

<h1>Advertisement</h1>	
Associate Experts (JPO) Programme	
Associate Expert in Security Sector Reform	
<i>United Nations Secretariat, Department of Peacekeeping Operations (DPKO), Office of Rule and Law, Security Sector Reform Unit</i>	Closing date 7 June 2015
<u>Vacancy Announcement INT-011-13-P024-01-V</u>	
I General information	
Title:	Associate Expert in Security Sector Reform
Sector of Assignment:	Security Sector Reform (SSR)
Country:	USA
Location (City):	New York
Agency:	United Nations Secretariat, Department of Peacekeeping Operations (DPKO), Office of Rule and Law, Security Sector Reform Unit
Duration of Assignment:	Initially one year with the possibility to extend up to 3 years
Grade:	P1 step 1 or P2 step 1 in the first year, depending on the level of education and relevant working experience
<p>Note: This post is opened in the context of the Junior Professional Officer (JPO) scheme sponsored by the Government of the Netherlands and is addressed exclusively to Dutch candidates. Candidates <u>MUST BE NATIONALS OF THE NETHERLANDS TO APPLY</u>. For general information on the Dutch JPO Programme see the website of the Dutch Nedworc Foundation: http://www.nedworcfoundation.nl/Index.htm?hoofdpath=/NL/JPO/General%20Information.htm&hoofdhash</p> <p>Please read the criteria and conditions before considering applying.</p> <p>The selected candidate is expected to start the assignment in September 2015.</p>	
II Duties, responsibilities and Output Expectations	
<p>General: To support the work of the Security Sector Reform Unit of the Department of Peacekeeping Operations (DPKO) in New York.</p>	

Under direct supervision and working within the SSR Unit, the Associate Expert would be responsible for the following duties:

- Research, analyse and present information from various sources;
- Assist in outreach activities, training workshops, seminars, presentations, etc;
- Assist in the preparation of timely responses to queries and requests for support to SSR activities from UN peacekeeping operations, other departments, agencies and field offices;
- Support in the development of a system-wide knowledge management system for UN SSR-related materials, including management of the UN SSR Website and Community of Practice;
- Assist in the collection, development and analysis of best practices and lessons learned from the UN, partners and external actors as pertains to SSR;
- Support in the development of UN training on SSR;
- Participate in the development, implementation and evaluation of assigned programmes/projects; review relevant documents and reports; identify problems and issues to be addressed and propose corrective actions; liaise with relevant parties; identify and track follow-up actions;
- Assist in the drafting of various documents, e.g., policy and guidance materials, reports, briefing notes, cables, talking points, draft notes to the file on meetings and more;
- Help keep current a database of networks;
- Perform other duties as required

III Training component: Learning elements and expectations

On completion of the assignment, the Associate Expert will have/be able to:

- Have an understanding of methodologies concerning assessment, planning and evaluation of SSR programmes.
- Be able to discuss detailed SSR concepts with a broad range of actors, including civilian, police and military personnel.
- Provide UN training on SSR.
- Present analysis of SSR issues at the country level.
- Coordinate with a broad range of UN and partner institutions.

The AE/JPO training programme includes the following learning elements:

- Possibility to participate in the orientation programme for Junior Professional Officers and Associate Experts in Turin in scheduled to take place in September 2015.
- On-arrival briefing in New York.
- Possibility to participate in the Organization's learning and development programmes for staff at all levels. Programmes are aimed at developing core values, core and managerial competencies and promoting a shared organizational culture and values.
- The JPO position includes a Duty travel and training allowance (DTTA) of \$4000 per year which may be used for learning activities related to the assignment and career development.

IV Supervision

Title of supervisor:

Chief of the SSR Unit in the Office of Rule of Law and Security Institutions, DPKO and/or his/her delegate.

Content and methodology of supervision

Day-to-day supervision and the overall direction of the Associate Expert will be provided by the Chief of the SSR Unit in the Office of Rule of Law and Security Institutions and/or his/her delegate. The Associate Expert will also be included in the standard UN yearly performance appraisals system established by the UN Secretariat.

V Required Qualifications and Experience

Education:

Advanced University degree (Master's Degree or equivalent) in political or social sciences, international relations, law, public policy, or a related field.

Working experience (incl. internships and volunteering):

A minimum of 2 years and a maximum of 4 years of relevant work experience in governance, security as related to security sector reform, human rights, international development, international organizations and/ or conflict analysis. Previous experience in security sector reform or related areas highly desirable. Previous experience with UN peacekeeping operations or relevant field experience highly desirable.

Languages :

English and French are the working languages of the United Nations Secretariat. For this post, fluency in oral and written English is required. Fluency or working knowledge of French or Portuguese would be desirable.

Other Skills:

Excellent computer skills, including proficiency in word processing; willingness to learn new technology.

UN competencies:

Integrity – Maintains impartiality and demonstrates the values of the United Nations.

Professionalism – Demonstrates professional competence; and is conscientious and efficient in meeting commitments and achieving results.

Communication – Ability to clearly and concisely tailor and communicate complex issues, key decisions and positions to a variety of audiences, orally and in writing; and ability to develop contacts and foster collaboration and coordination with other persons and entities on current initiatives and studies pertinent to the assigned area.

Teamwork – Excellent interpersonal skills; demonstrated ability to work effectively within a team; values other peoples' ideas and expertise, and; willingness to learn from others.

Planning and organizing – Ability to work under tight deadlines and to plan, coordinate and manage own work plan.

Technological awareness – Good computer skills, including proficiency in word processing; willingness to learn new technology

VI Background information on Agency/Department/Section**Security sector reform**

The United Nations supports security sector reform (SSR) to ensure the development of effective, efficient, affordable and accountable security institutions. SSR aims to enhance effective and accountable security for the State and its peoples. SSR transforms institutions to make them more professional and more accountable. It is a process led by national authorities and the reform should be undertaken without discrimination and with full respect for human rights and the rule of law

What are security sectors?

No single model of a security sector exists. However, the UN considers that security sectors usually include structures, institutions and personnel responsible for the management, provision and oversight of security. These could include defense, law enforcement, corrections, intelligence services and institutions responsible for border management, customs and civil emergencies. In some cases, elements of the judicial sector responsible for cases of alleged criminal conduct and misuse of force are included. The security sector should also include management and oversight bodies and, in some instances, may involve informal or traditional security providers.

Restoring confidence

The reform of a country's security sector is essential in post-conflict contexts. In those settings, making people feel safe and secure and (re)-building confidence between the State and its peoples is vital for sustainable peace and development. In other contexts, SSR can even prevent conflicts or crises from emerging or resurging and it is also a process that many States undertake on a regular basis to respond to emerging threats or potential internal or external pressures.

How does UN Peacekeeping help?

The Department of Peacekeeping Operations (DPKO) has been assisting in the reform of individual components of the security sector, such as police services, for decades. However, it is only recently that DPKO has started supporting those efforts at the strategic level and in a holistic way, across all components. DPKO has an SSR Unit in UN Headquarters that supports various peacekeeping and special political missions.

Delivering as one UN

The Secretary-General established an Inter-Agency SSR Task Force that is co-chaired by DPKO and UNDP with representation from 11 UN entities engaged in SSR. The goal of the Task Force is to enhance the UN capacity to deliver more efficient and more effective support to national SSR efforts, as one. On behalf of the Task Force, the SSR Unit in DPKO manages a multi-year SSR programme of activities.

A key element of this programme focuses on regional approaches to SSR. Through consultations in Latin America, Southeast Asia and Africa, the Task Force has sought to learn from and enhance the SSR capacities of regional organizations. Consultations in Africa led to the development of a long-term strategic partnership on SSR between the African Union and the United Nations, which aims to support the African Union in the elaboration of a continent-wide SSR policy and build capacities for its implementation.

VII How to apply

Candidates who would like to apply should do so by e-mail only, indicating the VA Number in the subject heading of the e-mail to tcrecruit@un.org

Applications must include a letter of motivation and the United Nations Personal History Statement. This form can be downloaded from <http://esa.un.org/techcoop/associateexperts/index.html>

Applications must be received no later than **07 June 2015**. Applications received after this date will not be considered. Applicants will receive a confirmation of receipt.

Only short-listed candidates will be contacted thereafter.