

FAQ: Creating a Referral Pipeline of Senior Woman for Field Missions

Background

We are looking for senior qualified women who are dynamic leaders, and committed to the ideals of the UN Charter to create a 'talent pipeline' of Directors in UN Peacekeeping and Special Political Missions.

We seek seasoned managers who have worked in the areas of conflict resolution/mediation, governance, political analysis, media/strategic communication, law, amongst others, to compete for senior positions in our field missions, which are mostly at non-duty family stations in conflict or post conflict settings, at the D-1 and D-2 levels in the areas of:

- Political/Civil Affairs
- Public Information and Communication
- Rule of Law and Security Institutions

Who is eligible?

Women with an advanced level university degree, with at least 15 years of relevant professional work experience in one of the areas listed above, and fluent in English and/or French as well as Arabic. French and Arabic speakers are highly sought because many of our field missions are in countries where these are the primary working languages. Prior UN experience is not required.

We have asked Member States to help us identify women with the above eligibility criteria for the talent pipeline. Women staff members at the P-5 level and above in the Secretariat and the United Nations agencies, funds and programmes, as well as women in our partner intergovernmental and non-governmental organizations are also welcome to express their interest directly. This initiative is part of the Secretary-General's effort to improve the representation and retention of women in the UN system.

Do you need field experience to be considered?

You do not need previous UN or field experience in a post-conflict or conflict country to be eligible, but it is generally required to have experience working on post-conflict issues and/or countries.

What are the language requirements?

English and French are the two official working languages of the United Nations. For most positions, fluency in English or French is required. Generally, at least a working knowledge of English is required, even when the Mission is located in a French or Arabic-speaking country. Interviews for positions in French or Arabic-speaking locations are usually conducted half in English and half in French or Arabic.

Why would I want to join the talent pipeline?

Members of the talent pipeline will benefit from regular updates on field mission vacancies for which they are qualified, as well as guidance on the application and assessment process. Note that being a member does not constitute an automatic offer to a post, and all members of the talent pipeline would apply to specific openings via careers.un.org.

What are the entitlements offered in the UN field missions?

As a United Nations staff member, you will receive a competitive salary and may be entitled to other allowances and benefits including:

- Rental Subsidy
- Dependency allowance if you have an eligible, dependent spouse and/or children
- Under certain conditions an education grant if you have eligible children in school (education grant applies from Kindergarten through a first level university degree and typically amounts to 75% of tuition costs).
- Travel and shipping expenses when you are moving from one duty station to another
- Assignment grant to assist you in meeting initial extraordinary costs when arriving at a new duty station
- At some duty stations, a hardship allowance linked to living and working conditions and when there are restrictions on bringing family members, a non-family hardship allowance.
- Hazard pay and rest and recuperation break when you serve in locations where the conditions are particularly hazardous, stressful and difficult.

For more information you can visit <https://careers.un.org/lbw/home.aspx?viewtype=SAL>

How do I express interest?

Referrals or applications to the talent pipeline should include a cover letter and a curriculum vitae (or PHP) and be emailed to the Recruitment Section, Field Personnel Division, Department of Field Support, at programmemanagementog@un.org by 14 March, 2014.

What if I am close to the official UN retirement age of 65 (for new staff members)?

UN's current mandatory retirement ages are determined by the date of appointment, and are as follows:

- 60 years if joined the organization before 1 January 1990;
- 62 years if joined the organization between 1 Jan 1990 and 31 Dec 2013;
- 65 years if joined the organization on 1 January 2014 onwards

Candidates must be less than 64 years of age at the time of application to a specific post in order to be eligible for selection to a field mission vacancy.