

Government of Pakistan
Ministry of Interior
National Police Bureau

F.No. 1/11/2023-UN
To

Islamabad, the 15th November 2023

- The Provincial Police Officer, Punjab, Lahore.
The Inspector General Police, Sindh, Karachi.
The Provincial Police Officer, K-P, Peshawar.
The Inspector General Police, Balochistan, Quetta.
The National Coordinator, NACTA, Islamabad.
The Director General, Federal Investigation Agency, Islamabad.
The Director General, Intelligence Bureau, Islamabad.
The Commandant, National Police Academy, Islamabad.
The Commandant, Frontier Constabulary, Peshawar.
The Inspector General Police, NH&MP, Islamabad.
The Inspector General Police, AJ&K, Muzaffarabad.
The Inspector General Police, Gilgit-Baltistan, Gilgit.
The Inspector General Police, ICT, Islamabad.
The Inspector General Police, PRP, Lahore.

IGP	
Addl. IGP	
DIG	
AIG	Trg
FSO	
Regist.	
PS to	
Dy. No.	9-18488
Dated	18-11-23

Subject: Nomination for the Non-contracted Civilian Police Posts in the United Nations Investigative Team to Promote Accountability for Crimes committed by Da'esh / ISIL (UNITAD) at Baghdad

I am directed to enclose herewith a copy of Military and Police Adviser's Office Pakistan Mission to United Nations, New York email dated 07 November 2023 alongwith enclosures on the subject cited above.

2. The Secretariat of UN has invited to nominate IPOs / Civilian experts in active service for appointment on secondment (non-contracted) to serve in the UNITAD for an initial period of six (06) months. It is requested that the most suitable nomination against a specific position may kindly be furnished by 04 December, 2023.

3. Duty filled EASP form alongwith following documents may be furnished to this office by the deadline:

- Copy of Passport (validity must be 18 months)
- 4 x Passport size pictures (in JPG format)
- Self-Attestation
- Local Authority Certification
- MS3 Medical form
- Vaccination Certificate (COVID-19)

Addl. IGP Trg	
DIG/ Trg	
AIG/ Trg	
AD/ Trg	
PS/PA Trg	
PUT UP, PLEASE T /	
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4. Scanned copies (PDF format) of EASP form and above noted documents of the nominated IPOs may also be emailed to so.police123@gmail.com. Kindly ensure that all documents are complete in all respect. Nominations received after the due date and without the following format will not be entertained/ processed:

First Name	Family Name	Gender	Birth Date	Joining date	Rank	Nominated Position	Skill sets possessed	Contact number

5. Only one IPO may be nominated against a single position, otherwise the IPO on top/ senior in rank shall be considered (if fulfill the criteria) for specific position.

6. This issues with the approval of Director General NPB.

Encl. As above.

(Muhammad Shahid)
Deputy Director (UN)

CC:
PS to DG NPB
PA to Director NPSC
Section Officer (Police), MoI, Islamabad



npb.un2016@gmail.com

SO Police <so.police123@gmail.com>

Fwd: UNITAD: VACANCY ANNOUNCEMENT FOR 10 CIVILIAN EXPERT POSITIONS

2 messages

Umar Shafique Chughtai <pakmushir@gmail.com>

Tue, Nov 7, 2023 at 2:35 AM

To: SO Police <so.police123@gmail.com>, SO CAF <unsocaf@gmail.com>, Pak Direct <pakdirect1@gmail.com>

My dear colleagues

AoA

Please find the UN-VA for 10 non-contracted positions, along with details, required in the UN investigative team (UNITAD). Last date to receive the nomination is Dec 22, 2023.

Forwarded for your information and further necessary action at your end.

Best Regards

Col Umar Shafique Chughtai
Military and Police Adviser
Permanent Mission of Pakistan to the United Nations
8 East 65th Street New York, NY, 10065
Tel: +1 (212) 879-8600 Extn 142
Fax: +1 (212) 744-7348

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----- Forwarded message -----

From: Sospeter Njue Munyi <sospeter.munyi@un.org>

Date: Sun, 5 Nov 2023 at 16:09

Subject: UNITAD: VACANCY ANNOUNCEMENT FOR 10 CIVILIAN EXPERT POSITIONS

To:

Cc: Sospeter Njue Munyi <sospeter.munyi@un.org>, Lauren Nicola Cobham <lauren.cobham@un.org>, Thanujah Yogarajah <thanujah.yogarajah@un.org>

Dear Sir/Madam,

I trust this finds you well. May I bring to your attention a Vacancy Announcement for 10 non-contracted positions in the United Nations Investigative Team to Promote Accountability for Crimes Committed by Da'esh/ISIL in Iraq – UNITAD. I have attached the respective JOs and other application related documents.

These posts attract serving government officers both in the Uniformed Services and Civilian positions who have the requisite skill sets demanded in the JOs. As evidenced in the JOs, the posts require high level Investigative and Forensic

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11/7/23, 12:04 PM

Gmail - Fwd: UNITAD: VACANCY ANNOUNCEMENT FOR 10 CIVILIAN EXPERT POSITIONS

skills to be able to perform in this non-mission setting. Please note that these are **non-uniformed positions and all, including those from uniformed services will be expected to serve in a non-uniformed environment.**

I have attached our regular EASP form that will be filled by **all applicants including the non-uniformed.** The non-uniformed applicants will fill in as much relevant information as possible and sign the EASP form. They will then attach a filled Personal History Form P11 and a personal CV in a convenient format. For the uniformed service applicants, a comprehensively filled EASP form will suffice. There will be no need to attach the P11 form or a personal CV.

Please note that unlike the regular IPO positions, **SAAT clearance for the applicants is NOT a requirement.**

All applications shall be channeled through the respective Permanent Missions to the United Nations in the usual manner under cover of a Note Verbale. We shall not accept applications from individual applicants directly sent to Police Division.

Kindly advise applicants to strictly follow the guidance contained in our "Application Procedures" attached.

We shall be happy to assist with additional information whenever required.

Best regards



Sospeter MUNYI

Police Selection and Recruitment Officer

Police Division, OROLSI

Department of Peace Operations

UN DC2 R-1550; United Nations, New York, NY 10017

E-mail: sospeter.munyi@un.org

Cell: +1 201 290 1084



DEPARTMENT OF
PEACE OPERATIONS

OROLSI



13 attachments

NV - UNITAD Civilian Police Experts 2023 SM.pdf
114K

REFERENCE: DPO/ORLSI/PD/2023/0148

The Secretariat of the United Nations presents its compliments to the Permanent Mission of Member State to the United Nations and has the honour to invite its Government to nominate Individual Police Officers/Civilian Experts in active service for appointment on secondment (non-contracted) to serve in the United Nations Investigative Team to Promote Accountability for Crimes committed by Da'esh/ISIL (UNITAD), for an initial period of six (06) months. Any further tour of duty extension can be granted on an exceptional basis provided there is a mission mandate requirement and the incumbent displays good performance, dedication, professionalism and the achieved results. The final decision on the extension is subject to approval by the United Nations and concurrence by the national authorities.

Details regarding the post/s for which the Secretariat is seeking qualified applicants are provided in the attached Job Opening/s. Also attached are the "Application Procedures for Individual Police Officers/Civilian Experts in United Nations Police Components in Peace Operations, Special Political Missions or Non-Mission Settings Requiring Official Secondment (non-contracted) from National Governments of Member States of the United Nations".

The Secretariat kindly requests the Permanent Mission to submit a **separate application for each nominee for each Job Opening to the Selection and Recruitment Section/Police Division/ORLSI/DPO, 2 UN Plaza, 15th Floor, room 1546 by email to sospeter.munvi@un.org**, in accordance with the above referenced procedures, certifying that the nominee meets the requirements in the attached job opening. **Applications submitted after the deadline specified in the Job Opening will not be considered.**

The Permanent Mission is also requested to confirm that the selected candidate will be released in a timely manner, from the national police service/Force or other national obligations for service with the United Nations. It is also requested to ensure that the rank/grade of each candidate submitted is indicated on the application. In addition, it is strongly recommended that Member States carefully pre-screen their applicants and submit only those candidates meeting all requirements for the position as described in the Job Opening. Please note that UNITAD being a Non-Mission Setting has its unique, special skills requirement as opposed to other peacekeeping Missions.

Member States are strongly encouraged to nominate qualified female Police Officers in accordance with United Nations Security Council Resolution 1325 (2000), dated 31 October 2000, and United Nations System-Wide Strategy on Gender Parity. Preference will be given to equally qualified women candidates.

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 become aware of grave human rights violations which give rise to concerns as to the record and performance of Member State police personnel, this may constitute grounds to revoke its acceptance of such personnel to serve in UN Peace Operations/Special Political Missions or Non-Mission Setting. 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 or prosecution 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 violation 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/or extension procedures of police officer/s on secondment to the United Nations. Should the Secretariat become aware of allegations of corruption or fraud in the nomination and/or extension procedures of police officers on secondment, this may constitute ground 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 Secretariat also recalls that the responsibilities of those personnel who are appointed to serve in United Nations peacekeeping or Special Political Missions or Non-Mission Setting, are exclusively international in character. They perform their functions under the authority of, and in full compliance with the instructions of the Secretary General of the United Nations and persons acting on his behalf and are duty-bound not to seek or accept instructions in regard to their performance of their duties from any government or from other authorities external to the United Nations. Seconded, non-contracted personnel should carry out their functions in accordance with all applicable regulations, rules and procedures of the organization.

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.



06 November 2023

**APPLICATION PROCEDURES FOR NON-CONTRACTED POSITIONS
IN THE UNITED NATIONS INVESTIGATIVE TEAM TO PROMOTE ACCOUNTABILITY
FOR CRIMES COMMITTED BY DA'ESH/ISIL (UNITAD) FOR INDIVIDUAL POLICE
OFFICERS (IPO) AND CIVILIAN EXPERTS REQUIRING OFFICIAL SECONDMENT FROM
NATIONAL GOVERNMENTS OF UN MEMBER STATES
(UN Security Council Resolution 2379/2017)**

Outlined below are the procedures to be followed by Permanent Missions for the presentation of candidates for assignment as members of the Investigative team in Iraq to support domestic efforts to hold Da'esh/ISIL accountable by collecting, preserving and storing evidence of acts that may have amounted to war crimes, crimes against humanity and genocide.

The above-mentioned posts are reserved for candidates recommended 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 deadline specified in each Job Opening announcement. Applications received after the deadline will not be considered.

1. All applications must be submitted on a duly completed (typed) and signed United Nations Electronic Application for Seconded Police (EASP) form. For any other government officer other than a Police officer, an additional Curriculum Vitae on a standard format may be attached to the EASP form. For the convenience of the Permanent Missions, an EASP form is enclosed as a sample and shall be used for applications for the seconded non-contracted posts only.
2. Copies of candidate's passports or other valid government issued official documents containing the candidate's full name(s) and date of birth, must be submitted along with the EASP forms. Passport's validity must be at least 18 months at the date of nomination.
3. In addition to the application forms and passports/ID, the nomination for UNITAD also requires the submission of passport size pictures of the candidates in JPG format. This is required by the host state national authorities for visa formalities. Each picture should be submitted in a separate file.
4. Selection for the Experts on Mission positions is made on a competitive basis. It is therefore essential that all the application forms are completed with a view to presenting the candidates' qualifications and experience as they relate to the required skill sets/area of expertise or as set out in the relevant Job Descriptions of UNITAD posts.
5. Given the specific qualification requirements of each post, the Permanent Mission is requested to specify the position in UNITAD, against which each candidate is nominated. Nominations without the linkage to the specific posts will not be considered.
6. All sections of the EASP, including the "DECLARATION OF DISCIPLINARY CLEARANCE" (section 12), must be filled out with all necessary details of applicant's career progress and background.
7. 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 shall be included in a nomination Note Verbale: ***"The Government of is hereby confirming that none of the nominated candidates has been convicted of, or is 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 any of 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."***
8. The national authorities are also requested to certify that there was no corruption or fraud in the nomination 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 or experts 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/Civilian Policing Experts deployments from the contributing country concerned. **Nominations without the above-mentioned certification will not be accepted.**

9. Permanent Mission is requested to present its candidates in one single submission under a cover of a Note Verbale listing the names of the candidates and the corresponding vacancy announcement, in accordance with the deadline specified in the Job Description. For the convenience of the Permanent Mission, a table is attached to be used and photocopied as needed for listing its candidates. The table/list must clearly display the skill set(s) of each nominee and position against which he/she is expected to be considered. **The nominations without the duly filled table will not be accepted.**
10. **Due to the limited number of posts available, it is strongly recommended that the number of nominees per position is limited to a maximum of 2 with adequate representation of women candidates.**
11. Application packages should be e-mailed to the UNITAD desk officer of the Selection and Recruitment Section of the Police Division at: sospeter.munyi@un.org. EASP and copy of passport for each nominee should be submitted in separate files. The e-versions of the above documents should be grouped by their type.
12. Upon delivery of the applications, the Selection and Recruitment Section shall acknowledge the receipt to the individual making the delivery.
13. Communication regarding this process shall be maintained through the Permanent Mission only.

November 2023

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 peace operations and subject to the approval of United Nations General
Assembly and renewal of the mandate of UNITAD.*

Post title and level: Forensic Geneticist

Organizational Unit: United Nations Investigative Team to Promote Accountability for Crimes Committed by Da'esh/ISIL (UNITAD)

Duty Station: Baghdad

Reporting to: Chief of Office of Evidence Management

Duration: 06 Months (Extendable)

Deadline for applications: 22 December 2023

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

BACKGROUND:

UNITAD was established by the Secretary-General pursuant to Security Council resolution 2379 (2017), according to which it is mandated to support domestic efforts to hold ISIL (Da'esh) accountable by collecting, preserving and storing evidence in Iraq of acts that may amount to war crimes, crimes against humanity and genocide committed by the terrorist group ISIL (Da'esh) in Iraq. In accordance with the Terms of Reference regarding its activities in Iraq, UNITAD is an independent, impartial Investigative Team mandated to conduct its work in cooperation with Iraqi authorities and in a manner consistent with the highest possible standards to ensure the broadest possible use before national courts. UNITAD operates with full respect for the sovereignty of Iraq and its jurisdiction over crimes committed in its territory.

This position is located within the Office of Evidence Management of the United Nations Investigative Team to promote accountability for crimes committed by Da'esh / ISIL (UNITAD) and will be based in Baghdad, Iraq. The Forensic Geneticist reports to the Chief of Section/Senior Forensic Anthropologist in the Forensic archaeology and anthropology Unit, under the overall supervision of the Director of Office of Evidence Management.

RESPONSIBILITIES:

Under the authority of the direct supervisor within the organizational structure of UNITAD and within the limits of delegated authority, the Forensic Geneticist will be responsible for, but not limited to the performance of the following duties:

- Conduct in depth needs assessment of high throughput DNA laboratory with a focus on methodologies used to perform large scale genetic matching, kinship and pairwise matching, matching statistics and setting matching parameters.
- Develop a detailed programme to strengthen the capacity and throughput of a national DNA laboratory used to identify persons missing as a result if ISIL crimes.
- Design and develop training materials, to strengthen national capacity, and support the delivery of training initiatives.

- Provide technical advice to national counterparts on genetic analysis and extraction, and quality management concepts with respect to implementing a LIMS.
- Provide technical Assistance in implementing sample collection programs, high volume sample analysis and data management, DNA statistical calculations and DNA matching reports.
- Advise on reporting procedures, standard operating procedures and user manuals in accordance with relevant ISO standards, set up and maintenance of a DNA laboratory quality management system
- Provide guidance and recommendations on facility design underpinned by key concepts of evidence security, evidence flow, contamination avoidance, and analysis requirements in accordance with international standards for the admissibility of scientific findings in criminal investigations.
- Research, analyze and evaluate new technologies and make recommendations for their deployment.
- Expert report writing and synthesis of DNA matching results
- Provide guidance to, and may supervise, new/junior staff, consultants, etc.
- Perform any other duties as assigned by the Chief of Unit or his/her designee in fulfilment of the mission mandate.

COMPETENCIES:

- **Professionalism** - 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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.
- **Communication** - Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors' language, tone, style, and format to match audience; demonstrates openness in sharing information and keeping people informed.
- **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 biology, biochemistry, forensics, genetics or other related scientific fields. A first-level university degree in combination with qualifying experience and relevant academic/professional qualifications, such as accreditations from military or government command and staff colleges, may be accepted in lieu of the advanced university degree. Formal qualifications and/or certifications in forensic DNA analysis as applied to human identification, forensic quality management systems and international standards in forensic science (pursuant to a course of study,

training and examinations of a state/national law enforcement institution, a national military academy or a federal/national intelligence service training institution, supplemented with professional development courses and/or certifications involving study, training and examinations in investigatory work) in combination with four additional years of qualifying work experience may be accepted in lieu of the first-level university degree.

Work Experience:

A minimum of five (5) years of progressively responsible experience with advanced university degree (seven years with a first-level university degree) in forensic DNA analysis as applied to human identification and multi-disciplinary human identification projects, knowledge of forensic quality management systems and international standards in forensic science. Experience in the design and delivery of frameworks applicable to learning and development and conduct of capacity and needs assessments is an asset. Experience working in the geographical region of operations is desirable.

Languages: For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language (Arabic) is an advantage.

Assessment for Mission Service:

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

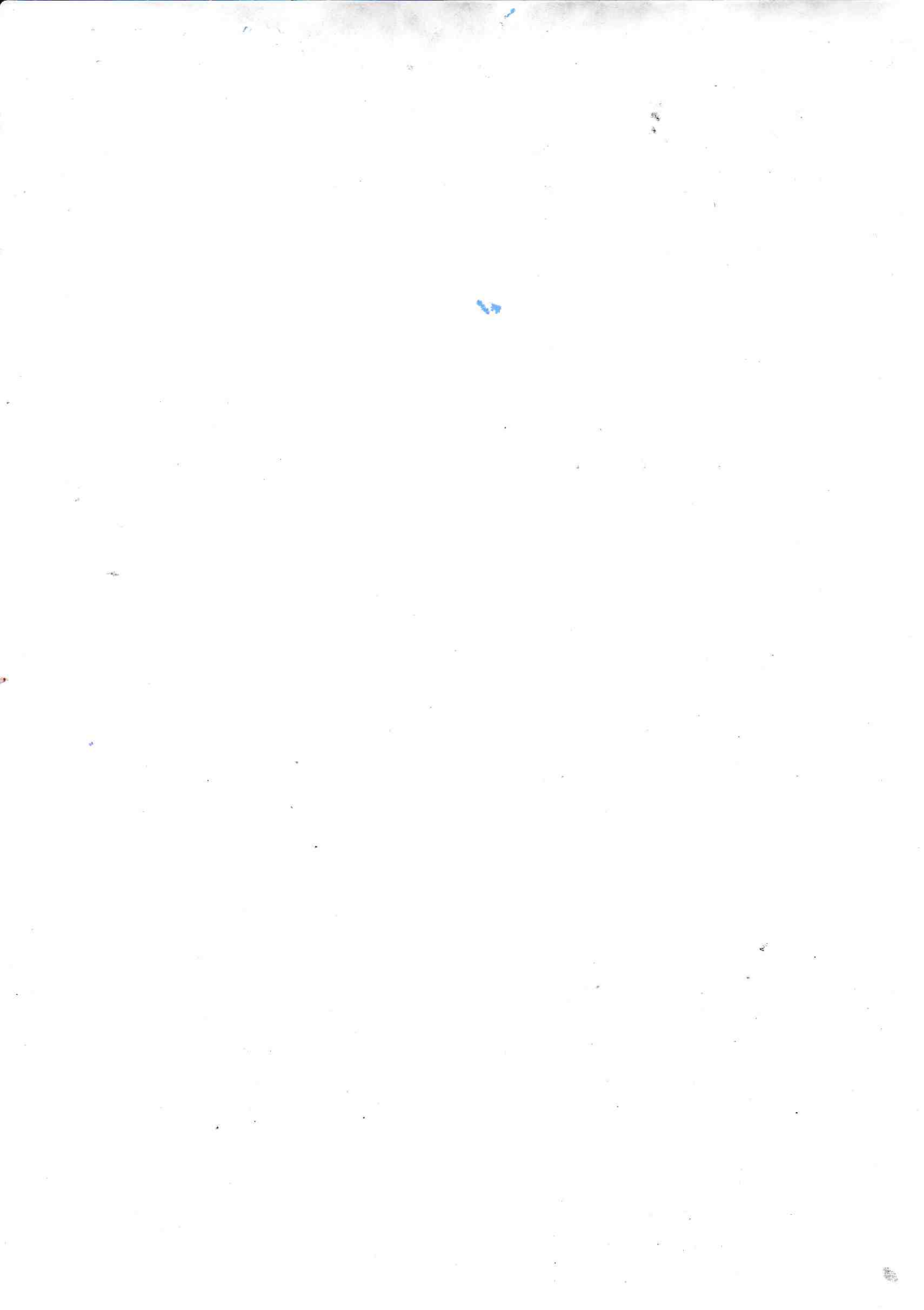
Selected candidates shall be subjected to driving and vehicle handling skills in the mission area. Failure to pass this assessment may result to repatriation. All repatriation related expenses in this case are to be borne by the Member State.

Preference will be given to equally qualified women candidates.

Date of Issuance: 06 November 2023

The "Guidelines for United Nations Police Officers on assignment with peacekeeping operations" dated 29 June 2007 (DPKO/PD/2006/00135), are applicable to the recruited seconded personnel. All personnel recruited under this ToR are expected to serve in a civilian (non-uniformed) capacity, including the candidates provided by a national uniformed service.

In accordance with the UN 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.



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 peace operations and subject to the approval of United Nations General
Assembly and renewal of the mandate of UNITAD.*

Post title and level:	Records and Evidence Support Officer
Organizational Unit:	United Nations Investigative Team to Promote Accountability for Crimes Committed by Da'esh/ISIL (UNITAD)
Duty Station:	Dohuk and Erbil
Reporting to:	Chief of Evidence Management
Duration:	06 Months (Extendable)
Deadline applications:	for 22 December 2023

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

BACKGROUND:

UNITAD was established by the Secretary-General pursuant to Security Council resolution 2379 (2017), according to which it is mandated to support domestic efforts to hold ISIL (Da'esh) accountable by collecting, preserving and storing evidence in Iraq of acts that may amount to war crimes, crimes against humanity and genocide committed by the terrorist group ISIL (Da'esh) in Iraq. In accordance with the Terms of Reference regarding its activities in Iraq, UNITAD is an independent, impartial Investigative Team mandated to conduct its work in cooperation with Iraqi authorities and in a manner consistent with the highest possible standards to ensure the broadest possible use before national courts. UNITAD operates with full respect for the sovereignty of Iraq and its jurisdiction over crimes committed in its territory.

This position is located within the Office of Evidence Management of the United Nations Investigative Team to promote accountability for crimes committed by Da'esh / ISIL (UNITAD) and will be based in Erbil and Dohuk, Iraq. The Technical Officer reports to the Head Information & Evidence Management Unit under the overall supervision of the Chief of Evidence Management.

RESPONSIBILITIES:

Under the authority of the direct supervisor within the organizational structure of UNITAD and within the limits of delegated authority, Technical Support Officer will be responsible for, but not limited to the performance of the following duties:

- Demonstrate thorough knowledge of evidence management and handling as well, as general record management, and assess priorities; and the insight to achieve client solutions under tight deadlines.
- Serve as a liaison between investigative teams, IT personnel, legal officers, evidence officers, digital-forensics experts, and records managers.
- Follow UNITAD processes and standards for handling collected evidentiary material while

maintaining the forensic integrity of the evidence.

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- Help develop and improve training materials, operating and user manuals; train, support, and monitor staff to ensure evidence and records management policies, procedures, and best practices are followed.
- Perform any other duties as assigned by the Chief of Section or his/her designee in fulfilment of the mission mandate.

COMPETENCIES:

- **Professionalism** - Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; demonstrates understanding of legal and judicial systems; is conscientious and efficient in meeting commitments, observes deadlines and achieves 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.
- **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 shortcomings.
- **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.

QUALIFICATIONS:

Education: University degree (Bachelor's degree or equivalent) in law enforcement, information technology, data science, computer forensics, law, political science, criminal justice, military intelligence or related field. A high-school degree in combination with two years of qualifying experience may be accepted in lieu of the Bachelor's degree.

Work Experience: A minimum of five (5) years of progressively responsible experience in law enforcement, criminal investigations, military intelligence, electronic discovery, computer forensics, or related field that involved managing and handling physical and digital evidence. Experience with e-discovery, evidence-management, and evidence-digitization technologies is desired.

Languages: English and French are the working languages of the United Nations Secretariat. For the position advertised, fluency in oral and written English and Arabic is required.

Other skills: The "Guidelines on Non-Uniformed Civilian Government-Provided Personnel on Assignment with United Nations Peacekeeping and Special Political Missions", dated 1 April 2015, reference 2015.01, are applicable to civilian government-provided personnel. All government-provided personnel recruited

under this ToR are expected to serve in a civilian (non-uniformed) capacity, including GPP provided by a national uniformed service.

Assessment for Mission Service: Evaluation of qualified candidates may include an assessment exercise which will be followed by competency-based interview.

Selected candidates shall be subjected to driving and vehicle handling skills in the mission area. Failure to pass this assessment may result to repatriation. All repatriation related expenses in this case are to be borne by the Member State.

Preference will be given to equally qualified women candidates.

Date of Issuance: 06 November 2023

The "Guidelines for United Nations Police Officers on assignment with peacekeeping operations" dated 29 June 2007 (DPKO/PD/2006/00135) are applicable to the recruited seconded personnel. All personnel recruited under this ToR are expected to serve in a civilian (non-uniformed) capacity, including the candidates provided by a national uniformed service.

In accordance with the UN 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.



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 peace operations and subject to the approval of United Nations General
Assembly and renewal of the mandate of UNITAD.*

Post title and level: **Electronic Discovery Systems Support Officer (Non-uniformed, non-contracted) Civilian Policing Expert, 2 Posts**

Organizational Unit: **United Nations Investigative Team to Promote Accountability for Crimes Committed by Da'esh/ISIL (UNITAD)**

Duty Station: **Baghdad**

Reporting to: **Chief of Evidence Management**

Duration: **6 Months (Extendable)**

Deadline for applications: **22 December 2023**

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

BACKGROUND:

UNITAD was established by the Secretary-General pursuant to Security Council resolution 2379 (2017), according to which it is mandated to support domestic efforts to hold ISIL (Da'esh) accountable by collecting, preserving and storing evidence in Iraq of acts that may amount to war crimes, crimes against humanity and genocide committed by the terrorist group ISIL (Da'esh) in Iraq. In accordance with the Terms of Reference regarding its activities in Iraq, UNITAD is an independent, impartial Investigative Team mandated to conduct its work in cooperation with Iraqi authorities and in a manner consistent with the highest possible standards to ensure the broadest possible use before national courts. UNITAD operates with full respect for the sovereignty of Iraq and its jurisdiction over crimes committed in its territory.

This position is located within the Office of Evidence Management of the United Nations Investigative Team to promote accountability for crimes committed by Da'esh / ISIL (UNITAD) and will be based in Baghdad, Iraq. The Electronic Discovery Systems Support Officer reports to the Head Information Systems Unit under the overall supervision of the Chief of Evidence Management.

RESPONSIBILITIES:

Under the authority of the direct supervisor within the organizational structure of UNITAD and within the limits of delegated authority, Electronic Discovery Systems Support Officer will be responsible for, but not limited to the performance of the following duties:

- Demonstrate thorough knowledge of investigation and/or general technology applications, systems, and best practices; the ability to manage multiple systems, data search and analysis requests and assess priorities; and the insight to achieve client solutions under tight deadlines.
- Translate the objectives of investigations into technical activities to assist teams in their examination of electronic content.
- Serve as a liaison between investigative teams, IT personnel, legal officers, evidence officers, digital-forensics experts, and records managers.

- Process gathered open-source and social-media intelligence in support of investigations.
- Follow UNITAD processes and standards for handling collected data to extract relevant information while maintaining the forensic integrity of the evidence.
- Assist investigators and analysts in building and executing search queries in UNITAD's document-review platform and to identify material of interest.
- Help develop and improve training materials, operating and user manuals; train staff in assigned systems.
- Perform any other duties as assigned by the Chief of Section or his/her designee in fulfilment of the mission mandate.

COMPETENCIES:

- **Professionalism** - Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; demonstrates understanding of legal and judicial systems; is conscientious and efficient in meeting commitments, observes deadlines and achieves 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.
- **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 shortcomings.
- **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.
- **Technological Awareness** - Keeps abreast of available technology; understands applicability and limitation of technology to the work of the office; actively seeks to apply technology to appropriate tasks; shows willingness to learn new technology.

QUALIFICATIONS:

Education: University degree (Bachelor's degree or equivalent) in information technology, data science, computer forensics, law, political science, criminal justice, military intelligence or related field. A high-school degree in combination with two years of qualifying experience may be accepted in lieu of the first-level university degree.

Work Experience: A minimum of five (5) years of progressively responsible experience in law enforcement, criminal investigations, military intelligence, electronic discovery, computer forensic, or related field. Experience with e-discovery, data analysis, cyber investigations, open source and social-media investigations (OSINT, SOCMINT), evidence-management, and evidence-digitization technologies is desired.

Languages: English and French are the working languages of the United Nations Secretariat. For the position advertised, fluency in oral and written English and Arabic is required.

Other skills: The “Guidelines on Non-Uniformed Civilian Government-Provided Personnel on Assignment with United Nations Peacekeeping and Special Political Missions”, dated 1 April 2015, reference 2015.01, are applicable to civilian government-provided personnel. All government-provided personnel recruited under this ToR are expected to serve in a civilian (non-uniformed) capacity, including GPP provided by a national uniformed service.

Assessment for Mission Service: Evaluation of qualified candidates may include an assessment exercise which will be followed by competency-based interview.

Selected candidates shall be subjected to driving and vehicle handling skills in the mission area. Failure to pass this assessment may result to repatriation. All repatriation related expenses in this case are to be borne by the Member State.

Preference will be given to equally qualified women candidates.

Date of Issuance: 06 November 2023

The “Guidelines for United Nations Police Officers on assignment with peacekeeping operations” dated 29 June 2007 (DPKO/PD/2006/00135) are applicable to the recruited seconded personnel. All personnel recruited under this ToR are expected to serve in a civilian (non-uniformed) capacity, including the candidates provided by a national uniformed service.

In accordance with the UN 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.



United Nations

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Post title and level:	Evidence Management Officer
Organizational Unit:	United Nations Investigative Team to Promote Accountability for Crimes Committed by Da'esh/ISIL (UNITAD)
Duty Station:	Baghdad
Reporting to:	Chief of Evidence Management
Duration:	06 Months (Extendable)
Deadline for applications:	22 November 2023

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

BACKGROUND:

UNITAD was established by the Secretary-General pursuant to Security Council resolution 2379 (2017), according to which it is mandated to support domestic efforts to hold ISIL (Da'esh) accountable by collecting, preserving and storing evidence in Iraq of acts that may amount to war crimes, crimes against humanity and genocide committed by the terrorist group ISIL (Da'esh) in Iraq. In accordance with the Terms of Reference regarding its activities in Iraq, UNITAD is an independent, impartial Investigative Team mandated to conduct its work in cooperation with Iraqi authorities and in a manner consistent with the highest possible standards to ensure the broadest possible use before national courts. UNITAD operates with full respect for the sovereignty of Iraq and its jurisdiction over crimes committed in its territory.

This position is located within the Office of Evidence Management of the United Nations Investigative Team to promote accountability for crimes committed by Da'esh / ISIL (UNITAD) and will be based in Baghdad, Iraq. The Evidence Management Officer reports to the Head Information Systems/Information Evidence Unit under the overall supervision of the Chief of Evidence Management.

RESPONSIBILITIES:

Under the authority of the direct supervisor within the organizational structure of UNITAD and within the limits of delegated authority, Electronic Discovery Officer will be responsible for, but not limited to the performance of the following duties:

- Demonstrate thorough knowledge of investigation technology applications, systems, and best practices; the ability to manage multiple data search and analysis requests and assess priorities; and the insight to achieve client solutions under tight deadlines.
- Translate the objectives of investigations into technical activities to assist teams in their examination of electronic content.
- Serve as a liaison between investigative teams, IT personnel, legal officers, evidence officers, digital-forensics experts, and records managers.
- Conduct research and analysis in support of investigations into war crimes, crimes against humanity

and genocide and convert findings into reports.

- Gather open-source and social-media intelligence in support of investigations.
- Follow UNITAD processes and standards for handling collected data to extract relevant information while maintaining the forensic integrity of the evidence.
- Assist investigators and analysts in building and executing search queries in UNITAD's document-review platform and to identify material of interest.
- Help develop and improve training materials, operating and user manuals; train staff in assigned systems.
- Perform any other duties as assigned by the Chief of Section or his/her designee in fulfilment of the mission mandate.

COMPETENCIES:

- **Professionalism** - Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; demonstrates understanding of legal and judicial systems; is conscientious and efficient in meeting commitments, observes deadlines and achieves 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.
- **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 shortcomings.
- **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.
- **Technological Awareness** - Keeps abreast of available technology; understands applicability and limitation of technology to the work of the office; actively seeks to apply technology to appropriate tasks; shows willingness to learn new technology.

QUALIFICATIONS:

Education: University degree (master's degree or equivalent) in information technology, data science, computer forensics, law, political science, criminal justice, military intelligence or related field. A first-level university degree in combination with two years of qualifying experience may be accepted in lieu of the advanced university degree.

Work Experience: A minimum of five (5) years of progressively responsible experience in international human-rights law, legal analysis, criminal investigations, military intelligence, electronic discovery, or related field. Experience with e-discovery, data analysis, cyber investigations, open source and social-media investigations (OSINT, SOCMINT), evidence-management, and evidence-digitization technologies is desired.

Languages: English and French are the working languages of the United Nations Secretariat. For the position advertised, fluency in oral and written English and Arabic is required.

Other skills: The “Guidelines on Non-Uniformed Civilian Government-Provided Personnel on Assignment with United Nations Peacekeeping and Special Political Missions”, dated 1 April 2015, reference 2015.01, are applicable to civilian government-provided personnel. All government-provided personnel recruited under this ToR are expected to serve in a civilian (non-uniformed) capacity, including GPP provided by a national uniformed service.

Assessment for Mission Service: Evaluation of qualified candidates may include an assessment exercise which will be followed by competency-based interview.

Selected candidates shall be subjected to driving and vehicle handling skills in the mission area. Failure to pass this assessment may result to repatriation. All repatriation related expenses in this case are to be borne by the Member State.

Preference will be given to equally qualified women candidates.

Date of Issuance: 06 November 2023

<http://www.un.org/en/peacekeeping/sites/police>

The “Guidelines for United Nations Police Officers on assignment with peacekeeping operations” dated 29 June 2007 (DPKO/PD/2006/00135) are applicable to the recruited seconded personnel. All personnel recruited under this ToR are expected to serve in a civilian (non-uniformed) capacity, including the candidates provided by a national uniformed service.

In accordance with the UN 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.

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- Post title and level:** Evidence Analyst
- Organizational Unit:** United Nations Investigative Team to Promote Accountability for Crimes Committed by Da'esh/ISIL (UNITAD)
- Duty Station:** Baghdad
- Reporting to:** Chief of Jurisdictional Support Unit (JSU)
- Duration:** 06 Months (Extendable)
- Deadline for applications:** 22 December 2023

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

BACKGROUND:

UNITAD was established by the Secretary-General pursuant to Security Council resolution 2379 (2017), according to which it is mandated to support domestic efforts to hold ISIL (Da'esh) accountable by collecting, preserving and storing evidence in Iraq of acts that may amount to war crimes, crimes against humanity and genocide committed by the terrorist group ISIL (Da'esh) in Iraq. In accordance with the Terms of Reference regarding its activities in Iraq, UNITAD is an independent, impartial Investigative Team mandated to conduct its work in cooperation with Iraqi authorities and in a manner consistent with the highest possible standards to ensure the broadest possible use before national courts. UNITAD operates with full respect for the sovereignty of Iraq and its jurisdiction over crimes committed in its territory.

This position is located within the Jurisdictional Support Unit (JSU) of the United Nations Investigative Team to promote accountability for crimes committed by Da'esh / ISIL (UNITAD) and will be based in Baghdad, Iraq. Under the direct supervision of the Chief of the Jurisdictional Support Unit, the Evidence Analyst will be assigned to lead information and evidence review and analysis projects in harmony with the needs of investigators and legal officers.

RESPONSIBILITIES:

Under the authority of the direct supervisor within the organizational structure of UNITAD within the limits of delegated authority, the Evidence Analyst will be responsible for, but not limited to the performance of the following duties:

- Effectively utilize databases available for investigative and evidence analysis and review (e.g. Relativity), including advanced searches and analytical output;
- Categorize, exploit, and analyze information and evidence collected and required, so that investigators and other analysts can use the resulting analytical products to identify persons of interest;

- Identify, review, and analyze different types of material related to developments/events relevant to the investigation or any queries;
- Process, analyze, and disseminate the relevant analysis to the preparation of case files to potentially be shared with domestic authorities in support of ongoing or future criminal investigations or prosecutions, in close cooperation with Legal Officers and Investigators;
- Document efficiently comprehensive analysis and preliminary case report regarding the review of evidence and information;
- Advise the team about potential sources of evidence, including, social media and other open sources potential witnesses (victims, insiders, experts, or others), telecommunications data (Call Data Records), archives, and fugitive tracking;
- Work with investigators to prioritize evidence for processing and review;
- Contribute to evidence-lifecycle management principles, practices, and content on various Provide input to develop and update policies and procedures, for evidence management, analysis, processing, review, and production throughout the evidence lifecycle and across UNITAD in accordance with international best practices and standards;
- Ensure alignment with the system for classifying and storing confidential information, in cooperation with information management/technology expertise;
- Perform any other duties as assigned by the Chief of Unit or his/her designee in fulfillment of the mission mandate.

COMPETENCIES:

Professionalism: 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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

Communication - Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.

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 political science, international relations, foreign affairs, law or related field. A first-level university degree in combination with qualifying experience and relevant academic/professional qualifications, such as accreditations from military or government command and staff colleges, may be accepted in lieu of the advanced university degree. Formal

qualifications and/or certifications in Investigations or Evidence Analysis (pursuant to a course of study, training and examinations of a state/national law enforcement institution, a national military academy or a federal/national intelligence service training institution, supplemented with professional development courses and/or certifications involving study, training and examinations in investigatory work) in combination with four additional years of qualifying work experience may be accepted in lieu of the first-level university degree.

Work Experience: A minimum of five (5) years of progressively responsible experience with advanced university degree (seven years with a first-level university degree) in intelligence or information analysis, political science, international relations, journalism, development, security (military or police), criminal investigations or related field. Experience in research, information analysis and drafting of analytical products is required. Experience working in the geographical region of operations is desirable.

Languages: English and French are the working languages of the United Nations Secretariat. For the position advertised, fluency in English is required. Fluency in Arabic is desirable.

Assessment for Mission Service: Evaluation of qualified candidates may include an assessment exercise which will be followed by competency-based interview.

Selected candidates shall be subjected to driving and vehicle handling skills in the mission area. Failure to pass this assessment may result to repatriation. All repatriation related expenses in this case are to be borne by the Member State.

Preference will be given to equally qualified women candidates.

Date of Issuance: 06 November 2023

The "Guidelines for United Nations Police Officers on assignment with peace operations" dated 29 June 2007 (DPKO/PD/2006/00135), are applicable to the recruited seconded personnel. All personnel recruited under this ToR are expected to serve in a civilian (non-uniformed) capacity, including the candidates provided by a national uniformed service.

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United Nations

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Post title and level: Criminal Intelligence Analyst
Organizational Unit: United Nations Investigative Team to Promote Accountability for Crimes Committed by Da'esh/ISIL (UNITAD)
Duty Station: Baghdad/Erbil/Dohuk
Reporting to: Chief, Office of Field Investigations
Duration: 06 Months (Extendable)
Deadline for applications: 22 December 2023

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

Org. Setting and Reporting

UNITAD was established by the Secretary-General pursuant to Security Council resolution 2379 (2017), according to which it is mandated to support domestic efforts to hold ISIL (Da'esh) accountable by collecting, preserving, and storing evidence in Iraq of acts that may amount to war crimes, crimes against humanity and genocide committed by the terrorist group ISIL (Da'esh) in Iraq.

In accordance with the Terms of Reference regarding its activities in Iraq, UNITAD is an Independent, Impartial Investigative Team mandated to conduct its work in cooperation with Iraqi authorities and in a manner consistent with the highest possible standards to ensure the broadest possible use before national courts. UNITAD operates with full respect for the sovereignty of Iraq and its jurisdiction over crimes committed in its territory.

This position is located within the United Nations Investigative Team to promote accountability for crimes committed by Da'esh / ISIL (UNITAD) and will be based in Iraq. Under the direct supervision of the Office of Field Investigation, the Criminal intelligence analyst will be assigned to lead information and evidence review and analysis projects in coherence with the needs of investigators and legal officers.

Responsibilities

Within delegated authority, the Criminal intelligence Analyst will be responsible for the following duties:

- 1) Draft Intelligence / Evidence Collection and Criminal Analysis Plan to support the work of the investigation in a methodological manner.
 - Categorize, exploit and analyze information and evidence collected and required, so that investigators and other analysts can use the resulting analytical products to identify persons of interests.
 - Identify investigative leads and advises the team about potential sources of evidence, including, social media and other open sources potential witnesses (victims, insiders, experts or other), telecommunications data (Call Data Records), archives and fugitive tracking.
 - Identify and analyze different types of material related to developments/events relevant to the investigation or any queries.
 - Process, analyze and disseminate the relevant analysis to the preparation of case files to potentially be shared with domestic authorities in support of ongoing or future criminal investigations or prosecutions, in close cooperation with Legal Officers and Investigators.

2) Leads criminal intelligence analysis tasks:

- Consult with the team and develop tailored criminal intelligence product templates to support investigations, including reports of different kinds (on incidents, crime pattern, profiles, groups and networks etc.), relational charts, timelines and GIS reports (Geographic Information Systems), in compliance with best practices and international standards, and taking into account the context of the crimes and background of the alleged perpetrators.
- Produce criminal intelligence products, including Intelligence Collection Plan; Criminal Intelligence Reports; Communications Analysis; Conduct Network Analysis and provide charts as required; Geospatial Analysis; Person of Interest Profile; and provide guidance on any future assessments that may be required within the investigation;
- Effectively utilize databases available for analysis, including advanced desk searches and analytical outputs, in cooperation with other analysts.
- Document efficiently comprehensive analysis and preliminary case report regarding the review of evidence and information; Produce overall reports on the factual strength of a case under investigation.

3) Develop quality control procedures and comply with the evidence-lifecycle management principles.

- Assist the field investigation units in the evaluation and reliability of the information and evidence collected.
- Ensure alignment with the system for classifying and storing confidential information, in cooperation with information management/technology expertise.
- Contribute to evidence-lifecycle management principles, practices, and content on various platforms and tools.
- Strengthen the investigation's ability to identify, collect and preserve key relevant evidence for future legal proceedings.
- Review current business processes and develop recommendations for intelligence systems, processes and procedures that support investigations into potential international crimes committed by ISIL against communities in Iraq;

• **COMPETENCIES:**

Professionalism: 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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

Communication - Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.

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 political science, international relations, criminology, law enforcement or security affairs or related field is required. A first-level university degree in combination with qualifying experience and/or relevant professional qualifications, such as accreditations from law enforcement or government command and staff colleges, may be accepted in lieu of the advanced university

degree.

- Formal qualifications and/or certifications in Criminal Analysis (pursuant to a course of study, training and examinations of a state/national law enforcement institution, a national military academy or a federal/national intelligence service training institution, supplemented with professional development courses and/or certifications involving study, training and examinations in investigatory work) in combination with four additional years of qualifying work experience may be accepted in lieu of the first-level university degree.
- Certification or training in criminal or intelligence analysis is required.
- Official certification in iBase /ANB is an asset.

Experience:

- The Criminal Intelligence Expert must have a minimum of 10 years' experience of applied criminal, counter-terrorism, and/or intelligence analysis for law enforcement, security, investigations for government, international organization or special tribunals (IHL/ICL), is required.
- Proven report-writing skills with the ability to present recommendations supported by findings.
- Experience in using investigative and analysis database and software (i-Base/ANB) is required.
- Experience working in investigations or analysis in relation to ISIL (Da'esh) is required.
- Experience working in mass crimes or terrorism investigations, or criminal/intelligence is required.
- Experience in/on the Middle East and North Africa region is required.
- Experience working in or in support of a field operation, is desirable.

Languages

English and French are the working languages of the United Nations Secretariat. For the position advertised, fluency in English is required. Knowledge in Arabic will be an asset.

Assessment

Written test and Interview.

Other Skills:

Assessment for Mission Service: All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment will result in candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State.

Preference will be given to equally qualified women candidates. Date of

Date of Issuance: 06 November 2023

The "Guidelines for United Nations Police Officers on assignment with peace operations" dated 29 June 2007 (DPKO/PD/2006/00135), are applicable to the recruited seconded personnel. All personnel recruited under this ToR are expected to serve in a civilian (non-uniformed) capacity, including the candidates provided by a national uniformed service.

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 she/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.

United Nations



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Post Title and Level: Open-Source Security Analyst

Organizational Unit: United Nations Investigative Team to Promote Accountability for Crimes Committed by Da'esh/ISIL (UNITAD)

Status: Expert on Mission

Duty Station: Baghdad

Report to: Chief Security Officer

Duration: 06 months (Extendable)

Deadline for Application: 22 December 2023

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

BACKGROUND:

UNITAD was established by the Secretary-General pursuant to Security Council Resolution 2379 (2017), according to which it is mandated to support domestic efforts to hold ISIL (Da'esh) accountable by collecting, preserving and storing evidence in Iraq of acts that may amount to war crimes, crimes against humanity and genocide committed by the terrorist group ISIL (Da'esh) in Iraq.

In accordance with the Terms of Reference regarding its activities in Iraq, UNITAD is an Independent, Impartial Investigative Team mandated to conduct its work in cooperation with Iraqi authorities and in a manner consistent with the highest possible standards to ensure the broadest possible use before national courts. UNITAD operates with full respect for the sovereignty of Iraq and its jurisdiction over crimes committed in its territory.

This position is located within the Security Section of the United Nations Investigative Team to promote accountability for crimes committed by Da'esh / ISIL (UNITAD) and will be based in Baghdad, Iraq. The Digital Open-Source Security Analyst reports to the Deputy Chief Security Officer, under the overall supervision of the Chief Security Officer.

RESPONSIBILITIES:

Under the authority of the direct supervisor within the organizational structure of UNITAD and within the limits of delegated authority, the Open-Source Security Analyst will be responsible for, but not limited to the performance of the following duties:

- Develops a security information database for information collation and for record of activities.
- Performs searches, collection, and preservation of digital data to support priority outputs of the security team in accordance with UN security best practice.

- Prepares and generates analytical reports to support timely identification of threat events that can harm personnel, assets, and operations.
- Prepares situation reports on the activities of UNITAD Security with respect to project implementation, coordination with sections and units across the Investigation Team as required.
- Support the preparation and development of standard operating procedures (SoPs), guidelines and protocols on digital open-source through open-source platform.
- Assists in the preparation of field missions, including the drafting of thematic analytical situation reports.
- Using technological awareness to improve data collection and analysis to the end users.
- Conducts technical needs assessments and supports the design and delivery of trainings on digital open-source information gathering and database driven reports, as well as information management methodologies.
- Prepares reports and presentations on security management topics/activities using database collated information.
- Other activities as assigned by the CSO.

COMPETENCIES:

- **PROFESSIONALISM:** 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. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the particular posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.
- **TECHNOLOGICAL AWARENESS:** Keeps abreast of available technology; understands applicability and limitation of technology to the work of the office; actively seeks to apply technology to appropriate tasks; shows willingness to learn new technology.
- **TEAMWORK:** Good interpersonal skills and ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity, including gender balance.
- **COMMITMENT TO CONTINUOUS LEARNING:** Keeps abreast of new developments in own occupation/profession; actively seeks to develop oneself professionally and personally; contributes to the learning of colleagues and subordinates; shows willingness to learn from others; seeks feedback to learn and improve.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in Forensic Science, cyber security, computer science or other related fields. A first-level university degree in combination with qualifying experience and relevant academic/professional qualifications, such as accreditations from military or government command and staff colleges, may be accepted in lieu of the advanced university degree.

Work Experience: A minimum of five (5) years of progressively responsible experience with advanced university degree (seven years with a first-level university degree) in digital open source information gathering as applied to security threat and risk analysis. Experience conducting needs assessments and the design and delivery of database driven reports is considered an asset. Experience working in the geographical region of operations is desirable.

Languages: English and French are the working languages of the United Nations Secretariat. For the position advertised, fluency in English is required. Fluency in Arabic is desirable.

Other skills:

The "Guidelines on Non-Uniformed Civilian Government-Provided Personnel on Assignment with United Nations Peacekeeping and Special Political Missions", dated 1 April 2015, reference 2015.01, are applicable to civilian government-provided personnel. All government-provided personnel recruited under this ToR are expected to serve in a civilian (non-uniformed) capacity, including GPP provided by a national uniformed service.

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 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.

Assessment for Mission Service: Evaluation of qualified candidates may include an assessment exercise which may be followed by competency-based interview.

Selected candidates shall be subjected to driving and vehicle handling skills in the mission area. Failure to pass this assessment may result to repatriation. All repatriation related expenses in this case shall be borne by the Member State.

Preference will be given to equally qualified women candidates.

Date of Issuance: 06 November 2023

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Assembly and renewal of the mandate of UNITAD.*

Post title and level:	Clinical Psychologist
Organizational Unit:	United Nations Investigative Team to Promote Accountability for Crimes Committed by Da'esh/ISIL (UNITAD)
Duty Station:	Erbil
Reporting to:	Lead Psychologist WPSU
Duration:	06 Months (Extendable)
Deadline for	
applications:	22 December 2023

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

BACKGROUND:

UNITAD was established by the Secretary-General pursuant to Security Council resolution 2379 (2017), according to which it is mandated to support domestic efforts to hold ISIL (Da'esh) accountable by collecting, preserving and storing evidence in Iraq of acts that may amount to war crimes, crimes against humanity and genocide committed by the terrorist group ISIL (Da'esh) in Iraq. In accordance with the Terms of Reference regarding its activities in Iraq, UNITAD is an independent, impartial Investigative Team mandated to conduct its work in cooperation with Iraqi authorities and in a manner consistent with the highest possible standards to ensure the broadest possible use before national courts. UNITAD operates with full respect for the sovereignty of Iraq and its jurisdiction over crimes committed in its territory.

This position is located within the Witness Protection and Support Unit of the United Nations Investigative Team to promote accountability for crimes committed by Da'esh / ISIL (UNITAD) and will be based in Erbil, Iraq. The Clinical Psychologist reports to the Lead Clinical Psychologist in the Witness Protection and Support Unit.

Responsibilities

The Psychologist will be responsible for the following duties:

- Provides appropriate psycho-social support to all victims and witnesses who interact with UNITAD.
- Conducts pre-interview psychological assessments and post-interview debriefings, in particular for vulnerable witnesses such as children, women and victims of conflict -related sexual violence.

As part of that process s/he screens victims and witnesses for mental health symptoms including PTSD. The pre-interview assessment is to identify and recommend measures for the Investigative Team that are required to facilitate the testimony of vulnerable witnesses so that the witness can provide the fullest possible evidence in emotionally safe and reassuring environment without suffering further harm. The incumbent will produce written reports about witnesses and keep subsequent records.

- Assists, where appropriate, investigators to interview traumatized or vulnerable witnesses, in particular children and survivors of conflict-related sexual violence.
- Coordinates the provision of appropriate psychosocial assistance during interviews and monitors the wellbeing of witnesses during interviews where appropriate.
- Supervises and trains the field based UNV Psychologists within the Witness Protection and Support Unit, taking responsibility for overseeing their professional duties under the overall guidance of the Lead Clinical Psychologist.
- Contributes to the training of UNITAD staff members on issues relevant to witnesses' mental health and psychosocial support, secondary victimization and trauma especially with regard to children, survivors of conflict-related sexual violence and other vulnerable groups.
- Establishes contacts and cooperates with competent Iraqi authorities providing psychosocial, medical and mental health services. Drafts protocols and working arrangements for the purpose of referring vulnerable victims, in particular children, women and victims of conflict-related sexual violence to services provided by the national authorities.
- Contributes to research activities on topics related to the investigative mission, international criminal justice, and clinical/legal psychology.
- Contributes to capacity-building trainings for Iraqi judicial and investigative authorities, and other relevant national entities with respect to support and psychosocial assistance, and sensitivity to the needs of victims and witnesses.
- Contributes to the building of UNITAD's network of governmental, international and CSO service providers who have a mandate to provide psychosocial, medical and mental health services, for the purpose of facilitating access of witnesses to such services. The incumbent participates in the training and capacity-building activities for the network.
- Follows confidentiality practices for clinical and legal work.
- Performs other duties as required.

Competencies

Professionalism: Demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing. 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.

Client Orientation: Considers all those to whom services are provided to be "clients" and seeks to see things from clients' point of view; 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 or setbacks in projects; meets timeline for delivery of products or services to client.

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.

Communication: Speaks and writes clearly and effectively; Listens to others, correctly interprets messages from others and responds appropriately; Asks questions to clarify and exhibits interest in having two-way communication; Tailors language, tone, style and format to match the audience; Demonstrates openness in sharing information and keeping people informed; and Ability to communicate effectively and to deliver output with accuracy in a timely manner.

Education

Advanced university degree (Master's degree or equivalent degree) in clinical or forensic psychology or a medical doctorate with certificate of specialization or completion of residency in psychiatry. A valid certification to practice at national level in clinical psychology or psychiatry is required. Additional certification or post-graduate studies in psychological trauma, especially on victims of sexual violence, is desirable.

Work Experience

A minimum of five years of work experience of direct counseling vulnerable groups, such as survivors of sexual violence, traumatized children and survivors of torture preferably within criminal justice system structures is required.

Experience in the Middle East and North Africa is desirable.

Supervisory experience in administration and management of a psychologists is essential. Field experience or experience with working with victims in conflict-affected settings is desirable.

Languages

English and French are the working languages of the United Nations Secretariat. For the position advertised, fluency in English is required. Fluency in Arabic is desirable. Fluency in Kurdish is desirable.

Assessment for Mission Service

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

Selected candidates shall be subjected to driving and vehicle handling skills in the mission area. Failure to pass this assessment may result to repatriation. All repatriation related expenses in this case are to be borne by the Member State.

Preference will be given to equally qualified women candidates.

Date of Issuance: 06 November October 2023

<http://www.un.org/en/peacekeeping/sites/police>

In accordance with the UN 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.

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 peace operations and subject to the approval of United Nations General Assembly and renewal of the mandate of UNITAD.

Post title and level:	Witness Protection Officer
Organizational Unit:	United Nations Investigative Team to Promote Accountability for Crimes Committed by Da'esh/ISIL (UNITAD)
Duty Station:	Baghdad
Reporting to:	Head of Witness Protection and Support Unit
Duration:	06 Months (Extendable)
Deadline for applications:	22 December 2023

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

BACKGROUND:

UNITAD was established by the Secretary-General pursuant to Security Council resolution 2379 (2017), according to which it is mandated to support domestic efforts to hold ISIL (Da'esh) accountable by collecting, preserving, and storing evidence in Iraq of acts that may amount to war crimes, crimes against humanity and genocide committed by the terrorist group ISIL (Da'esh) in Iraq. In accordance with the Terms of Reference regarding its activities in Iraq, UNITAD is an independent, impartial Investigative Team mandated to conduct its work in cooperation with Iraqi authorities and in a manner consistent with the highest possible standards to ensure the broadest possible use before national courts. UNITAD operates with full respect for the sovereignty of Iraq and its jurisdiction over crimes committed in its territory.

This position is located within the Witness Protection and Support Unit of the United Nations Investigative Team to promote accountability for crimes committed by Da'esh / ISIL (UNITAD) and will be based in Baghdad, Iraq.

Responsibilities

Under the direct supervision of the Head of the Witness Protection and Support Unit, the Witness Protection Officer will perform the following functions:

Ensures that appropriate and adequate measures corresponding to the assessed levels of risk are taken to protect witnesses interacting with the Investigative team through:

- (a) Implementing internal policies and standard operating procedures to ensure that witnesses who provide testimony and relevant evidentiary material to the Investigative Team are appropriately protected and supported in accordance with the mandate of the Investigative team, international good practice standards, the relevant legal and regulatory frameworks, and victim centered trauma-informed approach;
- (b) Implementing UNITAD protection services – in coordination with the competent national and international authorities where relevant - to ensure appropriate physical and psychological safety and security, privacy and dignity of witnesses interacting with the Investigative Team, including protection program case management and administration;
- (c) Advising the Investigative Team on international standards of witness protection, researches the political, legal, and cultural factors, prepares comprehensive reports and other documents for use by the Investigative Team as they relate to victim and witness protection;
- (d) Recommending to the Protection and Support Officer in charge of WPSU operational plans and their implementation, and recommends adoption of protection measures in respect of individual witnesses or specific investigations;
- (e) Participating in the planning of field investigative missions and their execution in advisory and operational role.

Develops and delivers training and ongoing capacity building to the Iraqi Witness Protection Department and Iraqi competent judicial and investigative authorities on witness protection through;

- (a) Developing a UNITAD’s training curriculum to the Witness Protection Department;
- (b) Drafting presentations and training materials tailored to the target audiences;
- (c) Arranging training events, delivering presentations and training during those events, including practical exercises;
- (d) Promoting the availability of the Investigative Team to contribute to the capacity building activities when in contact with national and international authorities and civil society representatives;
- (e) Maintains ongoing engagement with the Witness Protection Department and advises the practitioners on witness protection operations where appropriate.

Monitors the threat and risk environment through:

- (a) Collecting and organizing highly confidential information relating to the protection and security of victims and witnesses;
- (b) Conducting threat and risk assessments and subsequent recommendations for mitigation measures in respect of individual witnesses and specific investigations;
- (c) Participating in the collection, collation and analysis of information related to the general security situation in Iraq as it impacts on the security of witnesses interacting with the Investigative Team.

Ensures coordination and operational support by national authorities, international organizations and other entities involved with protection of witnesses thorough:

- (a) Engaging with the network of competent national authorities, international organizations and other entities relevant for the provision of protection and support for witnesses interacting with the Investigative team;

(b) Participating in operations in the field related to witness protection, and the implementation and/or monitoring of mitigating measures;

Performs other duties as required.

Competencies

Professionalism: Thorough knowledge of witness protection matters and ability to conduct threat assessments and identify appropriate protection measures, combined with solid understanding of criminal justice actors and processes. Understanding of the roles of the UN and other international agencies in conflict or post conflict environments. Demonstrated ability in working under high pressure and responding quickly and effectively to meet the needs of individuals in fast moving situations. Demonstrated ability and skills in working with people of different ethnic and cultural backgrounds, and expertise in the use of interpreters. Willingness to work flexible hours and attend meetings or to witness needs outside normal working hours. Willingness to provide assistance to all witnesses. 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 professionalism 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 & 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.

Client Orientation: Considers all those to whom services are provided to be "clients" and seeks to see things from clients' point of view; 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 or setbacks in projects; meets timeline for delivery of products or services to client.

Education

Advanced university degree (Master's degree or equivalent) in law, political science, international relations, risk management or other relevant area is required. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree.

Work Experience

A minimum of five years of progressively responsible professional experience in witness protection related activities within court or law enforcement structures is required.

Minimum of three years of full-time work experience preferably in a national or in international witness protection programme is required.

Experience in delivering training and capacity building on issues relating to witness protection in domestic or international setting is desirable.

Experience in conducting threat and risk assessments for witnesses is desirable.

Work experience in a conflict or post conflict context is an asset.

Experience in Middle East especially in witness protection related capacity is desirable.

Languages

English and French are the working languages of the United Nations Secretariat. For the position advertised, fluency in English is required. Knowledge of Arabic and/or Kurdish is desirable.

Assessment for Mission Service:

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

Selected candidates shall be subjected to driving and vehicle handling skills in the mission area. Failure to pass this assessment may result to repatriation. All repatriation related expenses in this case are to be borne by the Member State.

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