



# Job Vacancy

## Head of Recherche Samenwerkingsteam

On behalf of the *Recherchesamenwerkingsteam* (Special Police Task Force; hereinafter referred to as RST), the ministers of Justice (and Security) of the countries Aruba, Curaçao, St. Maarten and the Netherlands are looking for candidates for the post of Head of RST. This job vacancy is advertised widely. The candidate preferably comes from one of the police forces of the Kingdom.

The RST is a cooperation organisation comprising the different countries in the Caribbean part of the Kingdom of the Netherlands aimed at combating serious, cross-border crime and crime which infringes the legal order.

The RST organisation is currently being modernised. Its structure is being reorganised. Where previously the RST comprised four offices in Aruba, Bonaire, Curaçao and St. Maarten, RST staff will now work in the local police forces in the serious crimes departments. Additionally, RST staff will work on tackling cross-border crime for the entire Caribbean part of the Kingdom from a central location in Curaçao. More information about (the new structure of) the RST is available on [www.rstpolitie.com](http://www.rstpolitie.com). The head of RST will take care of the implementation of this process in proper coordination.

### **The post's main responsibilities**

As head of RST, which also includes the anti-corruption task force TBO (*Team Bestrijding Ondernijning*), you have the ability to deal with complex political and administrative relations and you are skilled in switching between political and operational tasks. You have a positive approach towards dealing with partners in the area of criminal investigation, while having an eye for the cultural differences and relationships of authority, and you have the ability to show integrity in the Caribbean context. You will act as the RST's connecting link in administrative, policy-related and operational matters with the public prosecutions offices, the local police forces, the national police internal investigations departments and other local and international partners. Furthermore, you will maintain an overview of different ongoing and potential future, complex criminal investigations.

As Head of RST you will be responsible for an effective and efficient organisation. You will bear responsibility for the organisation's results and budget within the scope of the RST's mandate. You will head professionals and multidisciplinary teams, whose work area is the entire Caribbean part of the Kingdom. You will support and coach your team and promote employee participation in a politically sensitive work environment in media-sensitive and detrimental cases. You will be responsible for the development and implementation of the RST's policy, course and strategy in line with regional criminal investigation cooperation.

Finally, as an experienced change manager you have the ability to govern the changes regarding the RST's reorganisation and you will offer employees guidance in this process.

### Job requirements

- Completed relevant police training
- Completed academic Master's. For instance Law, Public Administration or International Relations
- Completed management training
- Experience in working in a politically-administratively complex criminal investigation environment
- Experienced change manager
- Demonstrable, intensive work experience in different segments of the vast area of criminal investigation (including the collaboration with (chain) partners)
- Work experience with policy and strategy development
- Experience in working in an international and diplomatic context
- A good command of English, Dutch, Spanish and/or Papiamentu or the willingness to receive training in these languages

### Competencies

- Politically and administratively sensitive
- Of unimpeachable integrity
- Coaching skills
- Unifying leadership
- Result orientation
- Decisiveness
- Networking skills
- Change-orientation
- Flexible (the ability to deal with changing situations, personal contacts and the diversity of employees)
- Strategic vision development
- Intercultural sensitivity
- Cooperation
- Reflective approach to own actions
- Situation awareness
- Independent

### Employment conditions

Salary description

The salary scale for the post is 16. If the candidate is from a police force outside Curaçao they will be awarded an expatriate allowance.

Employment contract

Temporary appointment for the duration of the project/process/activities



Candidates who do not work in the Dutch National Police Force may send their written application and curriculum vitae before April 10<sup>th</sup>, 2019 to the Ministry of Security and Justice, for the attention of the Police Director General, Postbus 20301, 2500 EH Den Haag. By e-mail: [h.j.albert@minvenj.nl](mailto:h.j.albert@minvenj.nl).

For more information about the job content, please contact Mr J.W. Schaper (Police Policy and Operations Director, Police and Security Director General, the Netherlands), telephone number +31 (0)70 370 3822. For information about the selection procedure, please contact Mr H.J. Albert, telephone + 31 (0)6 48135136.

Candidates who work in the Dutch National Police Force may obtain more information about the job content from Ms Sandra Wijkhuijs.

The selection interviews will take place between May 6<sup>th</sup> and May 10<sup>th</sup>, 2019.