

United Nations International Residual Mechanism for Criminal Tribunals

Security Lieutenant, FS4

DEADLINE FOR APPLICATIONS	:	27 November 2021
DATE OF ISSUANCE	:	29 October 2021
OFFICE	:	Registry, Security and Safety Section
LOCATION	:	Arusha
JOB OPENING NUMBER	:	21-SEC-RMT-167103-R-ARUSHA (R)

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

Organizational setting and Reporting:

The post is located in the Registry, Security & Safety Section of the International Residual Mechanism for Criminal Tribunals (IRMCT), Arusha Branch. The incumbent will report to the Chief/Deputy Chief of Security.

Responsibilities:

- Provide supervision of work in progress such as: detainee escort and monitoring, court controls, premise access controls, screening, surveillance, incident and emergency response, report writing, communication centre operations, weapons issue and alarm monitoring.
- Provide constant review and assessment of the security operation to appropriately mitigate risk by taking immediate action if necessary in case of emergency or by providing well thought out and presented suggestions, recommendations to improve current policies and regulations.
- Inspect and audit staff at work to provide feedback for development and clarity of requirements so the work process is compliant, understood, and accountable.
- Provide supplementary on-the-job training and instruction to staff under supervision.
- Co-ordinate daily arrivals/departures of accused, staff, VIPs, witnesses, contractors and visitors to ensure the policies of screening, access, information point and prisoner escort are compliant to policy, procedure and directives.
- Operator of the Security and Safety Service 24/7 Security Operations Centre.
- Provide an hourly scheduling of staff assignments to ensure there is a fit between operational objectives and resource applications to produce economies, efficiencies and effectiveness within rules and procedures.
- Manage the e-performance reporting system of officers assigned as first reporting Officer and to appropriately disseminate reliable information to other first reporting officers who may have staff assigned on a temporarily basis. Review, audit and update all documentation of instructions, guidance, directives, orders, records and logs to ensure they are relevant, accessible, accountable and correct.
- Collect pertinent information to produce a well written and relevant initial incident report required for the Security Investigations Unit.
- Provide information briefings and inspections prior to the commencement of operations.
- Ensure accountability, due care, proper use and reporting of malfunctions of all equipment assigned to the operational area of responsibility. Investigating and reporting any cases of loss or breakage.
- Ensure personnel receive security in-briefings upon arrival, local security training as necessitated by changes in the security environment and are kept informed of matters affecting their security
- Perform any other task(s) assigned him/her by the Chief of Deputy Chief of Security.

Core Competencies:

- **Professionalism:** Full understanding of the functions and organization of the MICT and the Section. 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. Commitment to implementing the goal of gender equality by ensuring the equal participation and full involvement of women and men in all aspects of work.
- **Teamwork –** Works collaboratively with colleagues to achieve organisational 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.
- **Accountability –** Takes ownership of all responsibilities and honours commitments. Delivers outputs for which one has responsibility within prescribed time, cost and quality standards. Operates in compliance with organisational regulations and rules. Supports subordinates, provides oversight and takes responsibility for delegated assignments. Takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable.

QUALIFICATIONS

United Nations International Residual Mechanism for Criminal Tribunals

Education:

High school diploma or equivalent technical or vocational certificate.

Work Experience:

A minimum of (6) six years with high school diploma of progressively responsible experience in the military, police or security management is required; of which a minimum two years of experience in security operations centres or similar within a military, police or security organization is required; and at least one-year experience and exposure at the international level and in a difficult security environment is required. Candidate must have prior experience with qualification and carry of a pistol. Desirable experience: security planning, security operations, security risk assessment, standard operating procedures, physical security, coordination with local authorities and law enforcement agencies, emergency communication system, crisis management, hostage incident management, security administration, security logistics in a difficult security environment, security staffing in a multicultural environment. Other: UN DSS certification in any of the following is an asset: Security Certification Program, Security Analysis Practice and Process, Hostage Incident Management, Close Protection Officers Course, Security Investigation.

Languages:

English and French are the working languages of the Mechanism. For the post advertised, fluency in oral and written English is required. Working knowledge of French is desirable. Working knowledge of Kinyarwanda and / or Swahili is an advantage.

Assessment Method:

There may be an assessment exercise for qualified candidates followed by a competency-based interview.

Special Notice:

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.

The appointment is limited to the International Residual Mechanism for Criminal Tribunals. Appointment of the successful candidate on this position will be limited to the initial funding 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 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.

The United Nations is committed to creating a diverse and inclusive environment of mutual respect. The United Nations recruits and employs staff regardless of gender identity, sexual orientation, race, religious, cultural and ethnic backgrounds or disabilities. Reasonable accommodation for applicants with disabilities may be provided to support participation in the recruitment process when requested and indicated in the application.

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

According to article 101, paragraph 3, of the Charter of the United Nations, the paramount consideration in the employment of the staff is the necessity of securing the highest standards of efficiency, competence, and integrity. Candidates will not be considered for employment with the United Nations if they have committed violations of international human rights law, violations of international humanitarian law, sexual exploitation, sexual abuse, or sexual harassment, or if there are reasonable grounds to believe that they have been involved in the commission of any of these acts. The term "sexual exploitation" means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. The term "sexual abuse" means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. The term "sexual harassment" means any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment, and when the gravity of the conduct warrants the termination of the perpetrator's working relationship. Candidates who have committed crimes other than minor traffic offences may not be considered for employment.

Due regard will be paid to the importance of recruiting the staff on as wide a geographical basis as possible. The United Nations places 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. The United Nations Secretariat is a non-smoking environment.

United Nations International Residual Mechanism for Criminal Tribunals

The paramount consideration in the appointment, transfer, or promotion of staff shall be the necessity of securing the highest standards of efficiency, competence, and integrity. By accepting an offer of appointment, United Nations staff members are subject to the authority of the Secretary-General and assignment by him or her to any activities or offices of the United Nations in accordance with staff regulation 1.2 (c). In this context, all internationally recruited staff members shall be required to move periodically to discharge new functions within or across duty stations under conditions established by the Secretary-General.

Applicants are urged to follow carefully all instructions available in the online recruitment platform, inspira. For more detailed guidance, applicants may refer to the Manual for the Applicant, which can be accessed by clicking on “Manuals” hyper-link on the upper right side of the inspira account-holder homepage.

The evaluation of applicants will be conducted on the basis of the information submitted in the application according to the evaluation criteria of the job opening and the applicable internal legislations of the United Nations including the Charter of the United Nations, resolutions of the General Assembly, the Staff Regulations and Rules, administrative issuances and guidelines. Applicants must provide complete and accurate information pertaining to their personal profile and qualifications according to the instructions provided in inspira to be considered for the current job opening. No amendment, addition, deletion, revision or modification shall be made to applications that have been submitted. Candidates under serious consideration for selection will be subject to reference checks to verify the information provided in the application.

Job openings advertised on the Careers Portal will be removed at 11:59 p.m. (New York time) on the deadline date.

HOW TO APPLY:

All applications must be submitted through the UN Inspira portal. The Mechanism 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>
