

**Pool of Special Representatives of the Secretary-General (SRSG) and  
Deputy Special Representatives of the Secretary-General (DSRSG) in  
United Nations Field Missions**

The United Nations welcomes applications for the pool of Special Representatives of the Secretary-General (SRSG) and Deputy Special Representatives of the Secretary-General (DSRSG) in United Nations field missions.

These positions of Head and Deputy Head of Mission are graded at the Under-Secretary-General and Assistant Secretary-General level. These civilian leadership posts are based in United Nations field missions (peacekeeping operations, special political missions or support missions). They are residential postings, often located in non-family duty stations.

Applications from women candidates and from under-represented countries are strongly encouraged.

**Applications must be submitted online by 15 November 2021.**

They must include a detailed curriculum vitae of the candidate with full contact information, a vision statement and for official Member States' nomination, an endorsement letter.

Further information on the Global Call initiative and the SRSG/DSRSG pool is available on the following website: <https://www.un.org/globalcall/>

SRSG/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 establishing the Mission's transition/exit strategy;
- Provide good offices on behalf of the Secretary-General through political support for efforts to resolve conflict, facilitating negotiations, fostering peace and building confidence among parties;
- 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; establish a framework that guides the activities of the Mission and the United Nations Country Team, leverages their combined comparative advantage and ensures that all the United Nations components in the country pursue a coordinated and coherent approach in support of the Sustainable Development Goals;

- Ensure the United Nations engagement and actions within the country are guided by international human rights standards; and meet United Nations responsibilities as set by the Secretary-General's Human Rights Up Front initiative;
- Provide leadership, political guidance and high-level operational direction in the execution of Mission activities;
- Pursuant to the Secretary-General's delegation of authority, is responsible for the management of the Mission's financial, physical and human resources while ensuring cost-effectiveness, as well as integrity and achieving programmatic objectives;
- 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;
- As Designated Official (DO), ensure 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;
- Engage routinely with both local and international media based on a coherent media strategy for the Mission; speak on behalf of the United Nations in the host country;
- Take transformative actions to accelerate gender equality and Women, Peace and Security commitments, including championing targeted positive measures to ensure women's meaningful participation on peace and political processes and support the attainment of gender parity across all levels and units in the mission;
- Build a mission culture of accountability, integrity and respect, and which promotes the highest standards of conduct among all members of the mission.

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 soliciting nominations for the generic SRSG/DSRSG pool and in recognition of the highly complex nature of these posts, the Secretariat 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, peacebuilding and/or development settings, as well as experience in governance, mediation, facilitation and/or negotiations at the national and/or international level;
- Demonstrated extensive knowledge in reconciliation, conflict resolution, humanitarian, peacekeeping, 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, international non-governmental or multinational private sector entities;
- A high degree of emotional intelligence, political acumen and diplomatic skills;
- Excellent communication and advocacy skills;
- Proven ability to inspire, build trust, confidence and consensus amongst stakeholders and foster partnerships at the local, national or regional level to create opportunities and promote processes to advance peace and security;
- High commitment to the values and guiding principles of the United Nations, including impeccable personal integrity, respect for and commitment to human rights and demonstrated cultural and gender sensitivity;
- Demonstrated knowledge and track record of taking transformative actions to accelerate gender equality and Women, Peace and security commitments;
- Demonstrated ability to work in a multi-cultural team and establish harmonious and effective working relationships both within and outside the organization;
- Familiarity with the United Nations system, including peacekeeping, 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 Secretariat. For the SRSG/DSRSG Pool, fluency in English is required. Knowledge of another United Nations official language, in particular Arabic, French, or Spanish, is an advantage given the areas of deployment of United Nations field missions.

### ***Human rights screening***

Individuals who seek to serve with the United Nations in any individual capacity will be required, if short-listed, to complete a self-attestation stating that they have not committed, been convicted of, nor 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.

### ***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 his/her official duties and responsibilities, or call into question his/her integrity, independence and

impartiality. Risk for conflicts 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 this position.