Call for Senior Women Nominations to Talent Pipeline

Department of Field Support/Field Personnel Division
Total Staff UN Secretariat

Field: 22,000  53 %

HQ: 20,000  47 %
Field Mission Staff

National
15,500

International
7,000

Professional
3,000

Field Service
4,000
Majority work in Support

- Security: 14%
- Substantive: 22%
- Support: 64%
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.

<table>
<thead>
<tr>
<th>Profile</th>
<th>Experience required</th>
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<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.</td>
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<tr>
<td>Public Information</td>
<td>Minimum 15-17 years of progressively responsible experience in Journalism, Communications, Broadcasting, Administration or a related field.</td>
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<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.</td>
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<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.</td>
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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 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 programmemanagementto@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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