



United Nations

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# Call for Senior Women Nominations to Talent Pipeline

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Department of Field Support/Field Personnel Division



# Total Staff UN Secretariat

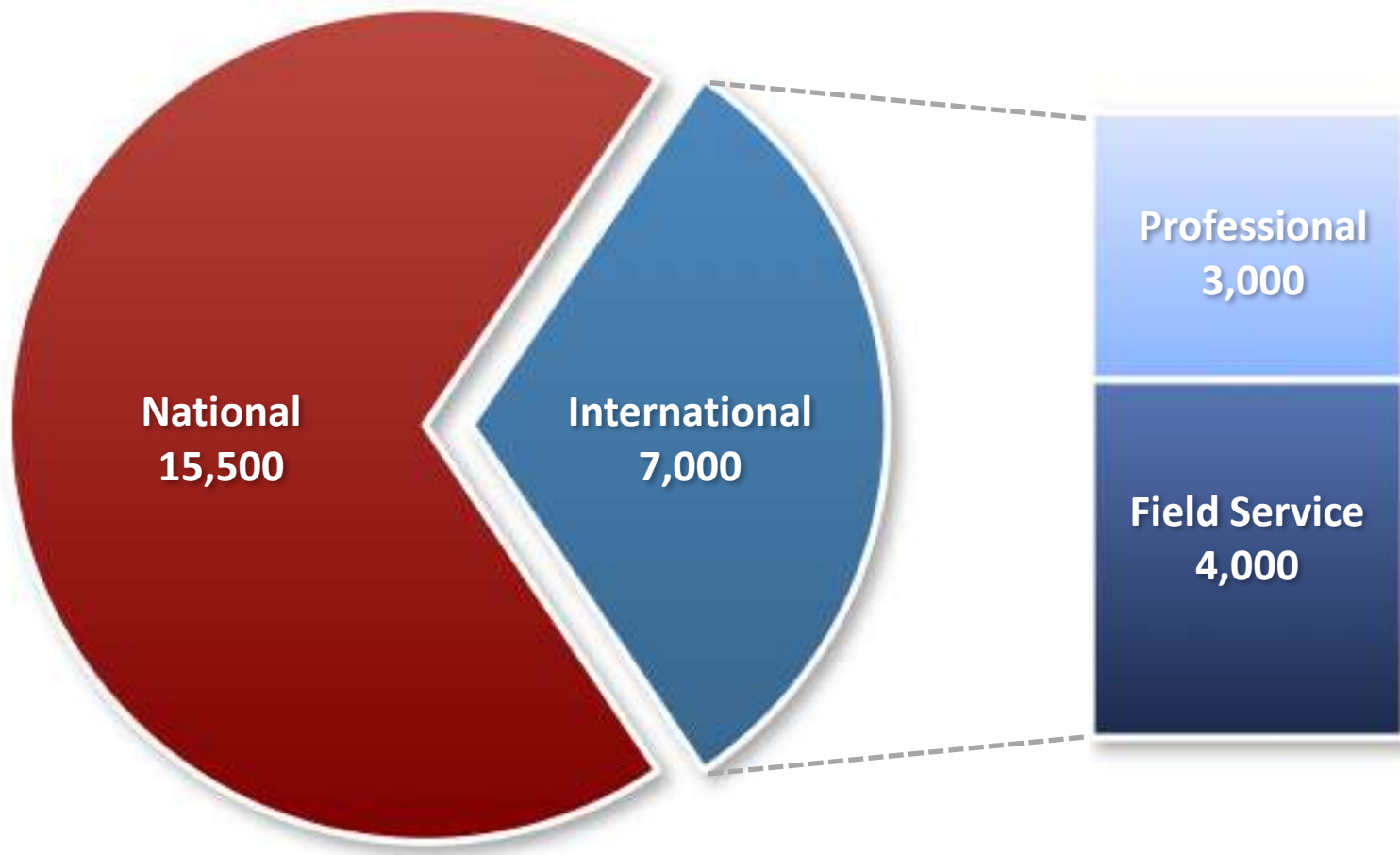
Field:  
22,000  
53 %



HQ:  
20,000  
47 %

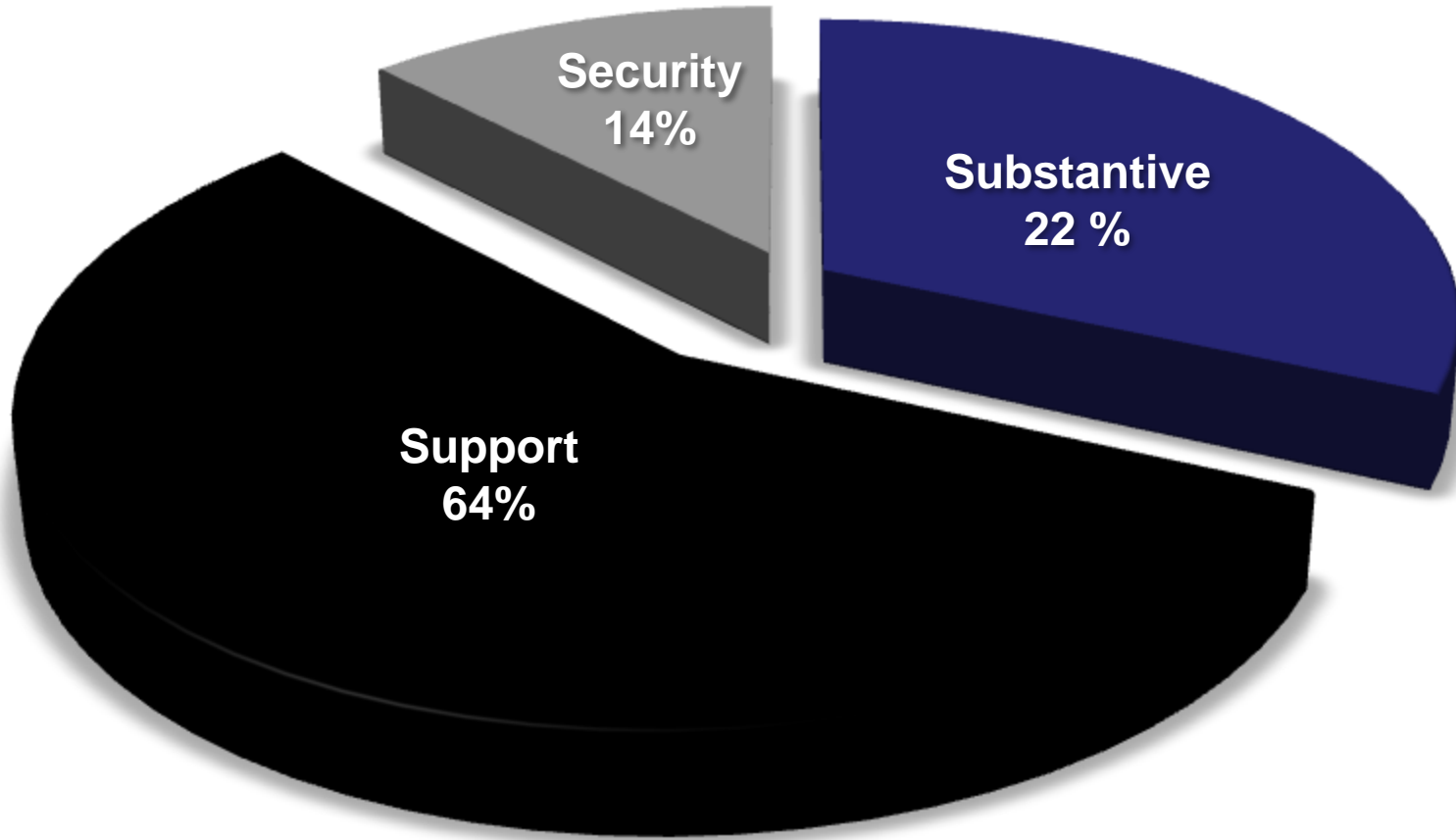


# Field Mission Staff





# Majority work in Support





# 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



# Why a Senior Women talent pipeline?

- ✓ Pipeline of qualified referrals
- ✓ 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 and/or French. Knowledge of another UN language, particularly Arabic, is desirable.
- ✓ Experience working in conflict or post-conflict environments is desirable.

| <b><u>Profile</u></b>                        | <b><u>Experience required</u></b>  |
|--|--|
| <b>Political Affairs</b>                     | Minimum 15-17 years of progressively responsible experience in Political Affairs, Diplomacy, Conflict Resolution, or a related field.  |
| <b>Public Information</b>                    | Minimum 15-17 years of progressively responsible experience in Journalism, Communications, Broadcasting, Administration or a related field.  |
| <b>Rule of Law and Security Institutions</b> | Minimum 15-17 years of progressively responsible experience in Judicial Affairs; Corrections; Security Sector Reform; Disarmament, Demobilisation and Reintegration; or a related field. |
| <b>Civil Affairs</b>                         | Minimum 15-17 years of progressively responsible experience in Political or Civil Affairs; Conflict Management, Governance, Public Administration, or a related field.                   |



# How will the talent pipeline work?

The pipeline will offer members:

- ✓ Individual attention from FPD recruiters
- ✓ Discussion on personal requirements
- ✓ Support through the application and interview process

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





# What's needed?

## YOUR VALUABLE REFERRALS

- ✓ Cursory review of 200 CVs, about 20 are of very high caliber (success rate of about 10-15 %)
- ✓ Most CVs are known referrals from either Member States or our professional outreach networks
- ✓ More Arabic and French speakers needed



# What happens next?

- ✓ Please send CVs to [programmemanagementog@un.org](mailto:programmemanagementog@un.org) by 14 March 2014
- ✓ Experts group will meet last week of March to compare nominees against the criteria and “stream” them into referral pipelines
- ✓ All referrals and expressions of interest will receive a response by the end of April



# Questions?

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**<http://www.un.org/en/peacekeeping/about/senior-women.shtml>**