



Organization for Security and Co-operation in Europe

Vacancy Notice Number: VNSECS01500
Vacancy Type: International Seconded
Field of Expertise: POLITICAL AFFAIRS
Functional Level (LoPC):
Post Title: POLICE AFFAIRS OFFICER, ADVISER ON POLICE REFORM
OSCE Mission/Institution: OSCE Secretariat
Duty Station: Vienna
No. of Positions: 1
Date of Entry on Duty: As soon as possible
Vacancy Notice Issue Date: 15-Jan-2020
Deadline for Application: 12-Feb-2020

Background

This position is open for secondment only and participating States are kindly reminded that all costs in relation to assignment at the Secretariat must be borne by their authorities.

Candidates should, prior to applying, verify with their respective nominating authority to which extent financial remuneration and/or benefit packages will be offered. Seconded staff members in the OSCE Secretariat and Institutions are not entitled to a Board and Lodging Allowance payable by the Organization.

The OSCE has a comprehensive approach to security that encompasses politico-military, economic and environmental, and human aspects. It therefore addresses a wide range of security-related concerns, including arms control, confidence- and security-building measures, human rights, national minorities, democratization, policing strategies, counter-terrorism and economic and environmental activities. All 57 participating States enjoy equal status, and decisions are taken by consensus on a politically, but not legally binding basis.

The OSCE Secretariat in Vienna assists the Chairmanship in its activities, and provides operational and administrative support to the field operations, and, as appropriate, to other institutions.

The Transnational Threats Department (TNTD) ensures co-ordination and strengthened coherence of OSCE-wide activities to address transnational threats to security, with a view to achieving the most effective and efficient support to the efforts of participating States in the fight against terrorism, and transnational organized crime, as well as assistance in the area of cyber security, border security and management, police-related activities and rule of law.

As part of the Transnational Threats Department, the Strategic Police Matters Unit (SPMU) was set up to improve the capacity of participating States to address threats posed by criminal activity and to assist them in upholding the rule of law: it serves as the main focal point of all OSCE police-related activities.

The SPMU is composed of police officers/team members: a Head of Unit, a Deputy Head, Police Affairs Officers (PAO) and an Administrative Assistant.

Tasks and Responsibilities

Under the supervision of the Head of the SPMU, the Police Affairs Officer will act as the focal point for police development and reform related matters. In general, the incumbent will assist in strengthening the capacity of participating States in their efforts to develop and reform their police forces and services. More specifically, should you be the successful candidate, you will be tasked with the following:

1. Planning and the delivery of all forms of assistance and expertise related to police development and reform in response to requests received from participating States; this includes needs assessment and formulation of an appropriate draft concept of operations;
2. Establishing operational, planning and policy links with senior officials of OSCE delegations, and with competent police departments from participating States as required for potential activities;
3. Conceptualizing and implementing any regional activities aiming at promoting police reform in participating States;
4. Assisting field operations and other OSCE executive structures to include a police reform component in their activities or projects where relevant;
5. Establishing appropriate co-operation with all relevant national, regional and international actors with the aim of exchanging best practices on police reform; establishing collaborative links with other international partners on projects related to police reform and development;
6. Contributing to the planning of new activities/missions and providing briefings and consultations to Heads of Missions, Directors and their staff on police development and reform;
7. Liaising with Police Academies and/or Training Centers (from participating States or international institutions such as CEPOL) to arrange training activities and supporting other TNTD/SPMU staff members on training aspects;
8. Representing the OSCE Secretariat at meetings/events where police reform issues are on the agenda and contributing to the better spread of TNTD/SPMU's image and capacities;
9. Performing other related duties as assigned, such as reporting on completed activities.

For more detailed information on the structure and work of the Transnational Threats Department, please see:
<http://www.osce.org/secretariat>

Necessary Qualifications

- Second-level university degree in international relations, international law, political science or another related field; graduation from a police academy equivalent to and an advanced university degree;
- Minimum of eight years of progressively responsible professional experience in law enforcement; minimum of three years international experience dealing with police reform and development issues;
- Proven experience in project management and success working for/with international organizations;
- Excellent communication and negotiation skills, resourcefulness, initiative, maturity of judgement and team spirit;
- Demonstrated gender awareness and sensitivity, and an ability to integrate a gender perspective into tasks and activities;
- Professional fluency in the English language including excellent drafting skills; knowledge of another OSCE working language and/or working knowledge of one of the languages spoken in the region would be an asset;
- Proven interpersonal skills and ability to establish and maintain effective and constructive working relationships with people of different national and cultural backgrounds while maintaining impartiality and objectivity;
- Computer literate with practical experience in Microsoft applications.

If you wish to apply for this position, please use the OSCE's online application link found under <https://jobs.osce.org/vacancies>.

The OSCE retains the discretion to re-advertise the vacancy, to cancel the recruitment, to offer an appointment at a lower grade or to offer an appointment with a modified job description or for a different duration.

Only those applicants who are selected to participate in the subsequent stages of recruitment will be contacted.

Please note that vacancies in the OSCE are open for competition only amongst nationals of participating States, please see <http://www.osce.org/states>.

The OSCE is committed to diversity and inclusion within its workforce, and encourages the nomination of qualified female and male candidates from all religious, ethnic and social backgrounds.

Please be aware that the OSCE does not request payment at any stage of the application and review process.

Please apply to your relevant authorities several days prior to the deadline expiration to ensure timely processing of your application. Delayed nominations will not be considered.