2024 Global Call

Pool of Special Representatives of the Secretary-General (SRSGs), Deputy Special Representatives of the Secretary-General (DSRSGs), and Special Envoys for placement in United Nations Field Missions

The United Nations welcomes applications to the pool of Special Representatives of the Secretary-General (SRSGs), Deputy Special Representatives of the Secretary-General (DSRSGs), and Special Envoys of the Secretary-General in United Nations field locations.

The Secretary-General is searching for exceptional leaders who have the expertise, competencies, skills, values and behaviours to lead the United Nations complex missions in the field.

These civilian leadership positions of Head of Mission, Deputy Head of Mission and Special Envoys are usually graded at the level of Under-Secretary-General and Assistant Secretary-General. Postings are based in UN field missions (Peacekeeping Operations, Special Political Missions/Offices, or support missions). They are residential postings, often located in non-family hardship duty stations.

Submissions must include a detailed Curriculum Vitae of the candidate with full contact information, as well as a completed motivational questionnaire. For official Member State nominations, a nomination letter must also be included which outlines why the candidate is deemed qualified for a senior leadership role, ideally highlighting relevant substantive experience, competencies, and leadership style. Only completed applications will be considered.

Following an internal review process, candidates who meet the minimum requirements will be included in the SRSG/DSRSG/Envoy pool of candidates. Only those found suitable for specific posts, as and when vacancies arise, will be invited to participate in a competitive selection process.

Women and nationals from under-represented regions are strongly encouraged to apply.

Additional information on the Global Call campaign and the SRSG/DSRSG/Special Envoy pool is available on the Global Call website.

Applications must be submitted online by 15 August 2024.

SRSGs/Heads of Mission are appointed by the Secretary-General. They report to the Secretary-General through the Under-Secretary-General of the Department overseeing the respective field mission.

The SRSG/HoM is expected to:

- Develop a shared vision for fulfilling the mandate of the Security Council and set the strategic direction to achieve goals and objectives, including, inter alia, overseeing the mission’s transition/exit strategy, fostering integration of the mission’s efforts among
civilian, uniformed and support components;

- Provide good offices on behalf of the Secretary-General through political support for efforts to resolve and prevent conflict, facilitating negotiations, fostering inclusive peace and building confidence among parties;

- Provide leadership, political guidance and high-level operational direction, over all components of the mission, including the uniformed component, in the execution of mission activities;

- Provide overall leadership to the comprehensive United Nations engagement in the host country, in accordance with the principle of integration, and promote a joint vision of the United Nations’ strategic objectives, leveraging their combined comparative advantage and ensuring that all the United Nations components in the country pursue a coordinated and coherent approach; and, in integrated missions, establish a framework that guides the activities of the mission and the United Nations Country team led by the RC;

- Given their centrality to the objectives and responsibilities of the United Nations, the SRSG has the responsibility to uphold international human rights law in the implementation of the mission’s mandate, as well as international humanitarian law when applicable, including on gender equality and women’s human rights. They must ensure that international human rights and gender equality norms and standards are front and centre of the United Nations’ collective efforts, including actions of its civilian, military, and police components within the country, and meet UN human rights responsibilities as a core purpose set out in the UN Charter and as required by the Secretary-General’s Call to Action for Human Rights, consulting with the High Commissioner for Human Rights on relevant policy and operational issues as needed;

- Provide strategic direction to the Mission on all matters related to information integrity and addressing misinformation, disinformation, malinformation and hate speech (MDMH) in their area of responsibility; guide and create an enabling environment for timely and consistent actions across the monitoring, analysis, reporting, response and evaluation cycle; where appropriate, engage in advocacy, political outreach, and proactive and responsive communication initiatives to address MDMH and designate the requisite resources for this purpose. In integrated missions, the SRSG/HoM is responsible for strategic and programmatic coherence across the UN system’s engagement on information integrity;

- Oversee the development and implementation of an effective strategy for the promotion and protection of human rights and accountability in support of the Mission’s mandate;

- Make managerial decisions on and ensure accountability for the use of financial, physical and human resources, under the authority delegated by the Secretary-General to implement the Mission’s mandate;

- Report to the Secretary-General, senior United Nations officials, the Security Council, other United Nations bodies and Member States on developments in the host country and
all matters relating to the implementation of the Mission’s mandate, including publicly on
the human rights situation and on issues of women, peace and security;

- As Designated Official (DO), fulfil responsibilities in relation to the safety and security
  of staff (and dependents, if appropriate) of the United Nations and the United Nations
  agencies, funds and programmes in the mission area;

- Lead strategic communications, and ensure a whole-of-mission approach is taken that is
  fully integrated into all planning, decision-making and risk management. Conduct regular
  engagement with traditional media at a local level, and globally as required, and
  participate in mission radio, digital and social media, as well as in-person outreach
  events, based on a mission-wide communications strategy, which includes efforts to
  counter MGMH. Be the principal voice of the United Nations in the host country or
  region;

- Lead by example and build a mission culture of accountability, integrity and respect, in
  full alignment with the UN Values and Behaviours, which promotes the highest standards
  of conduct among all members of the mission. These include ensuring that the integrated
  misconduct risk management approach is in place that addresses preventive and response
  efforts, including to address all forms of sexual misconduct, as well as measures to hold
  individuals accountable for violations of the standards of conduct. Ensure also that
  assistance is provided to victims of sexual exploitation and abuse and sexual harassment
  in line with the Organization’s rules, regulations and policies, ensuring accountability of
  managers and leaders;

- Ensure that a mission-level Protection from Sexual Exploitation and Abuse (PSEA)
  Action Plan is developed, which must include risk management mechanisms, safe and
  accessible complaint mechanisms, and victim’s assistance services. The mission-level
  PSEA action plan should be fully aligned with and integrated into the country-level
  PSEA action plan that is implemented annually with all entities operating in the country.

Reporting directly to the SRSG, the Deputy Special Representatives of the Secretary-General
(DSRSG)/Deputy Head of Mission are responsible for providing overall vision and leadership to
the strategic planning and the implementation of programmes under the DSRSG pillar. The
DSRSG also acts as officer-in-charge in the absence of the SRSG.

Requirements

In recognition of the highly complex nature of these mission leadership posts, the United Nations
is seeking individuals with:

- A minimum of 20 years of relevant professional experience, including at least 5 years
  at senior and representational level, in conflict, post-conflict, peacekeeping operations,
  special political missions, peacebuilding and/or development settings, and/or experience
  in inclusive governance, mediation, facilitation and/or negotiations at the national and/or
  international level;

- Demonstrated extensive knowledge in reconciliation, conflict resolution, humanitarian,
peace operations/special political missions, development, human rights, rule of law and/or governance issues;

- Demonstrated leadership experience with strategic vision and proven skills in leading complex organizations, such as intergovernmental, governmental, international non-governmental or multinational private sector entities;

- Demonstrated experience in management at senior level and the ability to oversee the effective use of the organization’s financial and human resources;

- Demonstrated communication and advocacy skills, including ability to engage with traditional media, civil society and to participate across digital/social media platforms;

- Demonstrated experience fostering partnerships at the local, national or regional level to create opportunities and promote processes to advance peace and security;

- Demonstrated knowledge and commitment to taking transformative actions to accelerate gender equality and Women, Peace and Security commitments, both in the workplace and in mandate delivery;

- Demonstrated ability to work in a multi-cultural team, including by fostering diversity and creating an inclusive work environment of dignity and respect for all staff members, regardless of any aspect of identity;

- Demonstrated ability to establish harmonious and effective working relationships both within and outside the organization;

- Familiarity with the United Nations system, including peace operations, special political missions, humanitarian and developments settings, as well as knowledge of the Sustainable Development Goals.

**Languages**

English and French are the working languages of the United Nations. Fluency in oral and written English is required for all senior leadership positions. For the Global Call, fluency in another UN official language, in particular Arabic and French, is an advantage given the areas of deployment of United Nations field missions.

**Human rights screening**

If short-listed for a particular vacancy, individuals who are either nominated by Member States or who seek to serve with the United Nations in any individual capacity will be required to complete a self-attestation stating that they have not committed, been convicted of, or prosecuted for, any criminal offence, and have not been involved, by act or omission, in the commission of any violation of international human rights law or international humanitarian law. They will also be asked to attest that they have not committed, been investigated for, been prosecuted for, had a finding against them for, or been convicted of an offence for, engaging in sexual exploitation and/or abuse. Short-listed individuals will also be required to attest that that, to the best of their
knowledge, they have not been the subject of a workplace disciplinary process or other similar process, or a workplace investigation or similar process.

**Conflicts of interest**

All United Nations staff members are expected to uphold the highest standards of efficiency, competence and integrity. Senior leaders, in particular, have the responsibility to serve as role models in upholding the organization’s ethical standards. A conflict of interest occurs when, by act or omission, a staff member's personal interests interfere with the performance of their official duties and responsibilities, or call into question their integrity, independence and impartiality. A risk of conflict of interest may arise from a staff member's engagement in outside (non-UN) employment or occupation; outside activities, including political activities; receipt of gifts, honours, awards, favours or remuneration from external (non-UN) sources; or personal investment. In particular, no staff member shall accept any honour, decoration, favour, gift or remuneration from any Government (staff regulation 1.2 (j)). Where a real or perceived conflict of interest does arise, senior leaders are obligated to disclose this to the organization without delay. In order to avoid real or perceived family influence or preferential treatment and conflicts of interest that could stem from such situations, the UN Staff Rules provide that appointments “shall not be granted to anyone who is the father, mother, son, daughter, brother or sister of a staff member” (staff rule 4.7 (a)).

Short-listed individuals will also be required to complete the pre-appointment declaration of interests for senior positions to identify possible conflicts of interest that may arise and to proactively prevent and manage, as much as possible and in a timely manner, situations in which personal interests may conflict or appear to conflict with the interests of the United Nations, should the individual be appointed to a senior leadership position.