

# AL BELI AFIFA

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- Broad knowledge of threat assessment, security planning and force deployment such as preparing the Security Plans for the National Election 2024 and Upazilla Election 2024 in Gopalganj District to contribute to the process of free and fair elections
- Experience in preparing the Security Plans for the ex-Prime Minister of Bangladesh during her visits (for ten times) to Gopalganj district
- Experience dealing with comprehensive counterterrorism mechanism inclusive hard and soft approach and deradicalization for violent extremists
- Volunteering Capacity Building initiative for migrated 3<sup>rd</sup> Gender vulnerable Population in Gopalganj District
- Experience working in the United Nations Peacekeeping Operations
- Experience working with internally displaced persons; women, gender, and human rights.
- Participated remotely in the Police Capability Study from New York.
- Evaluate and support UNMISS UNPOL response to the COVID-19 pandemic
- Worked with the SGBV SPT in UNMISS to capacitate the SSNPS to address SGBV cases
- Food distribution volunteering for distressed people in Minnesota, USA, 2016
- Volunteering food distribution activities for the cyclone SIDR affected people in Khulna area in 2008
- Member of the International Association of Women Police; networking experience with police officers throughout the world

## EDUCATION AND CERTIFICATION

07/2017	<b>Hubert H. Humphrey Fellowship Program</b> , U.S Dept. of State, University of Minnesota;
05/2016	<b>Hubert H. Humphrey Pre-Academic Orientation and Training Program</b> , University of California, Davis, California
2010-2012	<b>MBA</b> , University of Information Technology and Sciences, Dhaka
2009-2010	<b>45<sup>th</sup> Foundation Training Course</b> , Public Administration Training Center, Savar, Dhaka
2006-2007	<b>Basic Training for Police Officers</b> , Bangladesh Police Academy, Sardah, Rajshahi
2001-2002	<b>MS, Applied Mathematics</b> , University of Dhaka, Bangladesh
1997-2001	<b>BSC (Hons), Mathematics</b> , University of Dhaka, Bangladesh

### Ongoing Research:

- 1) Law Enforcement responses in safeguarding the Human Rights to Climate Migration and Gendered Vulnerabilities (Vulnerable Population) in Bangladesh
- 2) Examining the Determinants of Female Criminality in Bangladesh: The Intersections of Poverty, Migration, and Gender-Based Abuse
- 3) An Analysis of Social Security Conditions and Workplace Protection Mechanisms for Women Employees in Private Organizations of Dhaka City
- 4) Protecting Civilians and Promoting Human Rights: Evaluating UNPOL's Efforts in South Sudan
- 5) Unveiling Strategic Intelligence of UNPOL: Addressing Challenges and Strengthening Resilience in Peace Operations

## **POLICE EXPERIENCE**

07/2023-  
09/2024

### **Superintendent of Police, Gopalganj, Bangladesh**

- Provide advice and substantive support to the DIG and IGP for planning and ensuring security issues for VIPs during their visit to the district
- Ensure law and order for the Prime minister during her visit to the district
- Preparing the safety and Security Plans for the National Election 2024 and Upazilla Election 2024 and during Durja Pooja 2023 in Gopalganj District to contribute to the process of free and fair elections
- Close coordination with other law enforcement agencies, government stakeholders and civil societies for arranging meetings to handle critical law and order situations during the prime minister's visit in the district
- Ensure safety and security of the Key Point Installation in the district
- Food distribution and blanket distribution among the distress people
- Prepare the daily security plan assessing security threats and identifying the riskiest zone in the diplomatic area to ensure law and order, immediate response to crisis management.
- Monitor, research, and assess all security factors where the police forces will perform duty and ensure implementation and evaluation of preparedness and compliances.
- Kept close coordination and cooperation with other government stakeholders to ensure safety and security and for any other reasons they might need clarification.
- Ensures the adherence of police staff to their daily security deployments, advise and guide police forces for their day-to-day activities, evaluate and review components' progress.
- Undertake all the tasks to ensure proper administration and documentation of personnel-related requirements of the district police.
- Responded immediately to any critical situation for crisis management.
- Provided expert guidance and leadership to more junior staff.
- Reported to senior authority about the security scenario and force deployment in a timely manner.
- Work on UN Peacekeeping Mission selection committee

12/2022-  
July 2023

### **Deputy Commissioner of Police, Counter Terrorism and Transnational Crime, Dhaka Metropolitan Police, Bangladesh Police, Dhaka, Bangladesh**

- Provide advice and substantive support to the Additional Police Commissioner (CTTC) for planning and organizing high risk operations on countering terrorism issues.
- Deals with comprehensive approach inclusive the hard and soft approach, zero tolerance policy, evaluate and review progress of the Policy Initiatives such as deradicalization program for violent extremists through community engagement.
- Conduct the initial assessment related to preparation and monitor, research, and assess all security factors where police forces will go for police operations and ensure implementation and evaluation of preparedness and compliances.
- Keep close coordination and cooperation with other police organizations and relevant stakeholders to ensure operational safety and security of the operational staff.
- Ensures the adherence of police staff to their daily security deployments, advise and guide police forces for their day-to-day activities.

- Undertake all the tasks to ensure proper administration and documentation of personnel-related requirements of the division.

**08/2022-  
12/2022**      **Deputy Commissioner of Police (Diplomatic Security Division), Dhaka Metropolitan Police, Bangladesh Police, Dhaka, Bangladesh**

- Provide advice and substantive support to the Police Commissioner for planning and ensuring security issues for diplomatic areas particularly for the embassies and high commissions.
- Coordinate with other law enforcement agencies, government stakeholders and civil societies for arranging meetings to handle critical law and order situations.
- Prepare the daily security plan assessing security threats and identifying the riskiest zone in the diplomatic area to ensure law and order, immediate response to crisis management.
- Monitor, research, and assess all security factors where the police forces will perform duty and ensure implementation and evaluation of preparedness and compliances.
- Kept close coordination and cooperation with the embassies to ensure their safety and security and for any other reasons they might need clarification.
- Ensures the adherence of police staff to their daily security deployments, advise and guide police forces for their day-to-day activities, evaluate and review components' progress.
- Undertake all the tasks to ensure proper administration and documentation of personnel-related requirements of the diplomatic division.
- Responded immediately to any critical situation for crisis management.
- Provided expert guidance and leadership to more junior staff.
- Reported to senior authority about the security scenario and force deployment in a timely manner.
- Work on UN Peacekeeping Mission selection committee

**02/2019-  
08/2021**      **Police Officer P3, Mission Management and Support Section, Police Division, DPO, UN Secretariate**

- Mission Manager for UNMISS, UNSOM, UNIFIL, UNMHA and back-up mission manager for UNAMID
- Provided advice and substantive support to the Police Division on issues related to the police components in peacekeeping operation.
- Keep daily interaction with field missions and advise on all aspects of their mandates, including planning and implementation of election security and transition plans.
- Keep DPKO principals updated on progress made in mandate implementation and challenges facing police components in missions and non-mission settings.
- Supporting the implementation of the Revitalized Agreement and the Peace Process through Technical Assistance and Advise (TAA)
- Worked for the Police Capability Study remotely from New York.
- Evaluate and support UNMISS UNPOL response to the COVID-19 pandemic.
- Worked with the SGBV SPT in UNMISS to capacitate the SSNPS to address SGBV cases.
- Worked in close coordination with the counterparts in the office of Military Affairs, Integrated Operational Team, and other offices in the Secretariate.

**08/2015-**      **Additional Deputy Commissioner of Police (Headquarters Division), Dhaka Metropolitan Police, Bangladesh Police, Dhaka, Bangladesh**

05/2016

- Prepare daily security plan assessing security threat and identifying the riskiest zones in the city before deploying forces.
- Monitor, research and assess all security factors where the police forces will perform duties.
- Proper deployment of forces to ensure law and order, close supervision of forces duty;
- Immediate response to any critical situation for crisis management;
- Coordination with the divisional senior officers and other law enforcing agencies to handle the critical law and order situations;
- Provide expert guidance and leadership to more junior staff;
- Report to the senior authority about security scenarios and force deployment in a timely manner;
- Conduct night patrol duty to supervise and monitor safety and security officers;
- Keep close communication and coordinate with other security agencies;
- Monitor and report security incidents to the senior officers;
- Attend security briefing meetings and disseminate information to the forces;
- Participate in relevant team meetings and the lessons learned exercises

07/2014-  
07/2015

**Police Advisor in United Nations Mission in South Sudan (UNMISS)  
United Nations Police Advisor, Juba, South Sudan**

- Ensured protection of civilians by controlling access at the entry and exit points;
- Checked that no unauthorized person including the civilians under protection enter the Protection of Civilian Sites with weapons and any other dangerous substances,
- Promoted a sense of security and deterred any imminent attack; conducted regular security patrols with the support of FPUs;
- Maintained close interactions with community leaders to facilitate active engagement of the IDP population in policing for security and safety through the community-oriented;
- Contributed to the Mission's early warning strategy and monitoring of human rights violations in areas of deployment;
- Participated in search operations for weapons and dangerous commodities inside the POC;
- Collected security related information through interactions with IDP leaders and community watch groups and submitted reports;
- Supported the movement and distribution of humanitarian assistance within the POC sites by providing public order control and inner perimeter Security with FPU;
- Undertook coordinated patrol with other mission components to access security and humanitarian situation;
- Collected, collated and analyzed information on security incidents/issues by interacting with the civilian population;
- Monitored and reported security incidents, including human rights violations and SGVB through the reporting chain of UNMISS Police and the Human Rights Division;
- Investigated cases pertaining to criminality within the POC Sites;
- Responded and reported on incidents jeopardizing the security of the IDP population as per the guidance on the security of the UNMISS POC sites;
- Performed tasks and assumed other responsibilities as assigned by the Deputy State Advisor and or UNMISS Police Commissioner or his/her designate.

01/2013-

**Additional Superintendent of Police (Personnel Management Division), Police  
Headquarters, Bangladesh Police, Dhaka, Bangladesh**

07/2014

- Formulated human resource capacity building strategies and policies for Bangladesh Police;
- Supervised and monitored the work of the Human Resources Assistants in carrying out all human resources administrative work;
- Provided advice and support to senior authorities and staff on human resources related matters;
- Prepared briefing materials for Inspector General of Police in Prime minister's program, Yearly Police Parade program and others;
- Arranged meetings, took notes and followed up to the superior officer;
- Identified and analyzed staff development and career support needs and designs programs to meet identified needs;
- Collected knowledge on current and emerging trends by gathering relevant information on program, projects, strategies, approaches and ongoing experience for lessons learned, best practices;
- Helped to reduce discrimination of women police forces in respect of posting, duty, empowerment and others;
- Provided advice on mobility and career development to staff, particularly young professionals and staff in the General Service and related categories;
- Responsible for choosing posts for 33,000 newly recruited constables considering education, home district and particular needs;
- Dealt with approximately 150,000 strong police forces and non-police civil staff for their needs base deployment and routine deployment;
- Assisted Deputy Inspector General (Admin) to coordinate with all the regional police units of the country;
- Provided performance management advice to staff;
- Assessed training needs, identified, designed and delivered training programs to staff at all levels throughout the Organization;
- Supported and assisted Bangladesh Police Women Network to communicate with Police Headquarters;
- Provided human resource support to regional police units for smooth and effective management;
- Took necessary steps of leave related activities, correction of date of birth, exemption of punishment and permission to buy Land/apartment/car and also to participate in media;
- Promoted accountability and results-based management in the office as well as investigated and resolved personnel problems within organization and charges of misconduct against staff.

10/2011-  
01/2013

**Senior Assistant Commissioner of Police, Detective Branch, Dhaka Metropolitan Police, Bangladesh Police, Dhaka, Bangladesh**

- Supervised and coordinated investigation of criminal cases,
- Offered guidance and expertise to investigators and ensured proper procedures were conducted in accordance with laws and regulations;
- Investigated gender based violence and other cases where victims were mostly female;
- Interrogated female victims and suspects;
- Conducted training on Cyber Crime in The National Security Intelligence Training Academy;
- Documented innovative strategies and new approaches for policing operations;
- Monitored and reported day to day operational activities to the Deputy Commissioner;
- Maintained close liaison with other police units and law enforcing agencies;

- Ensured proper coordination among the teams and offices of the unit;
- Participated in the law and order duties during the political parties blocked and hartal program;
- Tracked proper utilization of manpower for smooth functioning of the unit;
- Prepared speech and presentations for the Deputy Commissioner about “Bomb Disposal and Crime Scene Investigation Unit” to brief the U.S. Ambassador in Dhaka

**08/2009-08/2011 Senior Assistant Commissioner of Police, Women Investigation and Victim Support Division, Dhaka Metropolitan Police, Bangladesh Police, Dhaka, Bangladesh**

- Monitored and supervised all the cases where victims were mostly female
- Offered guidance and expertise to investigators and ensured proper procedures were conducted in accordance with laws and regulations.
- Investigated gender-based violence and other cases where victims were mostly female;
- Interrogated female victims and suspects;
- Supervised and monitored the work of the Human Resources Assistants in carrying out all human resources administrative work;
- Granted leave, arranged recreation and ensured welfare;
- Managed and implemented activities to enhanced gender equality and empowerment of women police;
- Maintained close liaison with other police units supporting women efforts on governance and political participation for peace and security;
- Advised and counseled women forces in respect of rights, responsibilities, code of conduct and difficulties associated with work and entitlements;
- Coordinated with women police forces; took initiatives, coached and mentored
- Ensured effective knowledge management and capacity development of Women Police;
- Arranged and conducted training for capacity building and motivation;
- Participated in the selection process of UN mission and fresh recruitment;
- Supervised regular morning report and provided support for their development, human rights, and humanitarian action and peace and security issues

**03/2008-05/2009 Assistant Commissioner of Police (City Special Branch) Khulna Metropolitan Police, Bangladesh Police, Dhaka, Bangladesh**

- Collected intelligence and conducted assessment of risk
- Sent regular intelligence report to Special Branch Headquarters
- Conducted joint exercises with other law enforcing agencies
- Looked after protocol matters
- Planned the Security Program for VVIP's visits and during Elections
- Deployed force as well as taking active participation in the security duties of the national election
- Prepared regular security program and monitored its implementation
- Planned static security duties in the Key Point Installations
- Provided protection to the VIPs
- Supervised escort duties
- Conducted night patrol duties to ensure safety and security of the community

- Coordinated with different intelligence and law enforcing agencies
- Arranged Orientation Training, On the Job Training and In-Service Training for new incumbents

### **PROFESSIONAL PRESENTATION, TRAINING AND CONFERENCE COORDINATION**

2023	<b>Presenter: Ensuring Safety and Security and complying with the Election Manual for National, Bangladesh</b>
2023	<b>Presenter: Ensuring Safety and Security for National Election 2024, In-service Training Center, Madaripur, Bangladesh</b>
2023	<b>Presenter: Counter Terrorism and Transnational Crime at Training Academy, Dhaka Metropolitan Police, Dhaka, Bangladesh</b>
2022	<b>Presenter: Re: Shaping the Future of Palestine Police Women Conference – Ramallah arranged by the European Union Co-ordinating Office for Palestine Police Support, (EUPOLCOPPS), the countries of Luxemburg and Finland, and the Palestinian Civil Police (PCP)</b>
03/2017	<b>Certificate on Competency Based Selection and Interview Skills for panel</b> at United Nations Headquarters, New York, USA
03/2017	<b>Certificate on Leadership and Governance During Times of Crisis</b> at Maxwell School, University of Syracuse, New York, USA
11/2016	<b>Certificate on AMA Seminar, “Managing Emotions in the Workplace: Strategies for Success”</b> America Management Association, 1601 Broadway, New York, New York 10019
09/2016	<b>Global Forum-Presenter (International House; UC Davis, CA)</b> <b>Presentation: “Women in Terrorism”</b>
03/2016	<b>Gender Protection Course – 04;</b> Centre of Excellence for Stability Police Unit, Vicenza, Italy
2016	<b>Presenter: Training Academy, Dhaka Metropolitan Police, Dhaka, Bangladesh</b> <b>Lecture on: “Search and Seizure List”</b>
10/2013	<b>51<sup>st</sup> Annual Training Conference of International Association of Women Police in International Conference Center, Durban, South Africa</b> <b>Presentation: “Women Leadership and Policing in South Asia”</b>
2012	<b>Presenter: Junior Leadership Course at Training Academy of “National Intelligence Agency”, Dhaka, Bangladesh, Lecture: Cyber Crime</b>
03/2010	<b>Presenter: 45<sup>th</sup> Foundation Training Course, Bangladesh Public Administration Training Center, Savar, Dhaka, Bangladesh</b> <b>Presentation:</b>
05/2010	<b>Coordinator in the 2<sup>nd</sup> Regional Training Conference of International Association of Women Police in Dhaka, Bangladesh</b>

### **AWARDS AND ACHIEVEMENTS**

2023	President Police Medal Award for distinguished service in Bangladesh Police
2021	United Nations Peacekeeping Award, United Nations Headquarters, NY, USA
2016	Inspector General’s Good Services Badge, Bangladesh Police
2016	Hubert H. Humphrey Fellowship Program, U.S. Department of State
2015	United Nations Peacekeeping Award, United Nations Mission in South Sudan
2013	Excellence in Performance Award, International Association of Women Police

### **PROFESSIONAL MEMBERSHIPS**

2013-Current	International Association of Women Police
2010-Current	Bangladesh Police Women Network
2010-Current	Dhaka University Mathematics Alumni Association
2006-Current	Bangladesh Police Service Association
2013-Current	Bangladesh Mathematical Association

