SKILL SETS AND EXPERTS PROFILES
updated in December 2025

* The figure before slash (.../) reflects total number of vancancies 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	UNISFA	MONUSCO	MINUSCA - armed mission	UNTMIS*	UNVMC (Colombia)*
1	Command	1.1. Supervision/management of police infrastructures/units		13	5/3					
		1.2. Commanding police operations		1	3/3	6/6	1/1			
		1.3. Organizational planning		1				1		
		1.4. Liaison functions in various areas + negotiation and mediation		6*	3/3					30
		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.		1						
		2.2. Public order and FPU-related, including COE, Logistics and FPU Administration		1	10/8	3/3	1	1		
		2.3. Special police (SWAT, rapid reaction units, counter terrorism, undercover operations)								
		2.4. VIP protection and security								
		2.5. Riverine police operations.			6/3					
		2.6. Incident control and Search and Rescue Operations								

	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNISFA	MONUSCO	MINUSCA	UNTMIS	UNVMC (Colombia)
		2.7. Protection of Civilians, child, women and vulnerable people protection (GCVPP, SGBV)			15/5	6/5		2		
		2.8. Crime prevention (community policing, juvenile crime, domestic violence)			15/5	6/3				
2	Operations	2.9. Crime/data analysis, crime trend recognition	1/1	2	6/3	5/3	1	2		
		2.10. Generic police patrol duties		14						
		2.11. Other (to be specified)			10/6	2/2				
3	Capacity Building and Development (incl. civilian experts)	3.1. Project/program management					2/1	3		
		3.2. Institutional building					1/1			
		3.3. Reform and Restructuring					1/1	2		
		3.4. Donor Aid Coordination						2		
		3.5. Change management								
		3.6. Advisory assistance								
		3.7. Police infrastructures administration						1		
		3.8. Procurement, logistics, asset management, fleet management, tenders and contracts.		1	10/6			1		
		3.9. Fiscal management, budget development, payroll system management, financial auditing.			10/6			1		
		3.10. Communication: radio and data communication system establishment and management, police radio network installation and maintenance.								

	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNISFA	MONUSCO	MINUSCA	UNTMIS	UNVMC (Colombia)
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)						2		
		3.12. Training organization and management;		1		1/1		1		
		3.13. Curriculum and training plans development;		1	5/3		2	2		
		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.		1	20/10	1/1		2		
		3.15. Training-the -trainers			5/3	1/1		1		
		3.16. Tactical training: self-defense, arrest, search, detention, escorting, etc.			5/3			3		
		3.17. Weapons handling training (non-lethal and fire arms)						1		
		3.18. Traffic management, traffic safety, including all vehicles related policing issues			10/6			1		
		3.19. Security of Airports and other large strategic infrastructures						2		
		3.20. Border security, customs, immigration etc.			10/6			1		
		3.21. Transnational crime operations, INTERPOL, illicit trafficking in drugs, weapons, human beings, money laundering, economical crime					2/1	1		

	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNISFA	MONUSCO	MINUSCA	UNTMIS	UNVMC (Colombia)
		3.22. Livestock protection				1/1				
3	Capacity Building and Development (incl. civilian experts)	3.23. Fire Prevention and Fire Fighting, Civil Protection, Natural Disasters management								
		3.24. Crime investigation (crime scene management, suspect/witness interviewing, human rights violation etc.)			8/5	2/2	2/1			10
		3.25. Criminal intelligence analysis and management		1	5/3	2/2	2/1	2		10
		3.26. Criminal records/data base management			5/3	1/1	1	1		
		3.27. Forensic, including crime scene and evidence preservation, fingerprints, ballistics, firearm examination, DNA, pathology, handwriting and fraudulent documents identification, money counterfeiting, etc.				2/2	1	4		
		3.28. Traditional policing (paramount, tribal, nomad-focused, etc.)								
		3.29. Cyber crime				2/2	1			
		3.30. Other (to be specified)					2/1			
4	Administration	4.1. Logistics, asset management, fleet management		1		1/1	1/1			
		4.2. Human resources management.		1	5/3	2/2				10
		4.3. Internal affairs, discipline management, professional standards		1	5/3			1		

	Areas of SGF	Required Experts' Profiles	UNMIK	UNFICYP	UNMISS	UNISFA	MONUSCO	MINUSCA	UNTMIS	UNVMC (Colombia)
4	Administration	4.4. Audit/inspection of police units;		1	5/5		1			
		4.5. Public relations				2/2	1			
		4.6. Legal support, drafting of police acts, policies and guidelines.		2	3/3	1/1				
		4.7. Weaponry: armory management and inspection, gunsmith, weapon safety and storage, shooting range construction, explosives						1		
		4.8. IT: database development and administration, system design, computer programming, network specialists.		1	5/3		1	2		
		4.9. Other (to be specified)								

MONUSCO • 3.30 - serious and organized crime

UNFICYP • 1.4 - Liaison with Civil Affairs (4) + Liaison in humanitarian sector (1) + general liaision experience `
• 4.6 - experience in developing CONOPS, SOP and SGF documents

UNMISS • 2.11 - experience in elections security organization

UNISFA • 2.11 - 2 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
• 3.26 - the specialist is to have experience in managing MS Access, SAGE and CPASS.

UNTMIS

• Due to the planned mission closure by October 2026, no new deployments are anticipated. Mission would like to keep currently deployed IPOs to ensure all necessary administrative and operational functionalities; relevant extension requests in this regrd will be communucated with respective PCCs accordingly.

UNVMC (Colombia)

• Working language of the Mission is Spanish
• The International observers work at 2 different tasks: Ceasefire Monitoring and verification of the Peace agreement.
• Possession of cumulative experience in the areas as listed in 1.4, 3.24, 3.25 and 4.2 by the nominees is an advantage for deployment.