

WHAT'S IN IT FOR YOU?

- A challenging, multicultural work environment
- Leadership opportunities
- International experience
- New skills and training
- The opportunity to make a difference
- Professional contact with colleagues from around the world
- Competitive compensation

"Across 35 years of police experience, I can think of no more rewarding or fulfilling year than the one I spent as a peacekeeping peace-officer. It was an education, an investment, and a career highlight. I can commend the experience to any police officer."

*—Mark Kroeker, Chief of Police,
Portland, Oregon*



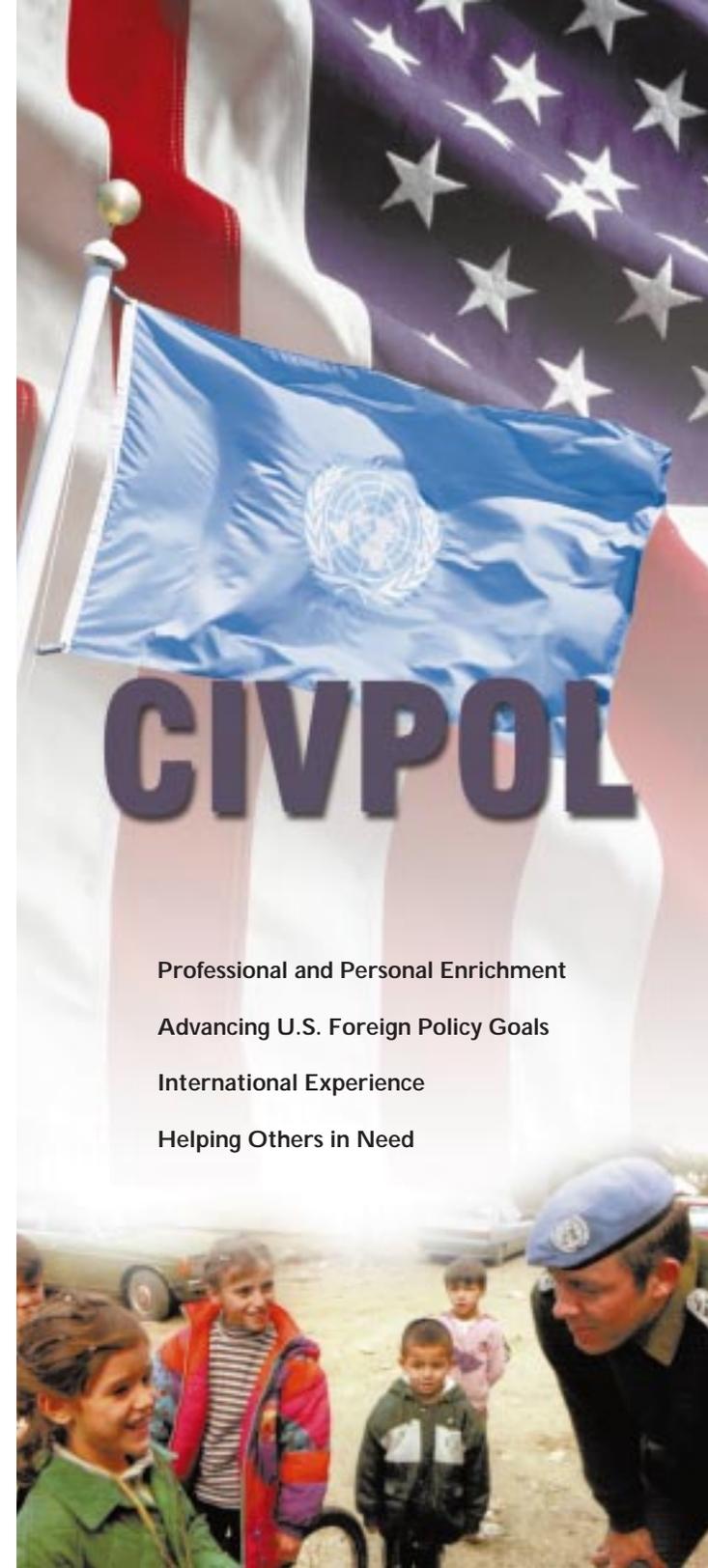
We encourage you to find out more about current CIVPOL missions in Kosovo, Bosnia-Herzegovina and East Timor. We also keep a resumé database for future missions around the globe.

**Call DynCorp toll-free
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to speak to a program recruiter**

**To apply, fax resumes to
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**Bureau for International Narcotics
and Law Enforcement Affairs
U.S. DEPARTMENT OF STATE**



Professional and Personal Enrichment

Advancing U.S. Foreign Policy Goals

International Experience

Helping Others in Need

INTERNATIONAL CIVILIAN POLICING

Civilian police (CIVPOL) are an increasingly important component of international peacekeeping missions. In some missions, including Kosovo and East Timor, CIVPOL are both serving as the interim police force and helping to build new police services from the ground up. Elsewhere, like Bosnia-Herzegovina, CIVPOL are mentoring and advising officers in the reformed police service. The U.S. sends a contingent of police officers from all over the country to selected missions to further U.S. foreign

policy goals. Together with colleagues from around the world, U.S. police are thus able to contribute to lasting peace in areas recovering from violent conflict.

"Making a difference in this peacekeeping mission has been an extraordinary time in my life. At the conclusion of my tour I will return to my department in Texas with a new perspective on policing I could never have received otherwise."

-- Officer Anna M. Hermann, U.S. CIVPOL Kosovo



Cover photo and photo above courtesy of UNMIK press (S. Andrzej).

THE CIVPOL PARTNERSHIP

The U.S. Department of State coordinates the recruitment, selection, and administration of U.S. CIVPOL contingents through a private contractor, DynCorp. Once under contract with DynCorp, officers are assigned to work under the authority of the United Nations.

IS CIVPOL RIGHT FOR YOU?

Over a thousand active and recently retired U.S. police officers from all over the United States have been deployed on one-year CIVPOL assignments in Haiti, Bosnia-Herzegovina, Croatia, Kosovo, and East Timor. They come from departments of all sizes and from all ranks and bring a wide range of experience and expertise. But it takes a special kind of person to excel in CIVPOL. Our most successful and satisfied CIVPOL officers have shared some common qualities:

- Creativity
- Flexibility
- Self-Motivation
- Responsibility
- Leadership

Minimum Qualifications:

- U.S. citizenship
- A total of eight years full-time work experience with at least five years as a full-time, sworn civilian law enforcement officer with a full-service department
- Unblemished background record
- Current service as a full-time, sworn law enforcement officer, or recent separation (preferably within three years, but up to five years) from a full-time, sworn law enforcement position
- Ability to drive a standard transmission 4x4 vehicle

We have opportunities for officers at all levels - from patrol to senior command. Generalists and specialists (e.g., training, organized crime, homicide investigations, border control, crowd control, close protection) are needed.

AN ELITE MISSION

U.S. involvement in CIVPOL has grown exponentially from 50 officers in our first mission in Haiti in 1994 to over 850 around the world today. Recognizing the importance of CIVPOL to our foreign policy, the President of the U.S. signed a decision directive in February 2000 to enhance U.S. and international CIVPOL capabilities. To implement this directive, the Department of State will be creating more specialized officer selection criteria, working more closely with police departments on recruitment, and providing more extensive pre-mission training. This will result in even more elite and effective U.S. CIVPOL contingents.

"Democratic policing is the way of the future and it is incumbent upon us to share our experiences and expertise."

-- Officer Gil Gilbertson, Waterloo, Iowa, U.S. CIVPOL Kosovo

