

Expressions of Interest Pacific Community for Law Enforcement Cooperation (PCLEC) Secondment



PICP-S is seeking expressions of interest from suitably qualified Pacific police representatives who wish to be considered for secondments for a period of up to six-months to work as a full time member of the Pacific Community for Law Enforcement Cooperation (PCLEC) Delivery Coordination Team (DCT). This process will also be used to establish a pool of suitable applicants to fill successive secondments throughout 2022.

The PCLEC DCT is based in the AFP's headquarters in Canberra, Australia. The location of the secondment will be dependent on the international border and travel restrictions related to the COVID-19 pandemic; at the time of the commencement of the secondment. Applicants should consider that if international travel is permitted, the seconded officer will deploy to and reside in Canberra for most if not all of the secondment period. Additionally, there may be opportunities to travel into the Pacific countries as required by their program of work. In the situation of restrictions on international travel, the secondment may be conducted through a remote working arrangement from the applicant's home country.

Upon notification to the successful applicant/s, the details of the particulars of the agreement will be discussed and negotiated with the applicant and the applicant's employing Agency. Final confirmation of the secondment arrangement will be subject to the successful completion of clearance requirements.

This vacancy is open to all members occupying senior roles in policing from PICP member countries who have the ability to work on complex and strategic projects. The Australian Federal Police (AFP) and the PICP-S will ensure that the selection process is impartial and transparent and promotes gender diversity as a key priority for the PICP.

About PCLEC

In February 2020, the PICP Executive Leadership Team endorsed the PCLEC design for implementation. PCLEC is founded on a 'by the Pacific, for the Pacific' principle that fosters collaborative partnerships across Pacific Police Organisations (PPOs) for the development of law enforcement capabilities.

PCLEC shifts the focus of police capability development from externally-directed delivery to externally-enabled Pacific delivery. Under PCLEC, the Pacific are engaged across the full spectrum of the capability development process, including management, design and implementation. PCLEC aims to draw firstly upon Pacific capability and then coordinate external support to address gaps and provide the resources and logistics needed to deliver both short-term operational support and long-term capability development.

This delivery approach seeks to address a number of constraints facing police development programs in the Pacific. These issues include donor crowding and poor coordination, insufficient operational relevance, a focus on training over more comprehensive approaches, and a lack of local adaptation in the design and delivery of support.

PCLEC National Coordinators are members of the PCLEC DCT providing the key link between PCLEC's national and regional level operations. In addition to coordinating PCLEC operations at the national level, they also support the coordination of all assistance provided by external partners to PPOs.

Further details about PCLEC operations are provided in the attachment.

About the roles

Under the direction of the Executive Director of the PICP-S and AFP Pacific Police Development Program-Regional (PPDP-R) Coordinator, the officers will be seconded to the PCLEC DCT in accordance with the following Role Descriptions.

PCLEC Operational Engagement Officer

Duties and Responsibilities

Under the direction of the PCLEC Team Leader coordinate the management of PCLEC's Operational engagement activities:

- In partnership with PPOs and external providers, support the coordination and implementation of operational engagement support activities and requests.
- Assist the PCLEC DCT to assess requests for support against PICP priorities for PCLEC delivery and existing resources and prepare and update work programs for approval.
- Actively identify future events for which operational support may be needed and develop work plans to ensure that necessary inputs are identified and actioned in a timely manner.
- In collaboration with PCLEC's Monitoring, Evaluation and Learning (MEL) Coordinator, ensure that operational support activities have compliant MEL plans, that the necessary monitoring and evaluation processes are completed and that outcomes are reported accordingly.
- In collaboration with PCLEC National Coordinators, the PCLEC Capability Development Officer and the PCLEC MEL Officer, actively identify Pacific capability and ensure that the Pacific capability database is updated.
- In collaboration with the PCLEC MEL Officer, support the Team Leader in preparing PCLEC performance reporting to the PICP.
- Promote awareness of PCLEC's purpose, objectives, and operations across Pacific Police Organisation and PICP's law enforcement partners.
- Support the PCLEC National Coordinator network and the Strategy Performance and Reference Group to ensure that it is fulfilling its functions in support of PCLEC operations.

Competencies

Managerial skills:

- Excellent analytical and writing skills;
- Excellent teamwork and management skills;
- Excellent communication and interpersonal skills; and
- Good negotiation and problem-solving skills.

Required Skills and Experience

Essential Work Experience:

- High level management, leadership, liaison and planning skills.
- Project management skills and experience.
- Demonstrated experience (including technical skills) relevant to the role including working in police development programs and/or a police training management role.

PCLEC Monitoring, Evaluation & Learning (MEL) Officer

Duties and Responsibilities

Under the direction of the PCLEC Team Leader and the advice of the PCLEC MEL Coordinator, develop and implement PCLEC's MEL system:

- Establish an appropriate MEL system that fulfils the performance management and reporting requirements of PCLEC.
- Periodically review and revise the system so that it is adapted appropriately to the changing operating contexts for Pacific Police organisations and PICP information demands.
- Ensure relevant and timely MEL information is provided in user-friendly formats to PICP and key stakeholders.
- Provide training and mentoring for PCLEC National Coordinators and other seconded Pacific officers to the DCT.
- Act as a focal point to organise and manage monitoring reviews and evaluations.

Competencies

Managerial skills:

- Excellent analytical and writing skills;
- Excellent teamwork and management skills;
- Excellent communication and interpersonal skills; and
- Good negotiation and problem-solving skills.

Required Skills and Experience

Essential Work Experience:

- High level management, leadership, liaison and planning skills.
- Project management skills and experience.
- Demonstrated experience (including technical skills) relevant to the role including working in police development programs and/or a police training management role.

PCLEC Capability Development Officer

Duties and Responsibilities

Under the direction of the PCLEC Team Leader coordinate the management of PCLEC's Capability Development Initiatives (CDIs):

- In partnership with Pacific Police organisations and external capability providers, guide the design, coordination and implementation of CDIs in the priority areas as directed by the PICP.
- Assist the PCLEC DCT to assess requests for CDI support against PICP priorities for PCLEC delivery and existing capability and prepare and update work programs for approval.
- Support the work of identified lead capability development providers (both Pacific and external) to design and implement PCLEC-compliant CDIs.
- In collaboration with PCLEC's Monitoring, Evaluation and Learning (MEL) Coordinator, ensure that CDIs have compliant MEL plans, that the necessary monitoring and evaluation processes are completed and that outcomes are reported accordingly.
- In collaboration with PCLEC National Coordinators, the PCLEC Operational Engagement Officer and the PCLEC MEL Officer, actively identify Pacific capability and ensure that Pacific capability database is updated.
- In collaboration with the PCLEC MEL Officer, support the Team Leader in preparing PCLEC performance reporting to the PICP.
- Promote an awareness of PCLEC's purpose, objectives, and operations across Pacific Police Organisation and PICP's law enforcement partners.
- Support the PCLEC National Coordinator network and the Strategy Performance and Reference Group to ensure that it is fulfilling its functions in support of PCLEC operations.

Competencies

Managerial skills:

- Excellent analytical and writing skills;
- Excellent teamwork and management skills;
- Excellent communication and interpersonal skills; and
- Good negotiation and problem-solving skills.

Required Skills and Experience

Essential Work Experience:

- High level management, leadership, liaison and planning skills.
- Project management skills and experience.
- Demonstrated experience (including technical skills) relevant to the role including working in police development programs and/or a police training management role.

EOI – PCLEC Secondment

How to Apply

Interested applicants should review and consider the role descriptions, competencies and required skills and experience. Applicants are invited to submit an application via email to picp.secretariat@police.govt.nz meeting the following requirements:

1. Complete all parts of the application form
2. Identify a date you are available to deploy (as per the application form)
3. Provide a copy of release approval from your Commissioner of Police or Chief (as per the application form)
4. Attach a current CV/resume

Selection Process

An Independent Selection Panel (ISP) consisting of the PICP-S (on behalf of the Chiefs) and the AFP PPDP-R (PCLEC funding provider) will make an assessment of applicant claims against the role requirements and selection criteria. The selection process may include an applicant interview, referee reports and consultation with immediate supervisors or Managers (as appropriate).

The ISP will make a selection recommendation to the Chair of PICP for endorsement and the successful applicants will be notified via phone and email.

Contact Officers

Detective Superintendent Kathryn Polkinghorne
AFP Coordinator PPDP-R
kathryn.polkinghorne@afp.gov.au
+61 437 888 681

Lautoa Faletau
Team Leader PCLEC
lautoa.faletau@afp.gov.au
+61 413 003 024

Glyn Rowland
Executive Director PICP-S
glyn.rowland@police.govt.nz
+64 21 1923462

**Closing date for applications:
Friday 24 December 2021**

Late applications will not be accepted.