

United Nations Mechanism for International Criminal Tribunals

Chief, Security and Safety Section, P-5 *

DEADLINE FOR APPLICATIONS	:	19 September 2017
DATE OF ISSUANCE	:	21 August 2017
OFFICE	:	Registry, Security and Safety Section
LOCATION	:	The Hague
JOB OPENING NUMBER	:	17-SEC-RMT-84106-R-THE HAGUE (R)

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

Organizational setting and Reporting:

The position is located in the Registry, The Hague Branch, under the supervision of the Registrar.

Responsibilities:

Plans, organizes, and oversees the management of the Service in providing for the physical security of the premises, staff, VIPs, visitors and detainees; courtroom security and accused handling and procedures; the security and safety of Mechanism's field office, staff and operations in the former Yugoslavia. Directs and provides guidance to the Service's Deputy, Information Security Officer, and Assistant Chiefs in their supervision of three lieutenants, thirteen sergeants, and forty-one security officers. Responsible for the internal administration of the Service, the development and implementation of training programmes for both the section and all other staff, performance management and staff management relations for the Security Service at the Mechanism. Develops and coordinates policies and procedures with the host country Police and Transport Police, and conducts liaison with the Dutch Intelligence and Security Services, and related governmental bodies. Develops and implements the Mechanism Security Policy, which encompasses physical security, operational security, personnel security, and information security. Performs local and field risk assessments. Responsible for the assignment of security personnel to the field offices. Provides advice to the Registrar and CAO on all matters involving security and safety of the Mechanism, including occupational safety issues. Provides advice and coordinates meetings and policy issues with the Designated Official and the Department of Safety and Security at UN HQ, other UN security sections globally and with agency heads within the Netherlands. Provides advice on physical and operational security to other UN offices located in The Netherlands and to other UN offices in other locations when requested by UNHQ. Performs other administrative functions, including requisitioning, certifying accounts, interlocutor with internal and external audit and with OIOS investigators.

Core Competencies:

- **Professionalism:** Expert knowledge in Security Management; proven ability to analyse security information reports and papers on technical issues and to make valid recommendations with respect to those reports. 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; remains calm in stressful situations.
- **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 the audience; demonstrates openness in sharing information and keeping people informed.

Managerial Competencies:

- **Judgement/Decision-making** – Identifies the key issues in a complex situation, and comes to the heart of the problem quickly; gathers relevant information before making a decision; considers positive and negative impacts of decisions prior to making them; takes decisions with an eye to the impact on others and on the Organisation; proposes a course of action or makes a recommendation based on all available information; checks assumptions against facts; determines that the actions proposed will satisfy the expressed and underlying needs for the decision; makes tough decisions when necessary.
 - **Leadership** — Serves as a role model that other people want to follow; empowers others to translate vision into results; is proactive in developing strategies to accomplish objectives; establishes and maintains relationships with a broad range of people to understand needs and gain support; anticipates and resolves conflicts by pursuing mutually agreeable solutions; drives for change and improvement; does not accept the status quo; shows the courage to take unpopular stands. Provides leadership and takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work; demonstrates knowledge of strategies and commitment to the goal of gender balance in staffing.
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QUALIFICATIONS

Education:

Advanced university degree (Masters or equivalent) preferably in security management or business administration with strong focus on security management or in-depth experience in security management. A first level university degree in combination with two additional years of qualifying experience may be accepted in lieu of an advanced university degree. A police academy or military degree would be relevant; to include having successfully graduated from a senior police service or command and general staff college.

Work Experience:

Minimum of 10 years of progressively responsible experience in security management, unit command and senior-level staff experience, demonstration of high level of leadership and capability of rapid decision-making (with little margin for error). Previous UN security management experience and/or experience in an international environment highly desirable. Experience with international criminal tribunals desirable.

Languages:

English and French are the working languages of the Mechanism. For the post advertised, fluency in written and spoken English or French is required. Working knowledge of the other is highly desirable.

Assessment Method:

There may be a technical test followed by a competency based interview.

Special Notice:

The appointment is limited to the Mechanism for International Criminal Tribunals. **Appointment of the successful candidate on this position will be subject to budgetary approval of the post.** Extension of the appointment is subject to the extension of the mandate and/or the availability of funds. As the international tribunals are not integrated in the Secretariat, UN Staff Members may serve on assignment or secondment from their parent department/office if selected. Appointments of staff members in the United Nations are subject to the authority of the Secretary-General. Staff Members are expected to move periodically to new functions in accordance with established rules and procedures, and may in this context be reassigned by the Secretary-General throughout the Organization based on the changing needs and mandates.

For this position, applicants from the following Member States, which are unrepresented or underrepresented in the UN Secretariat as of 30 April 2017, are strongly encouraged to apply: Afghanistan, Andorra, Angola, Antigua and Barbuda, Bahrain, Belarus, Belize, Brazil, Brunei Darussalam, Cabo Verde, Cambodia, Central African Republic, Chad, China, Comoros, Cyprus, Democratic People's Republic of Korea, Dominica, Equatorial Guinea, Gabon, Grenada, Guinea-Bissau, Honduras, Indonesia, Islamic Republic of Iran, Iraq, Japan, Kiribati, Kuwait, Lao People's Democratic Republic, Lesotho, Liberia, Libya, Liechtenstein, Luxembourg, Malaysia, Marshall Islands, Federated States of Micronesia, Monaco, Mozambique, Nauru, Norway, Oman, Palau, Papua New Guinea, Poland, Qatar, Russian Federation, Saint Lucia, Saint Vincent and the Grenadines, Samoa, Sao Tome and Principe, Saudi Arabia, Seychelles, Solomon Islands, South Sudan, Suriname, Syrian Arab Republic, Thailand, Timor-Leste, Turkmenistan, Tuvalu, United Arab Emirates, United States of America, Vanuatu, Bolivarian Republic of Venezuela and Viet Nam

The United Nations Secretariat is committed to achieving 50/50 gender balance in its staff. Female candidates are strongly encouraged to apply for this position.

NOTE FOR PREVIOUSLY ROSTERED CANDIDATES

Roster candidates must express their interest and availability for published job openings by submitting an updated PHP and cover letter.

No Fee:
THE UNITED NATIONS DOES NOT CHARGE A FEE AT ANY STAGE OF THE RECRUITMENT PROCESS (APPLICATION, INTERVIEW MEETING, PROCESSING, TRAINING OR ANY OTHER FEES). THE UNITED NATIONS DOES NOT CONCERN ITSELF WITH INFORMATION ON BANK ACCOUNTS.

United Nations Considerations

Candidates will be required to meet the requirements of Article 101, paragraph 3, of the Charter as well as the requirements of the position. The United Nations is committed to the highest standards of efficiency, competence and integrity for all its human resources, including but not limited to respect for international human rights and humanitarian law. Candidates may be subject to screening against these standards, including but not limited to whether they have committed, or are alleged to have committed criminal offences and/or violations of international human rights law and international humanitarian law.

The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs. (Charter of the United Nations - Chapter 3, article 8). The United Nations Secretariat is a non-smoking environment.

Applicants are urged to follow carefully all instructions available in the online recruitment platform, inspira. For more detailed guidance, applicants may refer to the At-a-Glance on "The Application Process" and the Instructional Manual for the Applicants, which can be accessed by clicking on "Manuals" hyper-link on the upper right side of inspira account-holder homepage.

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Applications are pre-screened by the system according to the published requirements of the job opening on the basis of the information provided in the application. In relation to the requirements of the job opening, applicants must provide complete and accurate information pertaining to their qualifications, including their education, work experience, and language skills. Each applicant must bear in mind that submission of incomplete or inaccurate applications may render that applicant ineligible for consideration for the job opening. Initial screening and evaluation of applications will be conducted on the basis of the information submitted. Applications cannot be amended following submission. Candidates under serious consideration for selection will be subject to a reference-checking process to verify the information provided in the application.

Job openings advertised on the Careers Portal will be removed at midnight (New York time) on the deadline date.

HOW TO APPLY:

All applications must be submitted through the UN Inspira portal. The Mechanism for International Criminal Tribunals is not able to accept applications for this vacancy via email.

Internal applicants may go to <https://inspira.un.org>

External applicants may go to <https://careers.un.org>
