Senior Women Talent Pipeline for UN Peace Operations
Call for nominations and applications

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Overview

1. UN Peace Operations overview
2. Success Stories – Senior level women in the field
3. Senior Women Talent Pipeline – How to apply
UN Peace Operations

36 peace operations (17 peacekeeping, 19 political)

- 169k authorized uniformed and civilian personnel
- <9% Field support personnel among total authorized
- 36 PKMs, SPMs, other offices and missions
- $8.5 billion 16/17 budget, incl. UNLB, Support Account

Note: Circles indicate size of authorized deployment; Boundaries shown and designations used on this map are only for illustrative purposes and do not imply official endorsement by the United Nations.
Source: UN budget reports
Peace Operations Civilian Footprint

- Support: 64%
- Security: 14%
- Substantive: 22%
Gender Parity
Where we are today

72% Men

28% Women
### Gender Breakdown by Level: All Field Missions

<table>
<thead>
<tr>
<th>Level</th>
<th>Women</th>
<th>Men</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>All ICS Levels (FS3-D2)</td>
<td>1907</td>
<td>4806</td>
<td>6713</td>
</tr>
<tr>
<td>P5</td>
<td>92</td>
<td>297</td>
<td>389</td>
</tr>
<tr>
<td>P4</td>
<td>275</td>
<td>662</td>
<td>937</td>
</tr>
<tr>
<td>P3</td>
<td>382</td>
<td>805</td>
<td>1187</td>
</tr>
<tr>
<td>P2</td>
<td>93</td>
<td>122</td>
<td>215</td>
</tr>
<tr>
<td>FS7</td>
<td>0</td>
<td>27</td>
<td>27</td>
</tr>
<tr>
<td>FS6</td>
<td>74</td>
<td>325</td>
<td>399</td>
</tr>
<tr>
<td>FS5</td>
<td>448</td>
<td>1097</td>
<td>1545</td>
</tr>
<tr>
<td>FS4</td>
<td>490</td>
<td>1299</td>
<td>1789</td>
</tr>
<tr>
<td>FS3</td>
<td>895</td>
<td>2058</td>
<td>2953</td>
</tr>
</tbody>
</table>

- Women make up 28% (1907 of 6713) of all field staff
- Highest % of women international staff are at P-2 (43%) & P-3 (32%) levels
- Lowest % of women international staff are F-7 (0%), D-2 (14%) & FS-6 (19%)
Women in Peace Operations
Why is it important?

- Empower women in host communities
- Strengthen gender approach in mandate implementation
- Add diversity to the work force
- Reflect the communities in which we serve
Senior Women in UN Peace Operations

Barrie Freeman, Chief of Staff
UN Multidimensional Integrated Stabilization Mission in the CAR
WFPG Member, SWTP Member

Cassandra Nelson, Chief of Service – Public Information
UN Assistance Mission in Somalia
SWTP Member

Radhia Achouri – Chief of Service, Public Information
UN Multidimensional Integrated Stabilization Mission in Mali

Christine Thomas Kapalata, Head of Office Sector West, CAR
UN Multidimensional Integrated Stabilization Mission in the Central African Republic

Nathalie Ndongo-She, Chief of Staff,
UN Office to the African Union & Office of the Special Envoy for Sudan and South Sudan

Cecilia Piazza, Head of Civil Affairs
UN Organization Stabilization Mission in the Democratic Republic of Congo
Barrie Freeman

Chief of Staff
UN Multidimensional Integrated Stabilization Mission in the CAR
WFPG Member, SWTP Member

Foreign Service Officer
1985-2000
US Department of State

Deputy Regional Director, Central/West Africa
2002-2014
National Democratic Institute

Director, North Africa
2014-2017,
MINUSCA (UN PKO Central African Republic)

Director, Political Affairs Division
MINUSCA (UN PKO Central African Republic)

Chief of Staff
Current, MINUSCA (UN PKO Central African Republic)
Cassandra Nelson
Chief of Service – Public Information
UN Assistance Mission in Somalia
WFPG Member, SWTP Member

Entertainment, Media & Comms Group
1995 - 1996
Price Waterhouse LLP

VP, Global HR & Marketing
1998 - 1999
Merrill Lynch

Various Entrepreneurial Media projects in Afghanistan/Pakistan
2001 - 2003

Senior Media and Information Officer, Pakistan/Afghan/Iraq
2002 - 2014
Mercy Corps

Director of Communications & Public Affairs
2014 - Present
UN Assistance Mission in Somalia (UNSOM)
Why a Senior Women Talent Pipeline

- Support achievement of the UN Secretary-General’s goal to achieve gender parity by 2026
- Build a pipeline of qualified candidates senior positions
- Support pipeline members to navigate the UN recruitment process
- Broaden our access to women with diverse skills to fill capacity gaps
- Bring fresh insights/ best practices from non-UN institutions
- Build pool of possible future candidates to bridge into ASG and USG positions
What are we looking for?

- An Advanced University Degree
- Fluency in English is the minimum standard. French & Arabic in high demand.
- Experience in conflict or post-conflict environments is a plus

<table>
<thead>
<tr>
<th>Profile</th>
<th>Experience required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Political Affairs</td>
<td>Minimum 15-17 years of progressively responsible experience in Political Affairs, Diplomacy, Conflict Resolution, or a related field. 5 Years management experience</td>
</tr>
<tr>
<td>Public Information</td>
<td>Minimum 15-17 years of progressively responsible experience in Journalism, Communications, Broadcasting, Administration or a related field. 5 Years management experience</td>
</tr>
<tr>
<td>Rule of Law and Security Institutions</td>
<td>Minimum 15-17 years of progressively responsible experience in Judicial Affairs; Corrections; Security Sector Reform; Disarmament, Demobilisation and Reintegration; or a related field. 5 Years management experience</td>
</tr>
<tr>
<td>Civil Affairs</td>
<td>Minimum 15-17 years of progressively responsible experience in Political or Civil Affairs; Conflict Management, Governance, Public Administration, or a related field. 5 Years management experience</td>
</tr>
<tr>
<td>Mission Support (Director and Deputy)</td>
<td>Minimum 15-17 years of progressively responsible experience in Administration, Finance, Logistics, Supply Chain or a related field; 5 Years management experience</td>
</tr>
</tbody>
</table>
How does the talent pipeline work?

The pipeline will offer members:

- Individual attention from FPD recruiters
- Discussion to match members to vacancies
- Guidance through the recruitment and interview process
- Post-deployment training and support

What the pipeline does not offer:

- Guaranteed offer to a post
- Avenue to circumvent regular application and assessment process
- Inside or unfair information about the recruitment process
Tips On your application for a UN job

UN PEACE OPERATIONS: DEVELOPING YOUR APPLICATION & PREPARING FOR AN INTERVIEW

**PHP WRITING**

- A first level degree (minimum) is needed to be considered for Professional (P) level positions.
- If you have the required education qualifications, **always indicate your first level degree as “Bachelor’s degree” and your Master as “Master’s Degree”**. Do not select “Certificate/Diploma” as this is not recognized as a degree by the system.
- Always list an end date for your degree and indicate that you have obtained the degree (tick “Yes” for “Degree obtained”). If you do not do so, the system will automatically reject your application.
- Always indicate whether you completed the degree full time or part time, and in person or distance learning.
- If you don’t find your university in the list, put it under “Other credited university”.

**EDUCATION**

- It is very important to include your mother tongue in the list of languages you are fluent in.
- Candidates who forget to list the specified language will be automatically rejected by the system if fluency or working knowledge of a particular language is a requirement.
- Fluency in a language is defined as being “Fluent” in all four areas (Reading, Writing, Speaking and Understanding). If you are fluent but do not indicate fluency in all four, the system will reject your application, even if you have worked in that language previously.
- “Working knowledge” is defined as being “Fluent” or “Confident” in at least two of the four areas. **If you have good working knowledge, you need to indicate “Fluent” or “Confident” in at least two of the four areas (Reading, Writing, Speaking, and Understanding)**.

**LANGUAGE**

- List all your work experience (every job, every internship, every part-time job), even if your career history goes back 20 years or more!
- Always remember to list your current job in your PHP.
- Indicate an end date on all your previous jobs and make sure that all dates are consistent.
- Ensure that if you had two part-time jobs at the same time, they are indicated as such.
- Highlight the most relevant outcomes/deliverables to the job you are applying under “Achievements”.
- Do not misrepresent your work and experience.
- Do not assume recruiters will know what you mean.
- Be clear and precise in your description of duties.

https://careers.un.org (How do I apply?)

- Ensure your cover letter and the information provided in your PHP is up to date and tailored to the job you are applying to.
- Your cover letter is the personal introduction that introduces your PHP. It should not be longer than one page.
- Look at the “work experience” requirements in the job opening and make sure these requirements are clearly addressed in your PHP.
- Do not use acronyms – spell out everything, at least once.
- Your PHP will be reviewed by a recruiter who does not know you. Make sure to explain exactly what you were responsible for and what you did for each work experience.
- Always proofread your application for consistency and accuracy.

**WORK EXPERIENCE**

**GENERIC TIPS**

Do not wait until the last minute to apply to a Job Opening! It takes up to 3 hours to complete your application and PHP from scratch. Apply early as there is no flexibility for IT related problems when applying on the last day!
Senior Women Talent Pipeline
APPLICATIONS AND NOMINATIONS

www.impactpool.org/un-peace-operations/swtp

Applications will be accepted as of 15 June 2017
Applicants and nominations who meet the eligibility criteria will be considered for the Senior Women Talent Pipeline
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Email: kochk@un.org
https://www.linkedin.com/in/kristina-koch-b8901b35/