

# United Nations Nations Unies

**Job Title :** Policy Officer (Security Sector Reform Officer), P-4  
**Department / Office :** Security Sector Reform Unit  
**Duty station :** NEW YORK  
**Posting period :** 29/05/2024 - 28/08/2024  
**Job Opening Number :** DPO/SEC2401OMA/P-4/20

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

## **Organizational Setting and Reporting :**

This position is located within the United Nations Security Sector Reform (SSR) Unit (SSRU), located in the Office of Rule of Law and Security Institutions (OROLSI), Department of Peace Operations (DPO), United Nations Headquarters. The Policy Officer (SSR) reports to the Chief of the SSR Unit and/or the Deputy Chief.

## **Responsibilities :**

The incumbent will have the following main responsibilities:

- Provide responses to queries and requests for SSR and Governance (SSR&G) support from United Nations (UN) peacekeeping operations, and special political missions, Resident Coordinator Offices and UN Country Teams, as well as other departments, agencies and field offices, in particular including in the area of defense sector reform (DSR).
- Develop, implement and evaluate assigned programmes/projects; monitor and analyze programme/project development and implementation; review relevant documents and reports; identify problems and issues to be addressed and initiate corrective actions; liaise with relevant parties; ensure follow-up actions.
- Participate in field and technical assessment missions, including provision of guidance to external consultants, government officials and other parties.
- Assist in policy and guidance development, including the review and analysis of issues and trends, preparation of impact evaluation or equivalent studies, etc.
- Establish priorities for SSR&G policy development and guidance to support UN country-presences, where required, with special emphasis on DSR.
- Research, identify and review current DSR mandates and tasks undertaken by UN peacekeeping operations, if required.
- Provide advice and input to the development of mission plans and directives on DSR. Assist in the development of SSR training modules for UN peacekeeping personnel.
- Assist in the technical clearance of SSR positions in field Missions.
- Research, analyze and present information gathered from diverse sources.
- Undertake survey initiatives; review, analyze and interpret responses, identify problems/issues and prepare conclusions.
- Organize and prepare high-quality written outputs, e.g. policies, guidance material, background papers, talking points, analyses, sections of reports (e.g. relevant reports of the Secretary-General) and studies, inputs to publications, etc.
- Provide substantive support to conferences and meetings.
- Perform other duties as required.
- Undertake these or similar duties anywhere within UN Headquarters, as well as in field missions including deployment to the missions for up to 90 days.

## **Competencies :**

**Professionalism:** Excellent knowledge of SSR&G, including DSR (concepts, terminology, research and policy literature); excellent coordination skills, on operation and policy matters; ability to work with a wide range of technical experts including public administrative, civil society, police, military and judicial actors, as well as those from NGOs and regional bodies; proven strengths in policy coordination; good research, analytical and problem-solving skills, including the ability to identify and participate in resolution of issues/problems; ability to apply good judgment in the context of assignments given; ability to plan own work and manage conflicting priorities; commitment to implementing the goal of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of SSR&G. Knowledge of the institutions of the United Nations system. Basic knowledge of relevant United Nations mandates, policies and guidelines.

**Planning and organizing:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required.

**Communication:** Very high ability to speak and write clearly and effectively; ability to develop contacts and maintain

collaborative relationships with other organizations.

## **Qualifications :**

**Education:** Advanced university degree (Master's degree or equivalent) in defence and/or security studies, management studies, political science, international relations, anthropology or a related field is required. Graduation from National Command and Staff College is required. Completion of staff officer training is desirable. Attendance in recognized SSR training courses is desirable.

### **Experience:**

A minimum of seven (7) years of progressively responsible experience in military profession is required. Qualifying years of experience are calculated following the graduation from the national military/defense college or academy. Applicant must be an active service military officer in the rank of Lieutenant Colonel is required equivalent in other services.

Previous experience in the development and implementation of SSR programmes/projects in post-conflict contexts is also required.

A minimum of three (3) years' experience working on security sector governance with national regional or international counterpart is highly desirable.

Experience in doctrine and policy development is required. Joint (Army, Navy, Air Force)/combined (among different nations) planning experience is desirable.

Previous experience providing technical support in the area of SSR to UN peacekeeping missions is desirable.

Field experience in a UN peace operation/s as a staff officer, in a planning capacity and/or as a SSR officer is desirable

### **Language:**

English and French are the working languages of the United Nations Secretariat. For the post advertised, fluency in oral and written English is required. Knowledge of Arabic is desirable. Knowledge of French is desirable.

## **Assessment Method :**

Kindly note that you may, as part of the evaluation of your application for this position, be requested to undergo written knowledge-based or technical assessment exercises, which may be followed by a competency-based interview depending on the result of the written test.

## **Special Notice :**

Circulation of this Job Opening is limited to the Member States of the United Nations. Only military officers who are currently employed in their national military service and who have received authorization from their respective national authority to apply for this Job Opening will be considered.

The Appointment is limited to service within the Department of Peace Operations (DPO) on posts financed under the peacekeeping support account requiring active military service. It should be noted that during the period of their secondment to the UN, military officers cannot be reassigned or transferred to any other position in the Department of Peace Operations (DPO) or other parts of the UN Secretariat. Successful candidates will be offered a two-year fixed-term appointment which, based on performance and operational needs, may be extended for a third year or, in exceptional circumstances, a fourth and final year.

Currently serving seconded active-duty officers under a UN contract are not eligible to apply or be nominated for another seconded officer position until after at least one year of separation from their last secondment on a contract with the UN Secretariat. As a result, nominations of currently serving seconded active-duty military officers under a UN contract will not be considered.

Nominations from women candidates are strongly encouraged.