United Nations

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

Ms. Kristina Koch, Chief Recruitment Section
Department of Field Support/Field Personnel Division
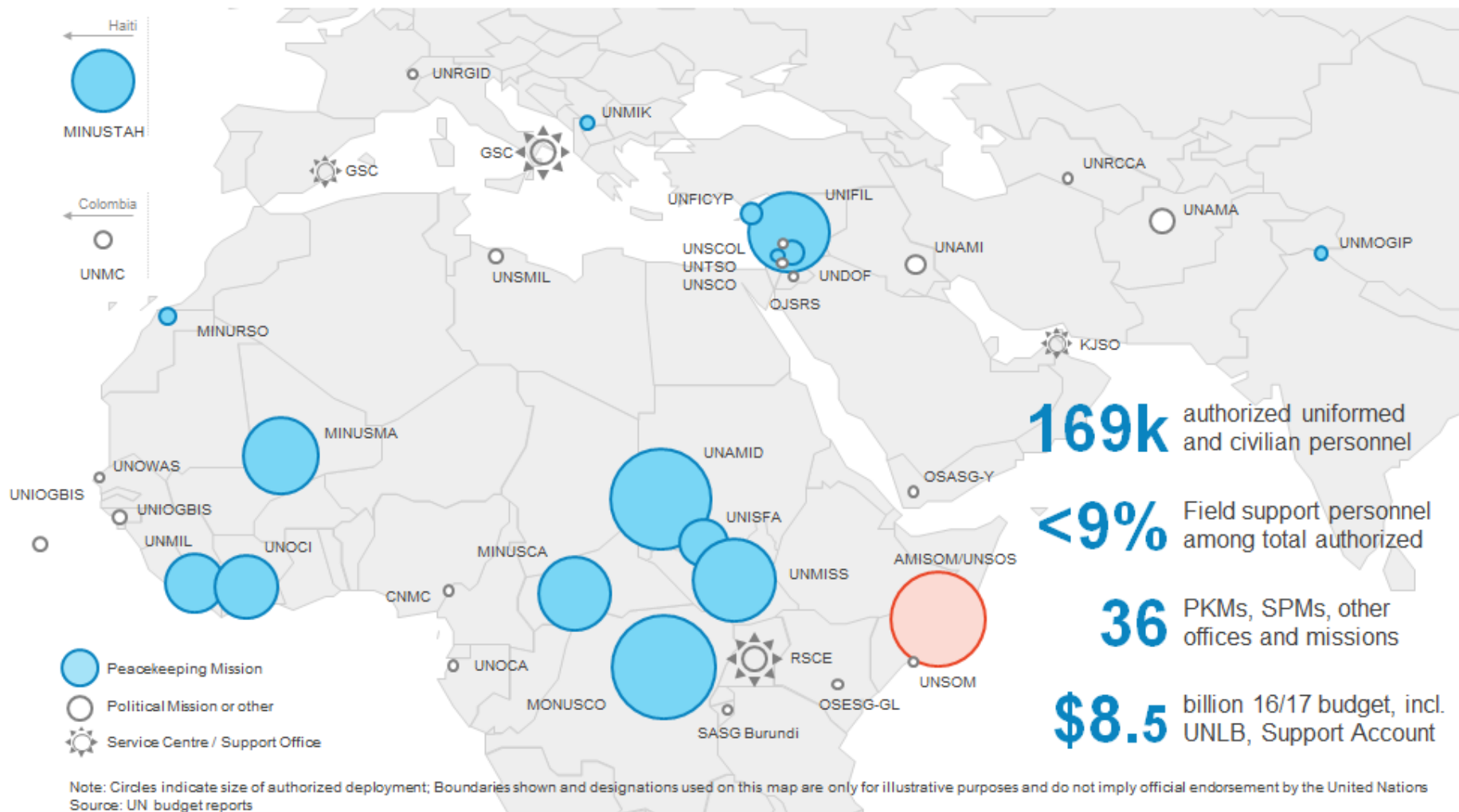**Email: kochk@un.org, Tel: 917 367 3320**

Overview

1. **UN Peace Operations overview**

2. **Success Stories – Senior level women in the field**

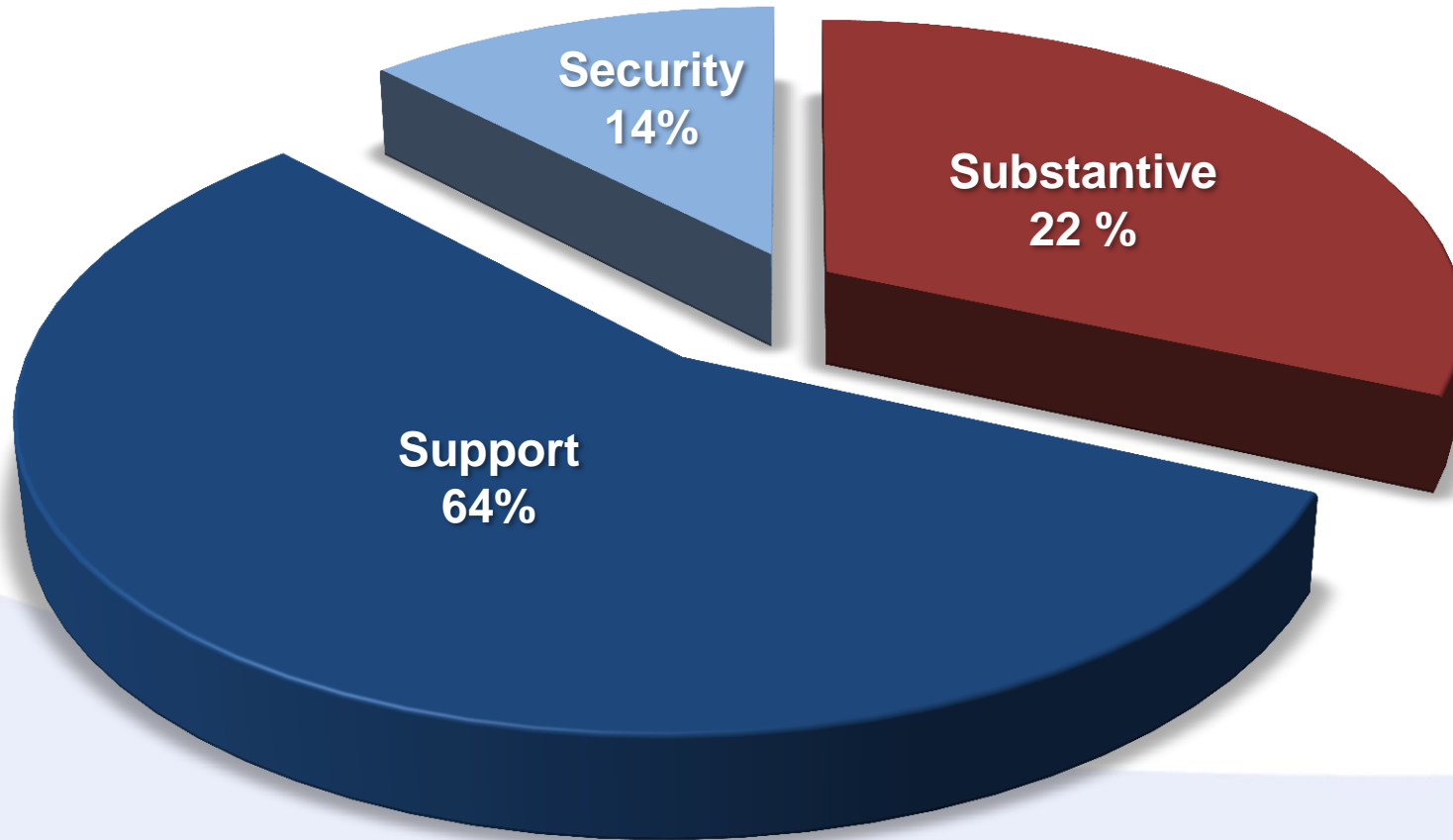3. **Senior Women Talent Pipeline – How to apply**

UN Peace Operations
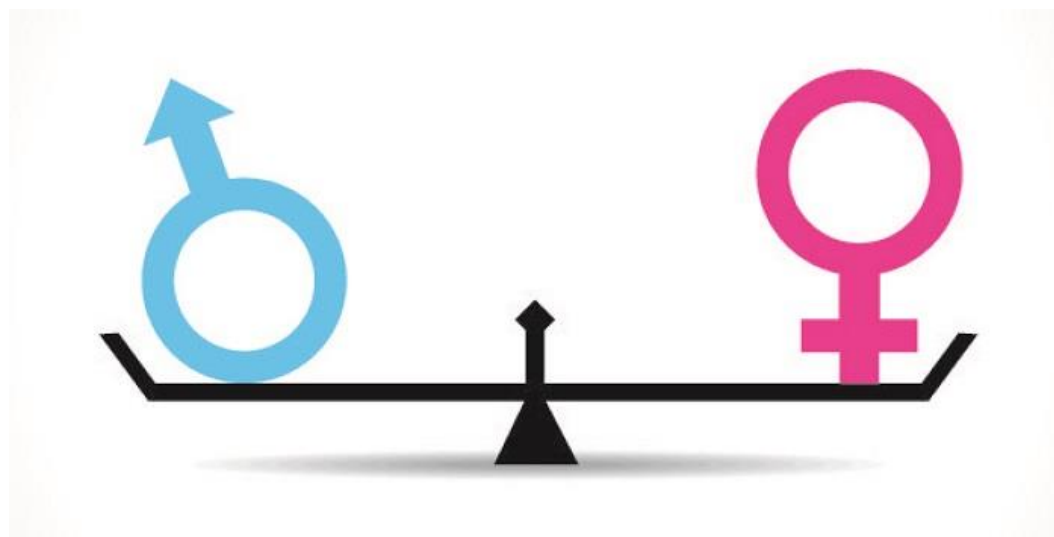
36 peace operations (17 peacekeeping, 19 political)

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

Legend:
- Peacekeeping Mission
- Political Mission or other
- Service Centre / Support Office

Map labels: Haiti, MINUSTAH, Colombia, UNMC, UNRGID, UNMIK, GSC, GSC, UNFICYP, UNIFIL, UNSCOL, UNTSO, UNSCO, UNDOF, OJSRS, UNSMIL, UNAMI, UNRCCA, UNAMA, UNMOGIP, KJSO, MINURSO, MINUSMA, UNOWAS, UNIOGBIS, UNIOGBIS, UNMIL, UNOCI, CNMC, MINUSCA, UNAMID, UNISFA, UNMISS, OSASG-Y, AMISOM/UNSOS, UNSOM, UNOCA, RSCE, MONUSCO, OSESG-GL, SASG Burundi

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

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Peace Operations Civilian Footprint

Security
14%

Substantive
22 %

Support
64%

Gender Parity

Where we are today

72% Men

28 % Women

Gender Breakdown of International Staff

% Women International Civilian Staff in the Field by Grade Level

Level	%
All ICS Levels (FS3-D2)	28%
D2	14%
D1	24%
P5	24%
P4	29%
P3	32%
P2	43%
FS7	0%
FS6	19%
FS5	29%
FS4	27%
FS3	30%
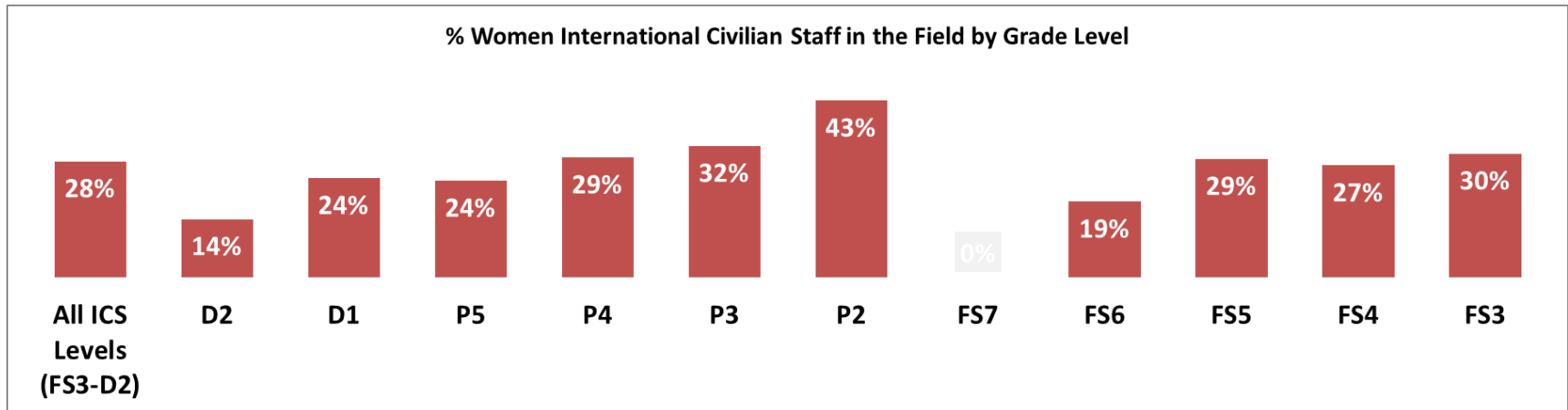
Gender Breakdown by Level: All Field Missions

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

- 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

Chief of Staff
Current, MINUSCA
(UN PKO Central
African Republic)

**Director, Political
Affairs Division**
2014-2017,
MINUSCA (UN PKO
Central African
Republic)

**Director, North
Africa**
201-2014
National
Democratic
Institute

**Deputy Regional
Director,
Central/West
Africa**
2002-2011
National
Democratic
Institute

**Foreign
Service
Officer**
1985-2000
US
Department
of State

Cassandra Nelson

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

Director of
Communications
& Public Affairs

2014-Present

UN Assistance
Mission in

Somalia (UNSOM)

Senior Media and
Information Officer,

Pakistan/Afghan/Iraq

2002-2014

Mercy Corps

Various
Entrepreneurial
Media projects in
Afghanistan/Pakistan

2001-2003

VP, Global HR &
Marketing

1998-1999

Merrill Lynch

Entertainment,
Media &

Comms Group

1995 -1996

Price
Waterhouse
LLP

Why a Senior Women Talent Pipeline

- Support achievement of the UN Secretary-General's goal to <u>achieve gender parity by 2026</u>
- 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

Profile	Experience required
Political Affairs	Minimum 15-17 years of progressively responsible experience in Political Affairs, Diplomacy, Conflict Resolution, or a related field. 5 Years management experience
Public Information	Minimum 15-17 years of progressively responsible experience in Journalism, Communications, Broadcasting, Administration or a related field. 5 Years management experience
Rule of Law and Security Institutions	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
Civil Affairs	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
Mission Support (Director and Deputy)	Minimum 15-17 years of progressively responsible experience in Administration, Finance, Logistics, Supply Chain or a related field; 5 Years management experience

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 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

EDUCATION
- ✓ 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".

LANGUAGE
- ✓ 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).**

WORK EXPERIENCE
- ✓ 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.

> **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!

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

GENERIC TIPS
- ✓ 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.

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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