

Government of Pakistan  
Ministry of Interior  
National Police Bureau  
\*\*\*\*\*

No 2/2/2024-UN

Islamabad, the 27<sup>th</sup> February 2024

To

The Director General, Federal Investigation Agency, FIA HQs, **Islamabad.**  
The Director General, Intelligence Bureau, **Islamabad**  
The Provincial Police Officer, Punjab, **Lahore.**  
The Inspector General Police, Sindh, **Karachi.**  
The Provincial Police Officer, Khyber Pakhtunkhwa, **Peshawar.**  
The Inspector General Police, Balochistan, **Quetta.**  
The National Coordinator, NACTA, **Islamabad**  
The Commandant, National Police Academy, **Islamabad.**  
The Commandant Frontier Constabulary, FC HQs, **Peshawar Cantt.**  
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, Pakistan Railways Police, **Lahore.**

Subject: **NOMINATIONS FOR UNITED NATIONS INTEGRATED OFFICE IN HAITI (BINUH)**

I am directed to enclose herewith a copy of Pakistan Military Adviser's Office New York email UN Circular Note Verbale regarding the subject cited above.

2. The Secretariat of United Nations is seeking the nomination of IPOs for appointment on secondment to following positions in the United Nations Integrated Office in Haiti (BINUH) at Port-au-Prince:

S#	Job Title	Job Opening Number	RANK
1	UN Police Anti-Gang Adviser, P-4	2024-BINUH-00014-DPPA	SP & above
2	UN Police Illicit Flow Control Officer, P-3	2024-BINUH-00017-DPPA	DSP & above

3. It is requested that **only one most suitable nomination of IPO against each vacancy** may kindly be furnished by **07 March, 2024**. In case of multiple nominations the officer on top shall be selected for the subject position. Prior NOC to apply from Establishment Division is mandatory. All compulsory UN documents may be attached with nomination letter. Scanned copies (pdf) of signed relevant forms may be emailed to [so.police123@gmail.com](mailto:so.police123@gmail.com). Fluency in **French language (both oral and written) is required**. Kindly ensure that nomination forms are complete in all respect. Incomplete nomination documents or received after due date will not be processed.


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

Encl: As above.

CC:

PS to DG NPB  
PA to Director NPSC

IGP	
add.IGP	
DG HQ	U.S.
DG	
ISO	
Registrar	
PS to IGP	
Dy. Asst.	G-3576
Dated	21/3/24

  
(Muhammad Shahid)  
Deputy Director (UN)  
Tel: 051-9219966

**MOST IMMEDIATE**

**F.No.04/09/2024-Police  
GOVERNMENT OF PAKISTAN  
MINISTRY OF INTERIOR**

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Islamabad, the 26<sup>th</sup> February, 2024

To:

**The Director General,  
National Police Bureau,  
Islamabad.**

Subject:- **BINUH: VACANCY ANNOUNCEMENT : ILLICIT FLOW CONTROL  
OFFICER P-3 & ANTI-GANG ADVISER P-4**

Please refer to the subject cited above and find enclosed herewith copy of UN email dated 22<sup>nd</sup> February, 2024 for further necessary action. Moreover, attachments pertaining to the subject matter have been emailed on [npb.un2016@gmail.com](mailto:npb.un2016@gmail.com).

**Encl: As above**

*Talha*  
**(Talha Manzoor Rana)  
Section Officer (Police)**

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*Di: NPB*  
*DD/Yasir*  
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*Pertains to Shaukat Sb.*

*20/2*  
*7/27/24*  
BINUH  
ON/AR  
BINUH

Dr. No. *178/24*  
Date: *27/02*  
National Police Bureau  
Director's Office

①

**Fwd: BINUH: VACANCY  
ANNOUNCEMENT: ILLICIT FLOW CONTROL  
OFFICER P-3 & ANTI-GANG ADVISER P-4**

Inbox

Search for all messages with label Inbox

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**Pak Direct**

Thu, Feb 22,  
10:27 AM (1 day  
ago)

to me

Dear Maj Hassan

AoA

Please find the attached UN mail on JO for two positions in BINUH Police and Corrections Unit titled "BINUH: VA: ILLICIT FLOW CONTROL OFFICER P-3 & ANTI-GANG ADVISER P-4". **Please share with SO Police for appropriate nomination within given time frame.**

Forwarded for your information and sharing with the M/o Interior/Police Division for necessary action.

**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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2

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

From: **Ablavi Mawuse Nodjigno** <[ablavi.nodjigno@un.org](mailto:ablavi.nodjigno@un.org)>

Date: Wed, 21 Feb 2024 at 08:54

Subject: BINUH: VACANCY ANNOUNCEMENT: ILLICIT FLOW CONTROL OFFICER P-3 & ANTI-GANG ADVISER P-4

To: Ablavi Mawuse Nodjigno <[ablavi.nodjigno@un.org](mailto:ablavi.nodjigno@un.org)>

Cc: Laure Meyer <[meyer3@un.org](mailto:meyer3@un.org)>

Dear PM,

Please find attached for your attention, JO for two positions in BINUH Police and Corrections Unit.

The deadline for submission of nominations is 05 April 2024. The vacancy announcement is seeking the nomination of qualified Police Officers in active service and meeting the specific requirements of the posts.

In this regard, please find attached:

- Note Verbale announcing the vacancies
- 02 Job Openings (French and English version)
- Application Procedures for BINUH
- Application forms package - to be submitted and completed in connection with the nomination of candidate(s). The package should include:
  - Personal History Profile form (P.11) along with complementary sheets
  - Academic and Employment Certification (EAC) form,

**In order to promote greater gender balance among BINUH Police and Corrections Unit, we actively encourage the nomination of qualified female candidates.**

**Please note:** Nominations received after the deadline specified on the Job Opening, will not be accepted.

Applications must be submitted by e-mail to Ms. Ablavi Nodjigno ([ablavi.nodjigno@un.org](mailto:ablavi.nodjigno@un.org)) and Ms. Laure Meyer ([meyer3@un.org](mailto:meyer3@un.org)).

The Police Division is looking forward to your nominations and stand ready to assist you with any questions.

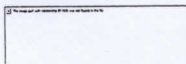
Best regards,

**Ablavi NODJIGNO**

Selection & Recruitment Officer/Department of Peace Operations/Police Division/Selection & Recruitment Section (DPO-PD-SRS) - **United Nations**

**Email:** [ablavi.nodjigno@un.org](mailto:ablavi.nodjigno@un.org)

UN Headquarters – Two UN Plaza | 15th Floor | DC2-1537D | New York, NY 10017 | USA



3

United Nations  Nations Unies

HEADQUARTERS | SIEGE | NEW YORK, NY 10017

REFERENCE: DPO/OROLSI/PD/2024/011

The Secretariat of the United Nations presents its compliments to the Permanent Missions of Member States to the United Nations and has the honour to invite its Government to nominate individual police officers in active service for appointment on secondment to the United Nations Integrated Office in Haiti (BINUH), for a period of one year. Any further contract 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 posts for which the Secretariat is seeking qualified applicants are provided in the attached jobs opening No: 2024-BINUH-00017-DPPA (Illicit Flow Control Officer P-3) and 2024-BINUH-00014-DPPA (Anti-Gang Adviser P-4). Also attached are the "Application Procedures for Positions in United Nations Police Components in Peacekeeping Operations and Special Political Missions Requiring Official Secondment from National Governments of Member States of the United Nations.

The Secretariat kindly requests the Permanent Mission to submit **one cover letter/note verbal and separate application for each nominee for the above job opening to the Selection and Recruitment Section/ Police Division/OROLSI/DPO, 2 UN Plaza, 15th floor, room DC2-1537D**, in accordance with the above-referenced procedures, certifying that the nominee/s meet/s the requirements in the attached job opening. Applications submitted after the deadline specified in the jobs opening will not be considered. **Please send electronic versions through email to [ablavi.nodjigno@un.org](mailto:ablavi.nodjigno@un.org) [mever3@un.org](mailto:mever3@un.org).**

The Permanent Mission is also requested to confirm that selected candidates will be released, in a timely manner, from the national police service obligations for service with the United Nations. It is also requested to ensure that the rank 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.

**Member States are strongly encouraged to nominate qualified female police officers. Preference will be given to equally qualified women candidates.**

The Secretariat wishes to inform the Permanent Missions of Member States that, in an effort to streamline and expedite the procedures of recruiting seconded officers, candidates placed on a roster following the selection process may be considered for posts with similar functions within a period of two years and if recommended for deployment, further arrangements will be coordinated with the Permanent Mission in due course.

It should be noted that during the period of their secondment, officers may not transfer to alternative positions within the United Nations. As a result, the nomination of police officers who are currently United Nations staff members on secondment, will not be considered.

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

4

performance of [country] police personnel, this may constitute grounds to revoke its acceptance of such personnel to serve in UN peace operations. 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(s) or prosecutions 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 violations 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 extension procedures 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 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 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 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 the performance of their duties from any government or from other authorities external to the United Nations. Seconded 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 Missions of Member States to the United Nations the assurances of its highest consideration..



20 February 2024

5



# United Nations

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

## CAPACITY BUILDING AND DEVELOPMENT (Uniformed Police Personnel)

<b>Post title and level</b>	<b>UN Police Anti-Gang Adviser (P4), Seconded (contracted)</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Office in Haiti (BINUH)</b>
<b>Duty Station</b>	<b>Port-au-Prince</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months (subject to BINUH's budget approval)</b>
<b>Deadline for application</b>	<b>05 April 2024</b>
<b>Job Opening number</b>	<b>2024-BINUH-00014-DPPA</b>

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

### **RESPONSIBILITIES:**

Under the overall guidance and supervision of the Police Commissioner, the incumbent will be the counterpart of the Central Director of Administrative Police of the Haitian National Police (HNP) and will lead the operations' advisory team of BINUH Police and Corrections Unit. The incumbent will support the HNP on anti-gangs' and anti-crime initiatives and strategies, with a particular focus on research, operational planning, law enforcement, investigations, intelligence and training. S/he will also coordinate with donors and international partners in developing the HNP's capacity to increase its operational capacities to curb crime and gang-related violence. The incumbent will also perform the following duties:

- Take the lead and assist the National Counterparts in undertaking a comprehensive assessment of the security challenges including the gang's scourge from the national and local perspectives to devise necessary intervention strategies.
- Provide necessary advisory and technical support in helping HNP address the security-related incidents through a systematic approach of prevention, suppression, and intervention's strategy.
- Work with other international partners on developing HNP capacity to address the gang's problems from all aspects of interventions.
- Actively participate in and provide direct technical support to the HNP in preparing plans prior to anti-gang operations.
- Provide technical support to HNP to engage with other community-based groups in building community resilience and intervention actions to address the gang's issues.
- Work with other relevant partners to share information and intelligence to target and take appropriate measures to counter the gang problems by arresting and bringing gang's members to criminal proceedings.
- While dealing with gang-related issues, the incumbent will also take the lead the efforts related to the assistance and interventions in other matters of law and order and police operational needs, including special events such as elections, crises management issues and other critical incidents.

- Work closely within the mission and outside partners to identify and solicit necessary support to build the HNP crowd control and operational capacity through short-, mid-and long-term capacity-building initiatives.
- Assist with the support from other partners in setting an excellent Gang-related database within the HNP and coordinate with all other cross-cutting entities to identify linkages to the crime and criminal nexus of illicit funding and organized crimes.
- Assist HNP in undertaking effective anti-gang public information and awareness initiatives by providing briefings, lectures, or other necessary interactive sessions when requested.
- Provide analytical briefings and regular updates on the gang-related issues to the mission leadership and others to attract a sustained support for the HNP efforts in addressing gang-related matters.
- Assist the HNP to coordinate with donors in the development of training activities, workshops and seminars and develops partnerships on gang-related matters.
- Prepare talking points, speeches, and take notes when accompanying the Police Commissioner or the Senior Police Adviser and provide initial and final drafts of documentation in addressing gang-related matters.
- Perform other duties as may be required by the BINUH Police and Corrections Unit leadership within the framework of mandate implementation.

**COMPETENCIES:**

**Professionalism:** Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter with full comprehension of the human rights standards in investigation; 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.

**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 inputs 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. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

**QUALIFICATIONS:**

**Education:** Advanced University Degree (Master's or equivalent) in Law enforcement, Criminal Justice, Public Administration or another relevant field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement, including planning and administration may be accepted in lieu of the advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required. Specialized training in conducting negotiations, anti-trafficking and transnational organized crime is an asset.



**Work Experience:** A minimum of 7 years (9 years in absence of advanced degree) of relevant progressively responsible experience in law enforcement matters, including anti kidnaping and/or organized crime issues within national police or other national law enforcement institution is required. Experience working in a conflict and post conflict setting along with experience in transnational crime management and conducting negotiations is desirable. Peacekeeping or other international experience in the UN or other organizations in relevant area of specialties is highly desirable.

**Rank:** Rank required for a P-4 is Lieutenant colonel/Superintendent, equivalent or higher.

**Languages:** English and French are the working languages of the UN. For this position, fluency in oral and written French is required. Fluency in oral and written English is highly desirable.

Preference will be given to equally qualified women candidates.

Date of Issuance: 20 February 2024

<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.

8



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

**CAPACITY BUILDING AND DEVELOPMENT  
(Uniformed Police Personnel)**

<b>Post title and level</b>	<b>UN Police Illicit Flow Control Officer (P-3), Seconded (contracted)</b>
<b>Organizational Unit</b>	<b>United Nations Integrated Office in Haiti (BINUH)</b>
<b>Duty Station</b>	<b>Port-au-Prince</b>
<b>Reporting to</b>	<b>Police Commissioner</b>
<b>Duration</b>	<b>12 Months (subject to BINUH's budget)</b>
<b>Deadline for application</b>	<b>05 April 2024</b>
<b>Job Opening number</b>	<b>2024-BINUH-00017-DPPA</b>

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

**RESPONSIBILITIES:**

Under the overall guidance and supervision of the Police Commissioner, the incumbent will be the counterpart of the *Bureau des Affaires Financières et Economiques (BAFE)* and the *Brigade de Lutte contre le Trafic de Stupéfiants (BLTS)*, under the *Direction Centrale de la Police Judiciaire (DCPJ)* of the Haitian National Police (HNP) and will be responsible for the delivery of technical assistance, mentoring and training support to national counterparts in the area of illicit financial flows as well as on anti-money laundering techniques. The incumbent will provide an assistance to BAFE and BLTS counterparts on the criminal investigation cases and support the management of investigation units, including on capacity-building related activities. S/he will also coordinate with personnel of the United Nations Office on Drugs and Crime (UNODC) to support and provide technical advice to counterparts on drug trafficking and illicit financial flow to strengthen the HNP's related response. The incumbent will also perform the following duties:

- Deliver technical assistance, mentoring and training to the national counterparts in the areas of illicit financial flows and anti-money laundering and countering the financing of criminal groups including the armed gangs.
- Carry out a relevant review of the existing legal and regulatory framework, and law enforcement capacity to draft reports with recommended actions in cooperation with national and international counterparts regarding illicit proceedings and financial flow regulations.
- Monitor and review best practices, methodologies and programmes related to illicit financial flows and contribute to their implementation in Haiti.
- Contribute to conducting the needs' assessment in terms of the logistical and data capabilities and monitor the implementation of the related recommendations to strengthen the capacity of BAFE (and BLTS when required) to better perform its duties.

- Support the BAFE and other national authorities to carry out financial analysis and investigations as necessary while helping develop a national strategy and implement capacity to address the illicit financial flow issues.
- Provide support for the establishment of a comprehensive coordination and liaison mechanism to enhance the cooperation and support from other national or international entities with a view to meeting HNP needs to reach international standards related to the area of illicit financial flows as well as on anti-money laundering.
- Provide substantive inputs to missions reports on regard to the illicit financial flow and cross-cutting issues and regularly update the HNP senior leadership and the Police Commissioner on the emerging trends and possible mitigating measures.
- Perform other duties as may be required by the BINUH Police and Corrections Unit leadership within the framework of mandate implementation.

**COMPETENCIES:**

**Professionalism:** Has demonstrated current and comprehensive understanding and knowledge of financial analysis and financial investigation techniques and their application in cases of illicit financial flows from drugs and crime. Exhibits full understanding of the international legal and policy frameworks on the issue. 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.

**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.

**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. Demonstrates ability to draft/edit a variety of written reports.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits inputs 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. Displays ability to establish and maintain effective partnerships and working relations in a multi-cultural, multi-ethnic environment with sensitivity and respect for diversity.

**QUALIFICATIONS:**

**Education:** Advanced University Degree (Master's or equivalent) in in criminal justice, law enforcement, security, criminology or related field. A first level university degree with a combination of relevant academic qualifications and extensive experience in law enforcement may be accepted in lieu of the

advanced university degree. Graduation from a certified police academy or other law enforcement training institution is required. Specialized training in conducting negotiations, anti-trafficking and transnational organized crime is an asset.

**Work Experience:** A minimum of 5 years (or 7 years in absence of advanced degree) progressively responsible experience in law enforcement matters, including anti kidnaping and/or organized crime issues within national police or other national law enforcement institution is required. Experience working in a conflict and post conflict setting along with experience in transnational crime management and investigation and management of illicit financing flow cases is required. Peacekeeping or other international experience in the UN or other organizations in relevant area of specialties is highly desirable.

**Rank:** Rank required is Police Superintendent, Major, other service equivalent, or higher rank.

**Languages:** English and French are the working languages of the UN. For this position, fluency in oral and written French is required. Fluency in oral and written English is highly desirable.

Preference will be given to equally qualified women candidates.

Date of Issuance: 20 February 2024

<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.