



INPROL

www.inprol.org

INTERNATIONAL NETWORK TO
PROMOTE THE RULE OF LAW

JOB DESCRIPTIONS FOR FPU PROFICIENCY TESTING AND TRAINING TEAM MEMBERS

INPROL Consolidated Response (08-004)



Prepared by Salvador Rodriguez

**JOB DESCRIPTIONS FOR FPU PROFICIENCY TESTING AND TRAINING
TEAM MEMBERS
INPROL Consolidated Response (08-004)
November 29, 2007**

Submitted by: [Richard Monk](#), UNMIK Police Commissioner (2007-8), INPROL Experts Council Member.

Drafted by: [Salvador Rodriguez](#), Facilitator for the Stability Police Community of Practice.

Note: All opinions stated in this consolidated response have been made in a personal capacity and do not necessarily reflect the views of particular organizations. INPROL does not explicitly advocate policies.



INPROL is a project of the United States Institute of Peace with facilitation support from the Center of Excellence for Stability Police Units, the Pearson Peacekeeping Centre, and the Public International Law & Policy Group.

JOB DESCRIPTIONS FOR FPU PROFICIENCY TESTING AND TRAINING TEAM MEMBERS

Background:

In 2007, the Department of Peacekeeping Operations established a Formed Police Unit (FPU) Review and Standards Team that I chaired to address serious omissions in procedures and practices pertaining to the deployment and use of FPUs. The Team convened at the Center of Excellence for Stability Police Units (CoESPU) in Italy on 4-6 February 2008 to develop the following:

1. Interim firearms proficiency standards;
2. Interim proficiency standards for less-than lethal weapons, including rubber projectiles and rubber grenades;
3. Interim proficiency standards on the gradual escalation of the appropriate use of force;

To implement these standards DPKO will require a full testing, evaluation and certification regime. Implementation of this regime will necessitate the formation of temporary Proficiency Testing and Training Teams (PTTTs) to assess the performance of all FPUs currently deployed to UN missions against the proficiency standards

Query:

Sixteen firearms instructors and eight specialists in public order management will be required to form FPU Proficiency Testing and Training Teams. To implement this course of action, job descriptions for the members of the PTTTs will be required. I would like to request INPROL's assistance in drafting these job descriptions.

Response Summary:

I. Job Description

Formed Police Unit (FPU) Proficiency Testing and Training Team (PTTT) Members will be responsible for the field assessment and evaluation of all FPUs currently deployed to UN missions in accordance with standards for firearms marksmanship and tactical applications and use of force continuum established by the Department of Peacekeeping Operations. When applicable, they will also conduct remedial training of FPUs to bring them into compliance with DPKO standards. The PTTTs will be comprised of sixteen firearms instructors and eight specialists in public disorder management.

Firearms instructors will provide evaluation and training in the following:

- Proper weapon manipulation and safe practices qualifications rounds for lethal and less-than lethal weapons, including rubber projectiles and rubber grenades, in the inventory of each FPU

Specialists in public disorder management will provide evaluation and training in the following:

- Conceptual knowledge pertaining to Rules of Engagement and proper use of force
- Crowd and Control Riot Control Concepts and Applications
- Proper utilization of less-than-lethal applications and concepts and safe practices and utilization in conjunction with the use of force continuum

II. Qualifications for Firearms instructors

- Basic Police Instructor Certification
- Firearms Instructor Certification with knowledge of basic and tactical firing concepts with Range Master experience
- Technical aptitude in weapons operating and sighting systems (i.e. less-than-lethal weaponry, handguns, assault rifles, and shotguns)
- Proficiency in the English or French Language (Reading and Writing)
- Computer literacy a must, including MS Word / Excel / E-mail / PowerPoint capabilities, and must be able to submit electronic reports and forms.

III. Qualifications for Specialists in Public Order Management

- Operational command experience in public order management and human rights concepts and applications
- Basic Police Instructor Certification
- Less-Than-Lethal Instructor certification
- Tactical Instructor Certification
- Technical Proficiency in the English or French Language (Reading and Writing)
- Computer literacy a must, including MS Word / Excel / Email / PowerPoint capabilities, and must be able to submit electronic reports and forms

INPROL invites further comment by members.

Note: All opinions stated in this consolidated reply have been made in a personal capacity and do not necessarily reflect the views of particular organizations. INPROL does not explicitly advocate policies.

Information:

New Queries: To send a new query, please send an email to inprol@inprol.org.

Documents: To submit a document to INPROL, please login to INPROL and visit <http://www.inprol.org/uploadcontent> or send an email (with the document attached) to inprol@inprol.org.