



# UNPOL

## Flash

### UNPOL ZEPHIRIN CODJO : « WORK AS PRIESTHOOD »

*“Professional, "" humble, "" intelligent, "" open-minded "," humorous "... are labels that colleagues stick to him. UNPOL Zéphirin Yedehou Codjo initially impresses with his human qualities and his great courtesy. This former Junior Police Officer became Police Superintendent, holds a Master II of Political Science (option Internal Security) of the University of Lyon III in France. He is immeasurably available for office colleagues but especially with new arrivals in the Mission. Making work a priesthood, UNPOL Codjo gives himself, body and soul, to help learners in their integration process in the Mission (check-in) but especially in the appropriation of knowledge and techniques enabling them to obtain the mandatory trainer diploma but also the mentoring certificate.*



**UNPOL PIO:** What can you tell us about yourself, UNPOL Codjo Zéphirin?

**UNPOL Zéphirin Codjo:** I am UNPOL Zéphirin Yedehou Codjo, 43, Benin national, in charge of capacity building at the Human Resource Development Unit. Currently police Superintendent, I have a Masters II degree in Political Science (internal security option) from the University of Lyon III in France. My twenty (20) years of service with the Beninese police enabled me to acquire strong professional experience at all levels of command:

First of 1995-2002, I served as duty officer within “Compagnie Républicaine de Sécurité” and later as head of a company of Restoration and Maintenance of Public Order (MROP).

Then I was deployed to Cotonou Central Police station which is the biggest public security unit of Benin from 2002 to 2009 as assistant to the Central Commissioner, in charge of the coordination of the administrative policing.

In addition, my experience as commander of uniformed personnel at Hilla- Condji border - Grand Popo 2009-2011 was strengthened in the areas of migration and the fight against

transnational crime.

Finally from 2011 to 2013, I have been successively appointed as Agblangandan City Police Commissioner and as deputy central commissioner of Abomey-Calavi city in charge of judicial investigations coordination.

It is worth to be mentioning that before my arrival in the Democratic Republic of Congo, I was the Assistant Director of Studies of regulation and litigation at the General Directorate of Benin National Police.

Deployed in MONUSCO Police since October 2014, I am currently a trainer at the Human Resources Development Unit responsible for capacity building.

**UNPOL PIO:** Can we know why you have chosen to serve as a police officer in peacekeeping operations and especially in the DRC?

**UNPOL Zéphirin CODJO:** Apart from the reasons of my country's policy in its relations with the United Nations, my immediate goal is to make my modest contribution to the pacification and stabilization of the Democratic Republic of Congo. To this we must add my concern to better understand UN mechanisms and become a peace and international security actor. Thus, this opportunity came just in time to be a rich experience for me.

**UNPOL PIO:** You are the Deputy Head of UDRH, a unit created by the hierarchy for the capacity building of UNPOLs, what is the added value that you personally made today?

**UNPOL Zéphirin CODJO:** My assignment to the Human Resources Development Unit coincided with the various reforms that led to the new unit structure. At this level, I took an active part in various activities which significantly transformed the functioning of the unit.

In terms of added value, under the control of the Chief of Development Unit I can note as achievements the formalization of mentoring and advising assessment and about 10% success rate increase in the assessment of the training of trainers.

Similarly the organization of seminars for the benefit of UNPOLS trainers of the Congolese National Police also reveals the following results:

Greater processing control of pedagogical techniques in training situation;

Greater ownership of relevant themes for election security;

A significant improvement in knowledge of the Congolese National Police for a professional management of the security of the elections, in accordance with laws and regulations and the principles of human rights

**UNPOL PIO:** Are there things that you would do as part of the mandate and not yet realized?

**UNPOL Zéphirin CODJO:** My appointment as a trainer allowed me to contribute to capacity building of UNPOLS colleagues and by extension homologues of the Congolese National Police. My next goal is to participate in the joint mechanisms for the protection of civilians and the restoration of State authority on the field.

**UNPOL PIO:** What has most impressed you in this Mission?

**UNPOL Zéphirin CODJO:** I am really impressed with the working atmosphere at the unit. Despite the diversity of our origins, I enjoy going to work every day, as the colleagues are my adopted family. The atmosphere of the office is like a spirit that stimulates and energizes me.

**UNPOL PIO:** Your word to end!

**UNPOL Zéphirin CODJO:** A few years ago, the media have GOMA as hell. Today this city where I work, has become a major center of attraction which combines all socio-professional categories. Like this many other regions of the DRC are stabilizing. So there is plausible evidence to suggest that the pacification of the Congo will end soon.



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## THEY SAID ABOUT HIM...

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### UNPOL Nabe CHIEFOF STAFF



Denounced by his university studies and experience within the Benin National Police, UNPOL Zéphirin caught the attention of the Human Resources Management Committee (CHRM) who immediately assigned him to the UDRH where he appropriated very quickly the tools to earn the trust of the component hierarchy in terms of capacity building. To date, he assumes responsibility for the Capacity building cell which is a priority of the Component leadership because for that support to the Congolese National Police (PNC) as recommended by resolution 2211 and those preceding of the Security Council, being a reality on the ground would require that individual police officers are capable of transmitting easily their knowledge, expertise and life skills to PNC colleagues, and this is what makes up most of the cell's tasks. The moment capacity building cell initiates an important ground-breaking in the implementation of its action plan, the multiplication of continuous training sessions for UNPOLs to enable them to perform with professionalism their duties in diverse and varied fields, UNPOL Zéphirin made with great humility, great things for achieving this strategic objective. His calm and serenity are the foundation of his management.

### UNPOL Djibril CAMARA CHIEF HUMAN RESOURCES DEVELOPMENT UNIT:

UNPOL Zéphirin KODJO, I will retain three things that sum up in themselves his personality.

His love for work: UNPOL Zéphirin Codjo displays high professional qualities while carrying out his duties. He performs with dexterity and with equal heart all the tasks assigned to him. In this regard, remember that he is a committed and more determined officer who never balks at the task. Whatever the volume of work, I've never seen him complain or cringe. If you task him for any mission it is with generosity and limitless keenness that he will fulfill it.

Home, work is a priesthood, a duty that motivates him to sublimate at any time;

His Intelligence: When you have a discussion with UNPOL Codjo, what strikes you the most is his intelligence. This shows through his retorts and proposals. With his alert mind, he quickly grabbed the instructions you pass him before giving them bodies.

His intelligence and open mind allowed him to be quickly promoted through the ranks in his country's police. So from Junior Police officer, he has become in a few years a proficient police Superintendent.

State of mind: I can say without risk of being wrong that UNPOL Codjo was adorned with exceptional human qualities to fulfill his missions. On this point, we must especially retain beyond all else, this UNPOL model of mindset that notwithstanding pressure, UNPOLs wishes and many requests, still manages to do well. Never rude language or attitudes to upset his interlocutors.

This excellent state of mind reflects in his relations with his colleagues. Indeed, as head of the UDRH, I never intervened to settle a dispute involving UNPOL Codjo.

In contrast, when the situation becomes tense, with a touch of humor which he has the secret, he still manages to brighten the atmosphere. In a word, he strives daily to maintain a friendly atmosphere in the UDRH.



### UNPOL Guilavogui G. Solange:

I will perhaps miss words to express my opinion about UNPOL Codjo Zéphirin. What I caught especially from him is his availability, relational skills and professionalism that have marked me the most. In fact, we formed a family at UDRH, in which sharing and consultations are commonplace. This UNPOL do not say no when it comes to work, he is always cheerful and humorous with his terms "GNIN WE". Since I am the oldest in the Unit, I am the Mother of course. This joy that explodes from him, allowed him to be a devoted Trainer. And as I said earlier, I don't have enough words to express all my feelings of satisfaction with this UNPOL from whom I learn a lot.

### UNPOL Baba Mariko:

UNPOL Codjo Zéphirin is a very disciplined and professional officer. During my few months of collaboration with him in the UDRH, I discovered a humble, professional and serious man. He is the first to come to the office every day. He is sociable and also a great sportsman. It was he who taught me the term "GNIN WE", that is - to say, "That's me".





**UNPOL Ferdinand Nonhouegnon:**

"A diligent work almost never fails step of the reward it deserves," said Samuel Johnson in "Le rôdeur" (1770). Choosing Codjo Zéphirin as UNPOL the month is not a surprise for who knows the man. For nearly twenty (20) years since I have been with him as police officer, I discovered him as a devoted man, hardworking and always able to give the best of himself to satisfy his entourage. It is truly a soldier who knows how to serve others. Since joining MONUSCO, he made evidence as senior trainer of UDRH where he received and seasoned like other trainers of this unit, hundreds of individual police officers deployed in the mission area for the implementation of the mandate assigned to us by the United Nations Security Council. I can only thank the hierarchy for this distinction that in my view, will heighten the enthusiasm of

the recipient.

**UNPOL Abdoulaye SAMPIL/ OPS:**

I discovered the human and professional qualities of UNPOL Zéphirin during training sessions for trainers /mentoring, upon my arrival in the Mission. I let him aware of it after one of his brilliant trainer's performances. His humility in the relational and intellectual curiosity make him a man with whom we can exchange at any time.

