TERMS OF REFERENCE
SUBJECT MATTER EXPERTS ON
MANAGEMENT OF PRECINCT LEVEL POLICE OPERATIONS

Background and Purpose
COGINTA and PartnersGlobal (Partners) are seeking the services of four experienced “Subject Matter Experts” (SMEs) to support an INL-funded project on community policing in El Salvador.

The SMEs will serve as the on-site experts mentoring police precinct commanders to implement "best practices" for reducing gang-related crime and violence within targeted communities. The SMEs will work with several precinct police stations under the supervision of a program manager and in coordination with the project team.

Each SME will mentor the commanders, generally with rank of inspector or sub-inspector, as well as the NCO staff in charge of sectors and community relations of up to 4 Model Precinct Police Stations (MPPS). Among the key assignments of the SMEs will be a support of commanders in introducing or strengthening proactive police patrolling, intelligence-led policing, location and violator targeted enforcement, the S.A.R.A model, intelligence cycles and intelligence collection and analysis, applications of I-2 Analyst Notebook, citizen contact/field contact cards, and basic and advanced principles of community policing. The SME shall provide coordination support of the MPPS with the framework of further assistance programs, including training and procurement of material.

Relationship
The SMEs will receive direct supervision from the Program Manager and assignments and direction from the project Executive Team.

Duties and Responsibilities
a. Establish a schedule to conduct needs assessments and mentoring to the National Police of El Salvador MPP Commanders for implementation of “smart policing” best practices.

b. Coach precinct commanders and key field personnel in modern prevention crime prevention best practices.

c. Oversee day-to-day activities of National Police of El Salvador in MPPS.

d. Provide advice, implementation and coordination support throughout the MPPS within a larger framework of US Government assistance to MPPS

e. Participate in the development of operations and programs aimed at reducing crime and targeting at-risk groups and places.

f. Contribute to the development of baseline studies and diagnostics of security.

g. Support the development of strategic plans in crime prevention and partnerships with local administrative services, community leaders, social groups and organizations.

h. Advise in developing better intelligence and analysis at precinct level.

i. Advise in precinct police station organization to increase community involvement and engagement.

j. Attend project executive meetings.

Complexity
The work involves providing technical expertise in different locations under various contexts. The ability to understand contexts linked to gang violence, local capacities and to draw on existing best practices is essential to achieve the objectives of crime reduction and improved relationship with communities.

Timeframe and Scope
This is an on-site, three-year assignment, with a tentative starting date in September 2016.

**Minimum Qualifications**

1. Bachelor Degree in Criminal Justice or related field from an accredited institution and 10 years of local law enforcement experience.
2. Three (3) years of supervisory/management experience at a precinct or equivalent level in a mid-size or larger municipal police department (i.e. serving a jurisdiction with a population of 150,000 or more).
3. Experience with gang-related programs and community policing programs is an advantage.
4. Spanish and English Languages capability at the 3/3 level (good working knowledge).
5. Demonstrate communications and liaison skills appropriate for work with a wide variety of government, public, and private sector representatives, as well as with local community members and groups.
7. Proficient in Microsoft Office Suite and I-2 applications.
8. Physically able to work and travel in the region, including remote and rural areas.
9. Willing to work in a challenging and complex security situation.

Suitable candidates should send their application with CV at the latest May 30, 2016 at the following email address: recruitments@coginta.com