving skills; ability to identify and participate in the resolution of complex issues and problems; ability to provide sound advice and assistance to the UN Police as well as national police. 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. **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 degree (Master's degree or equivalent) in the applied sciences, social sciences or relevant field. A first level university degree with a relevant combination of academic qualifications and experience in rule of law and police reform may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required. **Work Experience:** A minimum of seven years (9 years in absence of advance degree) of progressively responsible experience in rule-of-law developmental matters, including experience in police reform, law enforcement development and capacity-building is required. Three-year experience of management and policy making is also required. **Rank:** The candidate must be in active service possessing the rank of at least Superintendent or Lt. Colonel, equivalent or higher rank. Experience in peacekeeping or other international experience in the UN or other similar organizations is required. Experience in the use of modern Internet-based research methodologies and sources is desired. **Languages:** 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 French is highly desirable.

Date of Issuance: 9 December 2025

Preference will be given to equally qualified women candidates

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 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.

Nominations of women candidates are strongly encouraged.



Vacancy Announcement for Positions in the Department of Peace Operations
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

VACANCY ANNOUNCEMENT NUMBER

2025-SPC-75924-DPKO

DEADLINE FOR APPLICATIONS

9 March 2026

POST TITLE AND LEVEL

Community Policing (Reform) Officer, P-3

DUTY STATION

BRINDISI

ORGANIZATIONAL UNIT

DEPARTMENT OF PEACE OPERATIONS

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE
 SUPPORT ACCOUNT OF PEACE OPERATIONS.

United Nations Values: Inclusion, Integrity, Humility and Humanity

RESPONSIBILITIES: The incumbent reports directly to the Community Policing Officer in the Standing Police Capacity (SPC), while being under the overall supervision of a Team Leader. The SPC is a UN Police mechanism for starting up police components in UN peace operations as well as assisting existing operations on a continual basis. S/he assists in the development and implementation of community policing strategies and programmes within the terms of reference of respective SPC assignments. When required, a particular focus of the incumbent is made on isolating and supporting the linkages between community policing and the processes of disarmament, demobilization and reintegration of former combatants. The incumbent also assists other SPC members as directed in other law enforcement thematic areas outside of his/her own area of focus. When at headquarters, the incumbent provides community policing input into the SPC's pre-mission planning and preparatory activities, including undertaking analytical and technical reviews and surveys of community policing practices in UN peace operations. This work is done through the prism of developing various community policing strategies and programmes that the SPC can support once deployed on the ground, embracing an SPC Community Policing Framework. When in the field, the incumbent works closely with UN Police and other international and local rule of law development actors and assists local law enforcement with community policing activities, keeping in mind the strategic mission of UN Police which is to build institutional law enforcement capacity in post conflict environments. As such, the incumbent aims both in devising overarching strategies and providing technical recommendations on how local law enforcement can be supported in the community policing sector from the developmental perspective including organization, structure, training and resources required to support grass-roots level community policing.

COMPETENCIES:

Professionalism: Demonstrates professional competence and mastery of subject matter; is motivated by professional rather than personal concerns; knowledge of democratic policing, law enforcement, community safety and capacity-building; ability to remain calm in stressful situations, good research, analytical and problem-solving skills. Is conscientious and efficient in meeting commitments, observing deadlines and achieving results. 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. **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 applied sciences, social sciences or relevant field. A first level university degree with a relevant combination of academic qualifications and extensive experience in community policing may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other similar law enforcement training institution is required. **Work Experience:** A minimum of five years (seven years in absence of advanced university degree) of progressive responsible experience in law enforcement matters including community policing with a current rank of Chief Inspector or Major, other service equivalent or higher rank, is required. Experience in the use of modern Internet-based research methodologies and sources is required. Basic knowledge of the climate change and the security nexus is desirable. Peacekeeping or other international experience in the UN or other similar international organizations is desirable. **Languages:** 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 French is highly desirable.

Date of Issuance: 9 December 2025

Preference will be given to equally qualified women candidates

Special Notice

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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.

Nominations of women candidates are strongly encouraged.

United Nations Secretariat

*Vacancy Announcement for Positions in the Department of Peace Operations
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*

VACANCY ANNOUNCEMENT NUMBER
DEADLINE FOR APPLICATIONS
POST TITLE AND LEVEL
DUTY STATION
ORGANIZATIONAL UNIT

2025-SPC-75927-DPO
9 March 2026
Transnational Crime Officer, P-3
BRINDISI, ITALY
DEPARTMENT OF PEACE OPERATIONS

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE SUPPORT ACCOUNT OF PEACE OPERATIONS.

United Nations Values: Inclusion, Integrity, Humility and Humanity

RESPONSIBILITIES:

Under the direct supervision of the SPC Team Leader, Standing Police Capacity (SPC), Police Division, Office of Rule of Law and Security Institutions, DPO, the Transnational Crime Officer provides support and assistance in the field of combating transnational crime, organized crime, and other emerging crime issues, especially in post-conflict environments. Within the confines of SPC management and the strategic mission of UN Police, which is to help build institutional national police and other law enforcement capacities in post conflict environments, the incumbent works closely to assist the various international and national actors at headquarters and in the field to help design strategies, as well as assists in the development and implementation of projects and programme activities. When at SPC's duty-station of Brindisi, the incumbent contributes to strategic and operational planning tasks, including the evaluation of the needs and requirements of UN Police, national police and other law enforcement agencies that the UN Police are mandated to support. Within the framework of overall PD/SPC activities related to combating transnational organized crime, strengthening domestic police and other law enforcement capacities in the respective countries or mission areas, the incumbent formulates proposals for the use of SPC and designs and supports in the implementation of programmes and projects to be launched. Further, the incumbent provides advice on investigation procedures and techniques in support of SPC planning and assignments, with a focus on serious and transnational crime. This includes capacity building on evidence handling and crime scene management. When supporting clients, the incumbent works closely with UN Police; assists in advising national police and other law enforcement officials in planning, developing, and implementing police and other law enforcement strategies, programmes and activities to deal with transnational crime; noting the relevance of related measures of cooperation among judicial and law enforcement authorities and inter-agency cooperation; and, assists in the preparation of proposals on how the SPC together with UN Police can provide specialized institutional capacity-building assistance in these areas.

COMPETENCIES:

Professionalism: 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 gaps, identifying standards, and developing plans for capacity-building of law enforcement agencies; ability to plan, develop, implement and monitor programmes, projects and activities in the field of combating transnational crime; knowledge of the current trends, relevant international/regional protocols and comprehensive understanding of the development practices in the field of combating transnational and organized crime; good research, analytical and problem-solving skills; and, ability to identify and participate in the resolution of complex issues and problems. Commitment to implementing the goal of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of peace 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 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's accomplishments and accepts joint responsibility for team's shortcomings.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in Law, Criminology, Social Sciences, or another relevant field. A first level university degree with a combination of relevant academic qualifications along with extensive experience in law enforcement reform matters, including strategic planning, as well as combating serious and organized crime, may be acceptable in lieu of the advanced University degree. Graduation from a certified police academy or other similar law enforcement training institution is required. **Work Experience:** A minimum of five years (seven years in absence of advanced university degree) of active policing experience in a national police or other law enforcement agency at the strategic, operational and administrative levels, including at least three years of experience in anti-transnational crime and anti-organized crime policy-making and implementation is required. **Rank:** Must be on active police service possessing the minimum rank of Senior/Chief Inspector or rank equivalent to Major or above. Experience in UN peacekeeping missions, other similar international organizations or regional forums is required. Experience in the use of modern Internet-based research methodologies and sources is required. **Language:** 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 French is highly desirable.

Date of Issuance: 9 December 2025

Preference will be given to equally qualified women candidates

Special Notice

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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 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.

Nominations of women candidates are strongly encouraged.



United Nations Secretariat

***Vacancy Announcement for Positions in the Department of Peace Operations
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***

VACANCY ANNOUNCEMENT NUMBER
DEADLINE FOR APPLICATIONS
POST TITLE AND LEVEL
DUTY STATION
ORGANIZATIONAL UNIT

2025-SPC-78755-DPO and 2025-SPC-75904-DPO
9 March 2026
Team Leader, P-5
BRINDISI
DEPARTMENT OF PEACE OPERATIONS

**CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE
SUPPORT ACCOUNT OF PEACE OPERATIONS.**

United Nations Values: Inclusion, Integrity, Humility and Humanity

RESPONSIBILITIES: Under the direct supervision of the Chief of the Standing Police Capacity (SPC), the Team Leader acts as one of three principal managers in the office. The SPC is a UN Police mechanism that provides support for start-up police components in new UN peace operations, as well as assists existing operations on a continual basis. The Team Leader manages and contributes to a wide portfolio of law enforcement operational issues. S/he supervises SPC personnel, including other advisers and specialists, on matters concerning police reform, community policing, transnational organized crime, public order, police planning, crime investigation and training. Specific duties include: It is expected that the incumbent works and leads SPC police teams as well as police component in a field mission from a period varying from one week up to three months and beyond. The Team Leader will also be from time to time involved in technical and strategic assessment missions in new and current peace operations.

When at the SPC Headquarters), the incumbent, in co-operation with other Team Leaders and the Special Assistant to the Chief of the SPC, sets and monitors detailed work plans for his/her team in order to prepare SPC personnel for field assignments. S/he interacts closely with relevant Heads of Section in the Police Division, DPO in conceptualizing and planning field assignments for SPC and identifying specific needs and challenges of police components in UN peace operations. When deployed to the field), the incumbent manages a team to ensure the implementation of SPC's specific terms of reference for its assignments, both during the start-up phase of police components in new UN peace operations and while assisting police components in existing operations. Under the direction of the Chief/SPC, the incumbent works to infuse the relevant Security Council resolutions, policies and directives of DPO as well as the applicable Terms of Reference in all aspects of SPC's work and identifies and ensures the implementation of best police practices into the day-to-day activities of his/her team. From the perspective of police operational issues, the incumbent provides advice, assistance and expertise on building national law enforcement institutions and capacity, including, among others, police patrols, investigations, searches and seizures, community policing, crowd control management, and emergency services. It is also expected from the incumbent to manage a team while at the HQ up to a large team of staff including non-SPC staff members when deployed in the field.

COMPETENCIES:

Professionalism: Competency and mastery of policing activities, including theories and techniques in law enforcement, community safety and capacity-building; conscientious and efficient in meeting commitments, observes deadlines and focuses on achieving results; persistent when faced with difficult problems and challenges; excellent conceptual, analytical and evaluative skills and able to conduct research and analysis; understanding of the functioning and needs of international policing operations in conflict and post-conflict environments, including familiarity of the concepts of strategic planning, strategic foresight, conflict prevention, conflict resolution and peace-building; knowledge of capacity-building from the perspective of law enforcement, development and other rule of law matters which encompass modern trends. 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. **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. **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 organizations and 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. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing. **Managing Performance:** Delegates the appropriate responsibility, accountability and decision-making authority; makes sure that roles, responsibilities and reporting lines are clear to each staff member; accurately judges the amount of time and resources needed to accomplish a task and matches task to skills; monitors progress against milestones and deadlines; regularly discusses performance and provides feedback and coaching to staff; encourages risk-taking and supports staff when they makes mistakes; actively supports the development and career aspirations of staff; appraises performance fairly.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in Law, Police Management, Law Enforcement, Security Studies, Criminal Justice, Business or Public Administration, Human Resources Management, Change Management or other related area. A first level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Advance training for command/senior staff is highly desirable. Graduation from a certified police academy or similar national or international law enforcement training institution is required.

Work Experience: A minimum of 10 years (12 years in absence of advanced degree) of progressively relevant and active policing service/experience in a national or international law enforcement agency both at the field and national police headquarters level is required. Seven (7) years of 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 – required. Practical direct experience in commanding a regional or state level police units or heading a department at national police HQ – required. **Rank:** Must be a senior professional police officer on active duty with the minimum rank of Senior/Chief Superintendent, Deputy Police Commissioner or rank equivalent to a full Colonel or above. Peacekeeping or other international experience in the UN or other international organizations is an advantage.

Languages: English and French are the working languages of the UN Secretariat. For the post advertised, fluency in English (both oral and written) is required. Knowledge of French is highly desirable.

Date of Issuance: 9 December 2025

Preference will be given to equally qualified women candidates

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 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.

Nominations of women candidates are strongly encouraged.



*Vacancy Announcement for Positions in the Department of Peace Operations
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*

VACANCY ANNOUNCEMENT NUMBER

2025-SPC-78775-DPKO

DEADLINE FOR APPLICATIONS

9 March 2026

POST TITLE AND LEVEL

Gender Affairs Officer, P-3

DUTY STATION

BRINDISI

ORGANIZATIONAL UNIT

DEPARTMENT OF PEACE OPERATIONS

CIRCULATION LIMITED TO MEMBER STATES. APPOINTMENTS ARE LIMITED TO SERVICE ON POSTS FINANCED BY THE
SUPPORT ACCOUNT OF PEACE OPERATIONS.

United Nations Values: Inclusion, Integrity, Humility and Humanity

RESPONSIBILITIES: The Gender Affairs Officer reports directly to the Team Leader in the Standing Police Capacity (SPC). The incumbent provides expert advice on matters relating to Gender Mainstreaming and Sexual and Gender-Based Violence (SGBV) in the context of the SPC planning at headquarters and support to the client. It is envisaged that the incumbent will deploy to missions and be away from his/her duty station for an initial period from three to six months. The incumbent will advise on mainstreaming gender perspective, inter alia, in all SPC activities, and designated UN field missions, on all UN police policies, programs and activities, taking into account gender consideration as crosscutting issues. Support UN police activities on all aspects relating to the situation of women, girls, men and boys, especially in relation to the need to protect them from gender-based violence. S/he will support UN -agencies, funds and programs including through the Global Focal Point as well as Police Contributing Countries when her/his field of expertise is requested. S/He will advise, guide and help in enhancing the capacity of the UNPOL Gender Focal Points through training and helping in drafting documents such as SOP for gender unit, Gender Policy and Sexual Harassment policy when needed, for the Host Country Police. At the duty station in Brindisi, the incumbent undertakes relevant studies of matters pertaining to gender representation and protection of vulnerable persons as they pertain to the mandate of respective UN police components in UN peace operations. This work includes determining the specific role to be played by SPC in providing UN police in the field with assistance in these areas and/or supporting the development of this capacity in national law enforcement agencies that the UN police are tasked to assist and not specifically in the domain of gender only.

When deployed in the field s/he works closely with UN Police and national law enforcement officials in developing a strategic approach for the protection of vulnerable persons and investigations of sexual violence. The gender affairs officer develops and supports the implementation of local programs and other activities aimed at strengthening the procedure and rules of governing national law enforcement investigations of SGBV crimes and gender representation. From the perspective of building institutional law enforcement capacity in post-conflict environments, the incumbent seeks to support organizational and structural changes in national law enforcement agencies, such as the creation of structures for investigating SGBV.

COMPETENCIES:

Professionalism: Knowledge of theories, concepts and approaches relevant to democratic policing, law enforcement, community safety and capacity-building; relevant knowledge of gender issues, UN Gender Policies and the conduct and performance of investigating complex cases of sexual violence in a national law enforcement agency. Commitment to implementing the goal of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of peace 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 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 applied sciences, social sciences or other relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement and police general investigations may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or similar law enforcement training institution is required. **Work Experience:** A minimum of five years (seven years in absence of advance university degree) of progressive law enforcement experience in active national police, with a current rank of at least Chief Inspector or Major, equivalent or higher rank is required. Experience in a wide range of operational and administrative issues, including three years of experience in management and policy-making with regard to general and complex crime investigations, including investigation of gender-related crimes, is required. Training experience or background is desirable. Peacekeeping or other international experience in the UN or other international organizations is desirable.

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 French is highly desirable.

Date of Issuance: 9 December 2025

Preference will be given to equally qualified women candidates

Special Notice

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

Nominations of women candidates are strongly encouraged.

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”.

A. 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 <input type="checkbox"/>		No <input type="checkbox"/>	
If yes, please explain: _____			

4. DEGREES AND ACADEMIC DISTINCTIONS OBTAINED:				
	NAME of INSTITUTION, PLACE AND COUNTRY. Please give complete address.	ATTENDED:		RANK and DEGREES OBTAINED:
		FROM: Month/Year	TO: Month/Year	
Military or Police Degrees	<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:

	<u>Police Academy</u> (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/Location	Position/title (Milob, HQ Staff, Contgt, Adviser, International Police Officer (IPO), Police Adviser, FPU Officer, Professional Post or Above)	Description of duties

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

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10. Additional Comments:

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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 preceding 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 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.

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.

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.

Date..... Official Stamp

PLEASE NOTE:

An incomplete or unsigned form will not be accepted

EMPLOYMENT RECORD - SUPPLEMENTARY SHEET

25

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:
DESCRIPTION OF YOUR DUTIES				

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.

FROM MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
		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 MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
		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 MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
		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 MONTH/YEAR	TO MONTH/YEAR	SALARIES PER ANNUM		EXACT TITLE OF YOUR POST:
		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				

24. EDUCATION, Give full details – N.B. Please give exact titles of degrees in original language. Please do not translate or equate to other degrees.

A. University or equivalent

NAME, PLACE AND COUNTRY Please give complete address.	ATTENDED FROM/TO		DEGREES and ACADEMIC DISTINCTIONS OBTAINED	MAIN COURSE OF STUDY
	Month/Year	Month/Year		

B. SCHOOLS OR OTHER FORMAL TRAINING OR EDUCATION FROM AGE 14 (e.g., high school, technical school or apprenticeship)

NAME, PLACE AND COUNTRY Please give complete address.	TYPE	YEARS ATTENDED		CERTIFICATES OR DIPLOMAS OBTAINED
		FROM	TO	

25. LIST PROFESSIONAL SOCIETIES AND ACTIVITIES IN CIVIC, PUBLIC OR INTERNATIONAL AFFAIRS

26. LIST ANY SIGNIFICANT PUBLICATIONS YOU HAVE WRITTEN (DO NOT ATTACH)

27. EMPLOYMENT RECORD: Starting with your present post, 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. If you need more space, attach additional pages of the same size. Give both gross and net salaries per annum for your last or present post.

A. PRESENT POST (LAST POST, IF NOT PRESENTLY IN EMPLOYMENT)

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:

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:
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:
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:
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.
Do not repeat names of supervisors listed under Item 27.

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.