

## SKILL SETS AND EXPERTS PROFILES

updated in March 2019

\* The figure before slash (.../) reflects total number of vacancies during the 6-month period; the figure after slash (/...) reflects the number of high demand/critical vacancies areas requiring soonest filling.

	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNAMID	UNISFA	MONUSCO	MINUSCA	MINUSMA	UNSOM
1	Command	1.1. Supervision/management of police infrastructures/units		5	4/2	4			2/2		
		1.2. Commanding police operations			8/3	12	1/1	2	2/2		
		1.3. Organizational planning			1/1		2/1		1/1	4/4	
		1.4. Liaison functions in various areas + negotiation and mediation		1	3/1		1/1		2/2		1/1
		1.5. Other (to be specified)						1			
2	Operations	2.1. Planning and running critical police/security operations in regard to elections, demonstrations, public events etc.			3		5/3			1/1	
		2.2. Public order and FPU-related, including COE, Logistics and FPU Administration			9/3	12/9	4/2	6/1	9/4	7	
		2.3. Special police (SWAT, rapid reaction units, counter terrorism, undercover operations)						3/2		2/2	3
		2.4. VIP protection and security							2/1		
		2.5. Riverine police operations.							2		
		2.6. Incident control and Search and Rescue Operations			40/5		2/1		7/6		

		2.7. Protection of Civilians, child, women and vulnerable people protection (GCVPP, SGBV)			39/10	12	4/2	2		4		
		2.8. Crime prevention (community policing, juvenile crime, domestic violence)			63/8	9	3/2	2	27/7	10/4		
	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNAMID	UNISFA	MONUSCO	MINUSCA	MINUSMA	UNSOM	
	2 Operations	2.9. Crime/data analysis, crime trend recognition	1/1		6/2	5	1/1	2	5	3		
		2.10. Generic police patrol duties		20	82	71		2		10		
		2.11. Other (to be specified)					2/1			2/2		
	3 Capacity Building and Development (incl. civilian experts)	3.1. Project/program management		5	4/1	7/7		1	4	3/3		
		3.2. Institutional building					2/1		2/2	1	5/4	
		3.3. Reform and Restructuring					2/1	3/2		1/1	1	
		3.4. Donor Aid Coordination					1			1		
		3.5. Change management								1		
		3.6. Advisory assistance							2/2	1		
		3.7. Police infrastructures administration							1/1			
		3.8. Procurement, logistics, asset management, fleet management, tenders and contracts.			6/4					2/2		
		3.9. Fiscal management, budget development, payroll system management, financial auditing.			4/2		1/1	2	2/2			

		3.10. Communication: radio and data communication system establishment and management, police radio network installation and maintenance.						1/1	3/3			
	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNAMID	UNISFA	MONUSCO	MINUSCA	MINUSMA	UNSOM	
3	Capacity Building and Development (incl. civilian experts)	3.11. Civilian expertise with police authority, i.e forensic pathologists, crime analysts, profilers, etc (to be specified)			6/6							
		3.12. Training organization and management;		1	6/2		1/1	2/1	2/2	2	1/1	
		3.13. Curriculum and training plans development;			2/1	4	3/1	2/2	2/2	1		
		3.14. General training (including in-service/field training) delivery in the areas of basic and specialized training, advanced and leadership training, general policing, police legislation, ethics, human rights, etc.			6/2	23	2/1	6	4/1	9/9		
		3.15. Training-the -trainers			6/1		2/1	2	1			
		3.16. Tactical training: self-defense, arrest, search, detention, escorting, etc.			2/1			3	2/1			
		3.17. Weapons handling training (non-lethal and fire arms)			2/1		3/1					
		3.18. Traffic management, traffic safety, including all vehicles related policing issues					3/1					
		3.19. Security of Airports and other large strategic infrastructures				1/1				2/2		
		3.20. Border security, customs, immigration etc.				2		5/2		2/2	1/1	

		3.21. Transnational crime operations, INTERPOL, illicit trafficking in drugs, weapons, human beings, money laundering, economical crime	1/1				3/1	2	4/2	1	
		3.22. Livestock protection					3/1				
	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNAMID	UNISFA	MONUSCO	MINUSCA	MINUSMA	UNSOM
3	Capacity Building and Development (incl. civilian experts)	3.23. Fire Prevention and Fire Fighting, Civil Protection, Natural Disasters management							2/2		
		3.24. Crime investigation (crime scene management, suspect/witness interviewing, human rights violation etc.)			4/2		2/1	3	3	1	
		3.25. Criminal intelligence analysis and management	1/1		6/2		2/1	2	1/1	3/3	
		3.26. Criminal records/data base management			4		1/1	2/1	2	4/4	
		3.27. Forensic, including crime scene and evidence preservation, fingerprints, ballistics, firearm examination, DNA, pathology, handwriting and fraudulent documents identification, money counterfeiting, etc.			1	2		5	2/2	3/3	
		3.28. Traditional policing (paramount, tribal, nomad-focused, etc.)						2			
		3.29. Cyber crime						3	2/2	1	
		3.30. Other (to be specified)						2/1		1/1	
		4.1. Logistics, asset management, fleet management		1	1	11			2/1	1	

4	Administration	4.2. Human resources management.			3/2	9	1	1	1/1	6	
		4.3. Internal affairs, discipline management, professional standards			1	1	2/1	1	3/2		
	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNAMID	UNISFA	MONUSCO	MINUSCA	MINUSMA	UNSOM
4	Administration	4.4. Audit/inspection of police units;			2					1	
		4.5. Public relations			2				1/1	2/2	
		4.6. Legal support, drafting of police acts, policies and guidelines.							1	1/1	1/1
		4.7. Weaponry: armory management and inspection, gunsmith, weapon safety and storage, shooting range construction, explosives								1/1	
		4.8. IT: database development and administration, system design, computer programming, network specialists.			8/4	2/2			1	2/2	1/1
		4.9. Other (to be specified)									

**UNFICYP**

- 1.1/1.2/1.3 - five (5) persons in total with all three skillsets.
- 3.12/3.13/3.14 is one (1) person in total with all three skillsets.

**UNMISS**

- 3.11 - three (3) Forensic experts and three (3) crime analysts

**UNAMID**

- 3.1/3.2/3.3/3.4 - seven (7) persons in total with all four skillsets

- UNISFA**
- There is a general need for IPOs with skills in institutional development and reform and structuring, control on illicit arms, border management, livestock protection,
  - 2.11 - Experts with the skills in the area of Corrections

- MONUSCO**
- 1.5 - commanding FPUs
  - 2.2 - one (1) expert on COE
  - 3.3 - one (1) officer in the area of human resources management, one (1) in accountance
  - 3.10 - one (1) expert in the area of radio transmission
  - 3.30 - training in the area of monitoring and evaluation
  - 4.9 - statistics and reporting

- MINUSCA**
- 2.2 - critical need for two (2) FPU experts, two (2) FPU trainers
  - 3.21 - critical need for two (2) experts in the area of financial crimes

- MINUSMA**
- 2.11 - Drones experts
  - 3.1 - Expertise of Civilian Engineer engineering