

Posting Title : Law Enforcement Expert (heading the Organized Crime, Illicit Trafficking and Terrorism section),P5
Job Code Title : Senior Law Enforcement Expert (Drug Control and Crime Prevention)
Department/ Office : United Nations Office on Drugs and Crime
Location : DAKAR
Posting Period : 18 January 2016-16 February 2016
Job Opening number : 16-DRU-UNODC-53879-R-DAKAR (E)

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

Special Notice

This is a project post. Filling of this position is subject to funding availability and the initial appointment will be for a period of one year. Extension of the appointment is subject to extension of the mandate and/or the availability of funds. Staff members of the United Nations Secretariat must fulfill the lateral move(s) requirements, or geographical to be eligible to apply for this vacancy. Staff members are requested to indicate all qualifying lateral or geographical move(s) in their Personal History Profile (PHP) and cover note. Staff members are subject to the authority of the Secretary-General and to assignment by him or her. In this context, all staff are expected to move periodically to new functions in their careers in accordance with established rules and procedures.

Org .Setting And Reporting

The position is located in the UNODC Regional Office for West and Central Africa (ROSEN) in Dakar, Senegal. The Senior Law Enforcement Expert will report to the Regional Representative in consultation with and taking technical guidance from the Chief of the Organized Crime and Illicit Trafficking Branch, based at UNODC Headquarters in Vienna. The Senior Law Enforcement Expert will head the Organized Crime, Illicit Trafficking and Terrorism section, in ROSEN and will provide management and substantive guidance to all officers working in the team. For more information on UNODC, please visit our website: www.unodc.org

Responsibilities

Within delegated authority, the incumbent will be responsible for the following specific duties: •Coordinate the development of all new projects under the purview of the Organized Crime, Illicit Trafficking and Terrorism team; direct team members in programme/project implementation, monitoring and assessment; direct review of relevant documents and reports; identify priorities, problems and issues to be addressed and propose corrective actions; liaise

with relevant parties; identify and initiate follow-up actions;•Coordinate and create synergies with other UN entities and missions present in West and Central Africa for programme/project development under the scope of delivering as One-UN; maintain permanent liaison on law enforcement issues with international bodies and organizations including the African Union (AU), Economic Community Of West African States (ECOWAS), Economic Community of Central African States (ECCAS), regional offices of International Criminal Police Organization (ICPO-Interpol) and World Customs Organization (WCO) and work closely with liaison officers and donor representatives in charge of enforcement matters in Africa;•Keep abreast of developments regarding drug trafficking, human trafficking, smuggling of migrants, money-laundering, terrorism and organized crime trends; coordinate policy development within the team and field offices on the specific thematic areas covered by the section; •Provide assistance to Governments on policies, practices and procedures to strengthen the tackling of transnational organized crime and terrorism; provide strategic guidance on analytical assessments of the law enforcement institutions in the region (systems and structures), so as to determine weaknesses and capabilities and to identify reform and restructuring needs;•Oversee and contribute to the preparation of various written outputs, e.g. background papers, analyses, substantial sections of reports and studies, inputs to publications, etc.;•Direct substantive support to consultative and other meetings, conferences, etc., to include proposing agenda topics, identifying participants, preparation of documents and presentations, etc.;•Manage outreach activities; design and conduct workshops, seminars, etc., make presentations on assigned topics/activities;•Lead field missions, including provision of guidance to external consultants, government officials and other parties and draft mission reports, etc.;•Coordinate activities related to budget and funding (programme/project preparation and submissions, progress reports, financial statements, etc.) and ensure preparation of related documents/reports (pledging, work programme, programme budget, etc.) for all projects/programmes under the team's purview; work with relevant HQ Branches and other Field Offices in developing/adjusting programme/project documents;•Support HQ initiatives and global programmes, wherever possible; build synergies and incorporate global UNODC initiatives when elaborating country assessments or providing technical advice to law enforcement agencies; incorporate global initiatives in the design and implementation of new projects;• Upon request, assist field offices in the development of their respective law enforcement components of their Strategic Programme Frameworks and related programmes; assist field offices in the development of relevant projects under their Strategic Programme Frameworks;•Serve as an effective spokesperson for the Section and establish collaboration and partnerships with key officials at all levels inside and outside the Organization; when required, represent UNODC and the ROSEN Regional Representative, in different events namely, meetings, conferences, international working groups and networks;•Ensure effective utilization, supervision and development of staff; guide, evaluate and mentor/coach staff, ensuring opportunity for staff professional career development; participate in selection process of international and national staff;•Perform other work related duties as required.

Competencies

- Professionalism: Has knowledge and understanding of theories and practices relevant to

combating organized crime, illicit drug trafficking, terrorism, money-laundering, trafficking in persons & smuggling of migrants. Has knowledge of policies and practices in international drug control and crime prevention, including substantive and specific technical knowledge relevant to law enforcement practices. Has excellent operational knowledge of all UNODC drug supply reduction and transnational organized crime mandate areas. Has knowledge and understanding of theories, concepts and approaches relevant to strategy development, project and staff management, fundraising, and law enforcement. Has conceptual analytical and evaluative skills to conduct needs assessment in the relevant field. Is able to generate and communicate broad and compelling organisational direction. Is able to provide innovative technical leadership by performing and/or overseeing the planning, development and management of operations. Is able to identify issues, analyze and participate in the resolution of issues/problems. Is able to apply judgment in the context of assignments given, to plan own work and manage conflicting priorities. Shows pride in work and in 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.

- 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; and 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; and shares credit for team accomplishments and accepts joint responsibility for team shortcomings.
- Judgment/Decision-making:** Identifies the key issues in a complex situation, and comes to the heart of the problem quickly; gathers relevant information before making a decision; considers positive and negative impacts of decisions prior to making them; takes decisions with an eye to the impact on others and on the Organization; proposes a course of action or makes a recommendation based on all available information; checks assumptions against facts; determines the actions proposed will satisfy the expressed and underlying needs for the decision; and makes tough decisions when necessary.
- 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; provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; and demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.

Education

An advanced university degree (Master's degree or equivalent) in international relations, law, business administration, management or a related field, is required. A first-level university

degree in the aforementioned fields in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree. Alternatively, equivalent academic education or professional training with certification from a recognized international/national police, customs or other staff training institution, with specialization in criminal justice, crime prevention, border management, drug law enforcement and/or criminal investigation, in combination with four additional years of qualifying experience may be accepted in lieu of the first-level university degree.

Work Experience

A minimum of ten years of progressively responsible experience in management of law enforcement operations and related resources and in project/programme management is required. Working experience in one or several UNODC mandate areas is required. Experience in leading and managing personnel is required. Experience in working with UNODC project management tools is highly desirable. Work experience in a United Nations field office, particularly in Africa, is desirable.

Languages

English and French are the working languages of the United Nations Secretariat. For the post advertised, fluency in English, i.e. oral and written proficiency, is required. Good working knowledge of French is required. Knowledge of Portuguese would be an asset.

Assessment Method

Evaluation of qualified candidates may include an assessment exercise which may be followed by competency-based interview.

United Nations Considerations

Candidates will be required to meet the requirements of Article 101, paragraph 3, of the Charter as well as the requirements of the position. The United Nations is committed to the highest standards of efficiency, competence and integrity for all its human resources, including but not limited to respect for international human rights and humanitarian law. Candidates may be subject to screening against these standards, including but not limited to whether they have committed, or are alleged to have committed criminal offences and/or violations of international human rights law and international humanitarian law. The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs. (Charter of the United Nations - Chapter 3, article 8). The United Nations Secretariat is a non-smoking environment. Applicants are urged to follow carefully all instructions available in the online recruitment platform, *inspira*. For more detailed guidance, applicants may refer to the At-a-Glance on "The Application Process" and the Instructional Manual for the Applicants, which can be accessed by clicking on "Manuals" hyper-link on the upper right side of *inspira* account-holder homepage. Applications are pre-screened by the system according to the published requirements of the job opening on the basis of the information provided in the application. In relation to the requirements of the job opening, applicants must provide complete and accurate information pertaining to their qualifications, including their education, work experience, and language skills. Each applicant must bear in mind that submission of

incomplete or inaccurate applications may render that applicant ineligible for consideration for the job opening. Initial screening and evaluation of applications will be conducted on the basis of the information submitted. Applications cannot be amended following submission. Candidates under serious consideration for selection will be subject to a reference-checking process to verify the information provided in the application. Job openings advertised on the Careers Portal will be removed at midnight (New York time) on the deadline date.

No Fee

THE UNITED NATIONS DOES NOT CHARGE A FEE AT ANY STAGE OF THE RECRUITMENT PROCESS (APPLICATION, INTERVIEW MEETING, PROCESSING, OR TRAINING). THE UNITED NATIONS DOES NOT CONCERN ITSELF WITH INFORMATION ON APPLICANTS' BANK ACCOUNTS.