GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

No. 2018-Sec (E)/DP-1/25

New Delhi, 29.11.2018

Principal Chief Security Commissioner/ RPF
All Indian Railways
PCSC/ RPSF
Force Headquarters
6BN/RPSF/DBSI

Sub: Job Opening: Deputy Police Commissioner (P-5), in the United Nations
Stabilization Mission in Democratic Republic of Congo (MONUSCO).
Job Opening No.2018-MONUSCO-49448-DPKO.

Ref: MHA’s letter No.21023/21/2018-PMA dated. 19.11.2018

The PMI to UN has sought the nominations of eligible officers for the subject
Job Opening. The job description along with the requisite eligibility criteria/qualifications
of Deputy Police Commissioner (P-5) in the United Nations Stabilization Mission in
Democratic Republic of Congo (MONUSCO) is enclosed. Nominations of eligible and willing
officers of the rank of DIG/IG for P-5 level for above post may be forwarded to this
office through proper channel only on or before 15.01.2019.

Interested officers may visit our Website www.indianrailways.gov.in or
www.mha.nic.in for the eligibility criteria, detailed advertisement (details term and
conditions) instructions to apply and downloadable application format.

In case no request is received for the above nomination a Nil Report may be
submitted to this office in due course.

(A. K. Agnihotri)
Director/RPF
Railway Board

DA: As above

Copy to:
DIG/MAC with request to upload the above nomination on RPF website.
No.21023/21/2018-PMA
GOVERNMENT OF INDIA
Ministry of Home Affairs
[Police Division-III]
PMA Cell

MHA, North Block,
New Delhi, 110001
Dated 19 November, 2018

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To : 1. The Chief Secretaries and DsG (P)s of all States / UTs
2. Directors - IB/CBI/SVPNPA/SPG/NEPA/NICFS/CFSL/DCPW
3. DsG - BSF/CRPF/ITBP/CISF/NSG/RPF/BPR&D/SSB
   /NCB/NIA/Assam Rifles (Through LOAR)

Subject :- Job Opening : Deputy Police Commissioner (P-5) in the United Nations
Stabilization Mission in Democratic Republic of Congo
(MONUSCO) Job Opening No:- 2018-MONUSCO-49448-DPKO

Sir/Madam,
Police Division, UNHQ through PMI to UN has sought the nomination of eligible
candidates for the subject Job opening.

2. The job description along with the requisite eligibility criteria/qualifications
of Deputy Police Commissioner (P-5) in the United Nations Stabilization Mission
in Democratic Republic of Congo (MONUSCO) are enclosed/attached with this
letter for needful reference. It is strongly recommended to nominate those
candidates meeting all requirements for the positions/posts as described in
Job descriptions. Nominations of equally qualified women candidates may be
encouraged.

3. Therefore, It is requested that nomination of eligible and willing officers of
the rank of DIG/IG for P-5 level for above post may be submitted through
proper channel only to this Ministry by 21st December, 2018 along with the
following documents duly completed in all respect:-

i. United Nations Personal History Profile (PHP) form (P.11) duly completed
   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.
Note: - In Earlier instances, It was observed that the EAC was submitted without the signature of Designated Authority of concerned Force resulting 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.

iii. Personal details as per Annexure-I.

IV. Human Rights certificate must be included(proforma enclosed).

4. *No modified format other than the specimen enclosed duly typed will be entertained/accepted as it invites lot of observations from UN HQ (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.

5. Personal History Profile (P-11) , EAC and HR certificate along with forwarding/nominating letter of each nominated candidate are required to be submitted in separate files (PDF format only) through E-mail at sopma@gov.in before the deadline.

6. It may please be ensured that the nominees are clear from Vigilance angle and Necessary Cadre Clearance (for all Officers) from MHA/State Government/CAPFs/any other lending organization must be forwarded with nomination. (without cadre clearance and NOC from parent cadre, nominations will not be entertained).

7. *No direct application will be entertained.* 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 accepted/entertained.

8. It is advised not to make any direct contact with the UN authority regarding the subject matter.

Yours Faithfully

(Harish Chandra Rai)
Under Secretary to the Government of India
☎: 23092527
Copy to
Commissioner of Police.
Mumbai, Kolkata, Chennai and Bangalore.

It is requested to forward the nominations of eligible and willing officers though State Government only.

1. SO (IT), MHA - With the request to upload the above communication on MHA website (Police Division-II(secondment vacancy))

2. DS(UNP), MEA, JNB (2029), New Delhi

(Harish Chandra Rai)
Under Secretary to the Government of India
☎: 23092527
United Nations

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

Appointments are limited to service on posts financed by the support account of peacekeeping operations.

<table>
<thead>
<tr>
<th>Post title and level</th>
<th>Deputy Police Commissioner, P-5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organizational Unit</td>
<td>United Nations Organization for the Stabilization in Democratic Republic of Congo, MONUSCO</td>
</tr>
<tr>
<td>Duty Station</td>
<td>Goma</td>
</tr>
<tr>
<td>Reporting to</td>
<td>MONUSCO Police Commissioner</td>
</tr>
<tr>
<td>Duration</td>
<td>12 Month (extendible)</td>
</tr>
<tr>
<td>Deadline for applications</td>
<td>5 January 2019</td>
</tr>
<tr>
<td>Job Opening number</td>
<td>2018-MONUSCO-49448-DPKO</td>
</tr>
</tbody>
</table>

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

RESPONSIBILITIES:
MONUSCO’s mandate addresses the immediate challenges facing the country while laying the groundwork for sustainable peace and security. In compliance with the mission mandate and under the supervision and substantive guidance of the Police Commissioner (PC), the Deputy Police Commissioner will be responsible for the operational oversight of the UN Police component’s activities related to the Mission mandate implementation including the over-all PNC development and reform agenda, and within the limits of delegated authority, will perform the following duties:

- Advising the Police Commissioner and other UN mission leadership on issues related to the implementation of the mandate of the police component and provides regular reports on key issues and work program implementation.
- Assists the UN Police Commissioner in managing, controlling and directing the UN Police component, as well as assigning specific duties to the UN Police Officers deployed to the mission;
- Provides a direct oversight of all subordinate units within the infrastructure of the UN Police component as may be assigned by the Police Commissioner;
- Coordinate operational details of the UN Police component activities in the mission;
- Manage the integration and coordination of the bilateral projects and support in the overall framework of PNC programs and initiate the development of bilateral activities that support the achievement of PNC capacity building objectives;
- Oversee the management of activities undertaken by the PNC, ensure that programmed activities are carried out in a timely fashion and co-ordinate work in the different areas both within the Police, and with other organizations of the Government and United Nations System as appropriate;
- Through the administrative and support capabilities of the PNC, facilitate the provision of capital infrastructure, personnel, training, vehicles and equipment, communications, systems and policies for the full spectrum of service delivery responsibilities of PNC;
- Participate in international, regional or national meetings and provide programmatic/substantive expertise on an issue or hold programmatic/substantive and organizational discussion as with representatives of other institutions;
• Regularly consult and collaborate with UN agencies, international and national NGOs, judicial offices, correction offices, humanitarian, human rights, bilateral/multilateral donors, members of civil society, and members of the national government on police development and administration requirements relevant to the UN mandate;
• Assist in the development and implementation of the capacity enhancement and overall institutional development plans for the local law enforcement agencies through a wide-ranging consultation process which will engage international and national partners;
• Assessing the needs of the PNC (Congolese National Police) in the areas of responsibility in close coordination with national actors, UN system partners and contribute to the development of bilateral aid/support proposals;
• Contributes to the development and monitoring of the implementation of the Mission Implementation Plan, UN Police CONOPs, SOPs, Guidelines and Policies and ensures that activities of the UN Police are directed towards the achievement of the overall goal of the mission;
• Assist the Police Commissioner in the provision of inputs for the Secretary-General’s reports to the Security Council and other documents as they may pertain to law enforcement matters;
• Performing other functions that are consistent with the mandate provided by the Security Council Resolution and may be required by the mission leadership, relating to the management of the UN police component;
• Provide leadership to the police component of the mission during the absence of Police Commissioner and perform any other duties as assigned by the Police Commissioner in fulfillment of the mandate;

COMPETENCIES:
Professionalism: Displays commitment to human rights and the ability to give the necessary prominence to human rights; shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Strong negotiation and conflict-resolution skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

Client orientation: Establishes and maintains productive partnerships with clients by gaining their trust and respect; identifies clients' needs and matches them to appropriate solutions; monitors ongoing developments inside and outside the clients' environment to keep informed and anticipate problems; keeps clients informed of progress and setbacks in projects; meets time line for delivery of products or services to clients.

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.

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; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.
Judgement/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; proposes a course of action or makes a recommendation based on available information; checks assumptions against facts; determines that the actions proposed will satisfy the expressed and underlying needs for the decision; makes tough decisions when necessary.

QUALIFICATIONS:
Education: Advanced university degree (Master’s or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management or 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 other national or international Law Enforcement Institution is required.

Work Experience: A minimum of 10 years (12 years in absence of advanced degree) of progressive and active policing service/experience both at the field and national police headquarters level including 7 years of active police experience at senior policy making level, with extensive strategic planning and management experience in areas such as operations, human and financial resources, crime management, police administration and, police training and development; practical command level experience of running a department or a region or state level police units, Highly developed advisory, coaching/mentoring skills, well-developed consultation, effective negotiation and written communication skills; in-depth planning (strategic and operational) and organizational skills especially working in a multicultural environment. Previous UN or international experience is an advantage.

Rank: Rank required for a P-5 is Senior/Chief Superintendent of Police, Deputy Police Commissioner, Colonel, other equivalent or higher rank

Languages: English and French are the working languages of the UN. For the post advertised, fluency in oral and written French and English is required.

Preference will be given to equally qualified women candidates.

Date of Issuance: 5 November 2018

In accordance with the new Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations are requested to make “self-attestation” that s/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The exact wording of the self-attestation is outlined in para. 5.2 of the above mentioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.
BIO-DATA PROFORMA

1. Name of Post applied.
2. Job opening number
3. Name of the Officer
4. Designation/Rank/organization and Pay scale/pay band with present place of posting.
5. In the case of officers of deputation with other organization.
   (a) Name of Parent organization.
   (b) Name of organization presently employed.
   (c) Date of deputation
   (d) Expected date of repatriation to parent cadre/organization.
6. Date of Birth
7. Education/Qualification
8. Date of Joining Police Service and date of superannuation
9. Service/Cadre/ Batch:
10. Previous UN experience
    Telephone No.
    a. Office
    b. Residence
    c. Mobile No (mandatory)
    d. Fax No.
    e. E-mail id (mandatory)
11. Present Job Profile:-
12. NOC from parent cadre (if on deputation) mandatory:- Yes/NO/Not applicable

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

(Signature of the applicant)
HR Certificate
(No any other language/format than mentioned below will be accepted)

"The Department/organization of .......... is hereby confirming that the nominated candidate _Mr/Mrs_________ 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 Department/Organization 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."

To be signed by an officer
Not Below the Rank of DIG/Director
HR CERTIFICATE

It is certified that ___________________ was neither convicted nor currently under investigation or being prosecuted for any criminal offence including violation of International Human Rights Law and International Humanitarian Law. It is also to certify that Government/Org. of ............(concerned state/Org.,) is aware that there is no allegation against him/her as such and he/she has not committed or even involved, by act or omission, the commission of any act that may amount of violations of International Human Rights Law and International Humanitarian Law.

To be signed by an officer
Not below the rank of DIG/Director