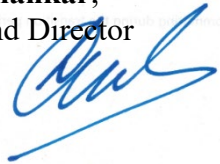




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Date: 30 June 2026

Reference: PD/ 0664/ 2026

TO: The Permanent Mission to the United Nations ATTN: Military/Police Advisor or relevant Officer-in-Charge INFO:	FROM: Comm. Faisal Shahkar, Police Adviser and Director FOR Police Division, OMAP/DPO New York 
FAX NO: TEL NO:	FAX NO: (917) 367-2222 TEL NO: (212) 963-1293
SUBJECT: Updated Skill set for the UN Police Components in Peace Operations and Special Political Missions for the period until 31 December 2026	
Total number of transmitted pages including this page:	
1. The Police Division presents its compliments to the Permanent Mission to the United Nations and wishes to express its gratitude for the dedicated, collaborative and sustained support in providing police officers for service in United Nations peace operations. 2. Effective implementation of the complex United Nations Security Council-mandated policing tasks requires skilled police officers who uphold the highest standards. In this regard, please find attached, in Annex A, a list of the skill sets that will be needed in each field mission for the next six months, until 31 December 2026. In an effort to make the selection process more efficient, the Police Division deems it necessary to emphasize certain elements of recruitment practices and procedures, as outlined in the attached Annex B. 3. The Police Division counts on your support in implementing the said procedures in accordance with the United Nations guiding documents. Your continued support for United Nations peace operations is greatly appreciated. Best regards,	
Drafted by: Mr. Dmytro Oschepkov Police Recruitment Officer DC2-15FW E-mail: oschepkov@un.org	Cleared by: Mr. Ata YENIGUN Chief Selection and Recruitment Section Police Division/OMAP/DPO E-mail: yenigun@un.org

SKILL SETS AND EXPERTS PROFILES*

updated in June 2026

	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNISFA	MONUSCO	MINUSCA - armed mission	UNVMC (Colombia)*	Job-specific training highly recommended for this profile**
1	Command	1.1. Supervision/management of police infrastructures/units			8/3					MMA, CBD
		1.2. Commanding police operations			5/3	2/2				MMA, CBD
		1.3. Organizational planning		2	1/1		2/1	1		MMA, CBD
		1.4. Liaison functions in various areas + negotiation and mediation	2		7/2					MMA
		1.5. Other (to be specified)								
2	Operations	2.1. Planning and running critical police/security operations in regard to elections, demonstrations, public events etc.			10/6					MMA, CBD
		2.2. Public order and FPU-related, including COE, Logistics and FPU Administration			4/2	3/3		1		MMA, CBD
		2.3. Special police (SWAT, rapid reaction units, counter terrorism, undercover operations)								MMA, CBD
		2.4. VIP protection and security						1		MMA, CBD
		2.5. Riverine police operations.			3/3					MMA, CBD
		2.6. Incident control and Search and Rescue Operations			9/6					MMA, CBD
		2.7. Protection of Civilians, child, women and vulnerable people protection (GCVPP, SGBV)			6/6	6/6				COP
		2.8. Crime prevention (community policing, juvenile crime, domestic violence)			9/2	6/6				COP

	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNISFA	MONUSCO	MINUSCA	UNVMC (Colombia)	Job-specific training highly recommended for this profile**
2	Operations	2.9. Crime/data analysis, crime trend recognition			10/6	2/2		2		MMA, CBD
		2.10. Generic police patrol duties		30	10/10					COP
		2.11. Other (to be specified)			45	4/4				
3	Capacity Building and Development (incl. civilian experts)	3.1. Project/program management			5/5			2		MMA, CBD
		3.2. Institutional building								MMA, CBD
		3.3. Reform and Restructuring				2/2		2		MMA, CBD
		3.4. Donor Aid Coordination			2/2			2		MMA, CBD
		3.5. Change management								MMA, CBD
		3.6. Advisory assistance			10/10					MMA, CBD
		3.7. Police infrastructures administration						1		MMA, CBD
		3.8. Procurement, logistics, asset management, fleet management, tenders and contracts.						1		MMA, CBD
		3.9. Fiscal management, budget development, payroll system management, financial auditing.				1/1	2/1	1		MMA, CBD
		3.10. Communication: radio and data communication system establishment and management, police radio network installation and maintenance.						1		MMA, CBD
	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNISFA	MONUSCO	MINUSCA	UNVMC (Colombia)	Job-specific training highly recommended for this profile**

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)			4/4			2		MMA, CBD
		3.12. Training organization and management;				2/2		1		MMA, CBD
		3.13. Curriculum and training plans development;				2/2		2		MMA, CBD
		3.14. General training (including in-service/field training) delivery in the areas of basic and specialized training, advanced and leadership training, general policing, etc.				2/2		2		MMA, CBD
		3.15. Training-the -trainers			3/3	1/1		1		MMA, CBD
		3.16. Tactical training: self-defense, arrest, search, detention, escorting, etc.						2		MMA, CBD
		3.17. Weapons handling training (non-lethal and fire arms)						1		MMA, CBD
		3.18. Traffic management, traffic safety, including all vehicles related policing issues						1		MMA, CBD
		3.19. Security of Airports and other large strategic infrastructures						1		MMA, CBD
		3.20. Border security, customs, immigration etc.			3/3			1		MMA, CBD
		3.21. Transnational crime operations, INTERPOL, illicit trafficking in drugs, weapons, human beings, money laundering, economical crime	2		3/3			1		MMA, CBD
		3.22. Livestock protection			4/4					MMA, CBD
	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNISFA	MONUSCO	MINUSCA	UNVMC (Colombia)	Job-specific training highly recommended for this profile**

3	Capacity Building and Development (incl. civilian experts)	3.23. Fire Prevention and Fire Fighting, Civil Protection, Natural Disasters management			3/3					MMA, CBD
		3.24. Crime investigation (crime scene management, suspect/witness interviewing, human rights violation etc.)			3/3	2/2		1	10	MMA, CBD
		3.25. Criminal intelligence analysis and management						1	10	MMA, CBD
		3.26. Criminal records/data base management			3/3			1		MMA, CBD
		3.27. Forensic, including crime scene and evidence preservation, fingerprints, ballistics, firearm examination, DNA, pathology, handwriting and fraudulent documents identification, money counterfeiting, etc.						1		MMA, CBD
		3.28. Traditional policing (paramount, tribal, nomad-focused, etc.)				1/1				MMA, CBD
		3.29. Cyber crime								MMA, CBD
		3.30. Other (to be specified)			10/10		2/1			
4	Administration	4.1. Logistics, asset management, fleet management			9/4			1		MMA, CBD
		4.2. Human resources management.			4/4	2/2		1	10	MMA, CBD
		4.3. Internal affairs, discipline management, professional standards				1/1		1		MMA, CBD
	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNISFA	MONUSCO	MINUSCA	UNVMC (Colombia)	Job-specific training highly recommended for this profile**

4	Administration	4.4. Audit/inspection of police units;					1/1			MMA, CBD
		4.5. Public relations				2/2				MMA, CBD
		4.6. Legal support, drafting of police acts, policies and guidelines.			3/3	1/1				MMA, CBD
		4.7. Weaponry: armory management and inspection, gunsmith, weapon safety and storage, shooting range construction, explosives						1		MMA, CBD
		4.8. IT: database development and administration, system design, computer programming, network specialists.			3/3			2		MMA, CBD
		4.9. Other (to be specified)			16					

* 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.

** MMA stands for Monitoring, Mentoring and Advising course; COP stands for Community-oriented Policing course; CBD stands for Police Capacity-building and Development course

MONUSCO • 3.30 - Improvised explosive device (IED) training

UNMISS • 2.11 - - Anti-gang prevention - 5

- Civil (Police)-Military Cooperation - 5
- Climate, Peace & Security (analytical capabilities) - 5
- Anti-Disinformation / Early Warning Systems & Threat Mapping - 5
- Environmental Policing and Resource-Driven Conflict Mitigation - 5
- Human Rights Due Diligence Policy (HRDDP) Compliance - 5
- Counter-IED awareness, explosive threat mitigation, and Explosive Ordnance Disposal (EOD) - 5
- Digital Evidence Handling, Field Forensics (Mobile/Video/Social Media), and Advanced Technological Police Operations - 5
- Corrections/Holding Facility Experts - 5
- 3.30 - Elections security - 3
- Human rights - 3
- Wildlife police - 4
- 4.9 - Ammunition technical officer (ATO) certification - 4
- Environmental Management & - Waste Mitigation - 4
- Data Protection & Information Security Management - 4
- Reporting and analytical reporting - 4

UNISFA • 2.11 - 4 specialists with experience in the area of Correction/penitentiary system. Nomination of such specialists should be made through the Corrections Service and not through the Police Division

UNVMC (Colombia) • Working language of the Mission is Spanish
 • The new international observers' main mandated task after the mandate renewal in October 2026 will be: verification of the Peace agreement.
 • Possession of cumulative experience in the areas as listed in 3.24, 3.25 and 4.2 by the nominees is an advantage for deployment.

1. Overview

This document provides clarification on the application procedures for Individual Police Officers (IPOs), in line with the 2024 Assessment for Mission Service (AMS) SOP and other United Nations guidance documents. The nomination of candidates is based on the absorption capacity of each specific field operation and is managed by the respective desk officers in the Selection and Recruitment Section (SRS) of the Police Division, in accordance with the required skill sets. Four generic job descriptions, aligned with the four categories of the United Nations Strategic Guidance Framework for International Policing (SGF), are provided below; more specific job descriptions may be circulated by SRS based on the operational needs of missions. Nominated officers are deployed to missions in accordance with the relevant mission rotation schedule. The timely replacement of outgoing police officers is essential to ensuring the continuity and effectiveness of field missions. Therefore, Police Contributing Countries (PCCs) are requested to monitor the rotation schedule of their contingents and to nominate timely replacements for outgoing IPOs in accordance with the specific operational requirements of the relevant field mission.

Please note that, upon arrival in the mission area, officers may be assigned tasks corresponding to the most immediate mission priorities, subject to operational needs and the applicants' expertise, qualifications and experience as identified during the selection process. The specific nature of mission mandates requires IPOs to be ready to implement mandated tasks under the challenging service conditions they may face in the field.

2. Assessment for Mission Service (AMS) and Selection Assistance and Assessment Team (SAAT)

All candidates should be cleared through an Assessment for Mission Service (AMS), either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or through an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment will result in the candidate's repatriation. All repatriation-related expenses in such cases shall be borne by the Member State. Member States are therefore strongly encouraged to request a SAAT to conduct an AMS in the Member State prior to the deployment of police personnel.

In accordance with the 2024 AMS SOP, AMS clearance is valid for 24 months (two years) from the date of completion. Previously AMS-cleared officers will not be deployed to a new mission if their AMS clearance has expired. For officers who have completed an assignment in a United Nations peace operation as individual police officers within the last 24 months, completion of a new AMS is also mandatory.

3. Gender balance

In compliance with United Nations Security Council resolutions 1325 (2000) and 2242 (2015), and within the framework of the United Nations System-wide Strategy on Gender Parity and the Uniformed Personnel Gender Parity Strategy 2018–2028, the 2024 AMS SOP requests Member States to nominate at least 25 per cent women among candidates for AMS during SAAT visits. Given the added benefits that women police officers bring to field missions, preference will be given to equally qualified women candidates during the selection process. Consequently, the

Police Division reserves the right to reduce the strength of any contingent if the PCC does not nominate women candidates.

4. Submission of Electronic Application (EASP) forms and other candidates' documents

The electronic application forms (EASP) should be used by candidates for nomination procedures for Individual Police Officer positions (non-contracted positions on secondment). The form must be duly completed electronically, signed by the applicant and submitted to the Police Division through the Permanent Mission to the United Nations. Copies of valid passports must be submitted together with the EASP forms; passports must be valid for at least 18 months from the date of nomination. Submission of medical forms (MS2 or MS3) will be requested upon finalization of the selection process.

Selection for service with the United Nations is conducted on a competitive basis. It is therefore essential that all application forms be completed in a manner that clearly presents the candidates' qualifications and experience as they relate to the required skill set, area of expertise or relevant job description.

5. Certification of Disciplinary clearance and non-corruption nomination process

In accordance with Annex G to the 2024 AMS SOP, the Government must certify in writing that each candidate it nominates has not been convicted of, and is not currently under investigation or being prosecuted for, any criminal or disciplinary offence, or any violation of international human rights law or international humanitarian law. 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 prosecution(s) 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 national authorities are also requested to certify that there has been no corruption or fraud in the nomination of police officers on secondment to the United Nations. Should the Police Division become aware of allegations of corruption or fraud in the nomination or extension procedures of police officers on secondment, this may constitute grounds for revoking its acceptance of such personnel to serve with the United Nations, as well as for the suspension of any future police deployments from the contributing country concerned.

Nominations without the above-mentioned certification will not be accepted.

6. Certification of pre-deployment training

1. In accordance with paragraph 95 of the 2024 AMS SOP, every Member State nomination for the deployment of IPOs should be accompanied by certification of pre-deployment training. The AMS SOP contains samples of the respective notes in Annex O (CPTM and STM delivery)

Annex B.

and Annex P (delivery of police job-specific training courses). PCCs are requested to provide such training for the benefit of all potential IPOs, in compliance with United Nations General Assembly resolution A/RES/49/37 (1995), which underlines Member States' responsibility to deliver pre-deployment training for uniformed personnel deploying to United Nations operations, while the Secretariat is responsible for developing training materials and providing guidance and assistance to Member States.

Nominations without the above-mentioned certification will not be accepted.

7. Submission of nominations by the Permanent Mission

The Permanent Mission is requested to present its candidates in a single submission listing the names of the candidates, in accordance with the deadline specified in the job description or the rotation schedule of its national police contingent in the specific mission. The list of candidates should be presented in the attached format (ref. "List of candidates for deployment (annex)-SGF").

Communication regarding the recruitment process will be maintained through the Permanent Mission only.

2. Nominations without the duly completed above-mentioned list will not be accepted.