

**UN Moldova Internship Program for Persons Belonging to**

**Under-Represented Groups**

**Terms of Reference**

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| **UN Agency:** | United Nations Development Programme (UNDP) in Moldova |
| **Title of the internship position:** | Architecture and Accessibility Support Intern |
| **Program / Project / Section:** | Support to Police Reform in Moldova Project |
| **Reports to (officer in charge):**  | Project Manager  |
| **Duration and Period** **of the Internship:** | 1 June – 30 November 2018 (6 months), with a possibility of extension |
| **Weekly workload (hours / week):** | 16-20 hours / week |

**Background**

The overall objective of the project is to assist the Ministry of Internal Affairs (MIA) and the General Police Inspectorate (GPI) in developing an accountable, efficient, representative, transparent and professional police force, closer to the best international practices.

Bearing this in mind, the project shifts from policy formulation to practical implementation of priorities defined in the Police Development Strategy for 2016-2020, seeking to further strengthen institutional and professional capacities of MIA and Police units and provide technical assistance in specific areas of intervention that are equally important for the steady progress of the reform. One area of intervention refers to the implementation of community policing concept.

Community policing is a concept and a model of institutional modernization of police, wherein the police force becomes more responsive to the needs of the community it serves. Within this concept the police and the community form a partnership to solve local problems, provide security and safety, prevent and deter crime, and report suspicious activities. The partnership between the police and community will be the basis for public interaction with the police and restore the community's confidence in the police officers’ ability to be an effective, professional law enforcement body.

Two pilot community police stations (one in Chisinau and one in Singerei) have been redesigned and reconstructed as part of Project activities, employing a number of architectural and design solutions meant to provide a user-friendly and accessible infrastructure for all, including persons with disabilities, and common visual identity. Based on these positive examples, the GPI intends to develop a unified approach to further renovation and improvement of Police stations infrastructure, which will include structural, operational, architectural and visual elements in one document.

**Summary of key responsibilities:**

* 1. To contribute to the analysis and better understanding of Police operations and functioning in police stations;
	2. To contribute to the analysis of international practice on how police stations are organized and what kind of infrastructure is available;
	3. To contribute to the drafting of recommendations on how a police stations in Moldova should be organized, taking into account the needs of Police and community, paying due attention to physical and informational accessibility of premises, gender and children sensitive aspects;
	4. To draft the visual identity package for Police stations, including the proposed palette of colors for outdoor and indoor finish, informative board, etc.;
	5. To contribute to the presentation and consultation of the draft recommendations and visual identity package with police, civil society, people belonging to vulnerable, minority and marginalized groups, and integrate the received proposals into the final drafts;
	6. To contribute to the “user safari” event(s) with people belonging to vulnerable, minority and marginalized groups, if they are organised;
	7. To perform other duties as assigned by the supervisor.

**Eligibility requirements**

Education:

* Student at 3rd year of university in the field of architecture or interior design (completed University degree, is an advantage, but IS NOT a mandatory requirement).

Minimum qualifications / skills and competencies:

* General understanding of planning and implementation of an architectural project;
* Ability to cooperate efficiently with diverse groups of people belonging to vulnerable, minority and marginalized groups;
* Good oral and written communication skills;
* Comfortable in talking and interacting with others;
* Core Values: proven commitment to the core values of the United Nations; in particular, is respectful of differences of culture, gender, religion, ethnicity, nationality, language, age, HIV status, disability, sexual orientation, or other status;
* Core Competencies: communication skills, enthusiasm, drive for results, ability to work on computer using specialized technical software (like AutoCAD), internet browsers and e-mail;
* Personal Qualities: responsibility, creativity, flexibility, punctuality;
* Languages:
	+ Fluency in Romanian **OR** Russian, both oral and written;
	+ Fluency in English is an advantage, but IS NOT mandatory;
	+ Knowledge of one or more other languages relevant for Moldova, including Bulgarian, Gagauzian, Romani, Ukrainian or sign language, is an advantage.

**Who can apply for the internship?**

This internship position comes as a temporary special measure and seeks to fill in under-representation in UNDP Moldova primarily of persons belonging to the following groups: persons with disabilities, ethnic minorities, especially ethnic Gagauzians, Bulgarians, Roma, Jews, people of African descent, people living with HIV, religious minorities, especially Muslim women, LGBTI.

**Additional application requirement:**

* In addition to the general application requirements, applicants are encouraged to provide their completed architectural and/or design projects.

**Internship package and working conditions**

* Remuneration: this internship **is not** a paid position.
* Workplace conditions: Intern will work inside and outside the UNDP office and will participate in all working meetings organized by the office. Intern needs to ensure access to computer and internet (access to the internet will be provided when working in the UNDP office).
* Urban, inter-urban transportation costs (in case of an intern with reduced mobility), as well as living or other relevant costs (in case of an intern permanently residing outside Chisinau) – will be additionally discussed and agreed.