

# United Nations Nations Unies

HEADQUARTERS | SIEGE | NEW YORK, NY 10017

REFERENCE: DOS/OSO/2022/0043

The Secretariat of the United Nations presents its compliments to the Permanent Missions of Member States to the United Nations and has the honour to provide an update on the activities of the Senior Women Talent Pipeline (SWTP) and to announce a new call for nominations and/or applications for the Pipeline in support of gender parity in United Nations Peace Operations.

Despite progress at the United Nations at large, advances in gender parity in the field have been slow and inconsistent. The SWTP is the flagship project of the United Nations aimed at addressing the gender imbalance among international staff in field offices and missions at the Director (D-2), Chief/Principal (D-1) and Senior Officer (P-5) levels. The SWTP supports key objectives under the Women, Peace and Security (WPS) and Action for Peacekeeping + (A4P+) frameworks, promoting the meaningful participation of women in peace and security. The SWTP provides recruitment support to a geographically diverse pool of members as they apply for senior positions in the United Nations, focusing on candidates external to the Secretariat. Ensuring the recruitment of more external candidates will be key for the United Nations to meet its gender parity goals by 2028, as set out in the United Nations System-Wide Gender Parity Strategy. Since 2014, fifty-six (56) appointments have been made from members of the Senior Women Talent Pipeline.

Following previously-issued note verbales on this subject (DFS/FPD/2014/0087, DFS/FPD/2014/1319, DFS/FPD/2015/0352, DFS/FPD/2017/0356 and DOS/OSO/2019/0029), the Department of Operational Support is launching a new call to replenish the SWTP in specific functional areas and to increase the geographical representation of the Pipeline further. Applicants accepted into the SWTP will receive advice and support in the recruitment process as they apply for positions in United Nations field missions and offices, and targeted training and development opportunities on various topics related to leadership in United Nations field missions. Inclusion in the SWTP does not guarantee candidates being selected for jobs nor will candidates bypass the formal recruitment process for roles at the United Nations.

Candidates for the SWTP must meet the formal requirements listed in the generic job profiles attached and have senior-level experience in one of the following areas of work: political, peace and security, supply chain, or public information. Candidates with citizenships of countries that are currently un- or underrepresented in the United Nations Secretariat are strongly encouraged to apply.

The call for nominations and/or applications for the SWTP will commence on 1 August 2022. Applications and nominations will be accepted through an online platform at [www.un.org/gender/swtp](http://www.un.org/gender/swtp).

All applications and nominations must be registered on this site by 15 September 2022.

Applicants will be assessed through a competitive process based on their areas of expertise. The assessment may include screening by a human resources professional, a technical assessment and senior review.

The Secretariat wishes to thank the Member States that have provided extrabudgetary funding to the Senior Women Talent Pipeline, including the Governments of Denmark, Japan, Portugal and the United Kingdom of Great Britain and Northern Ireland.

The Secretariat of the United Nations avails itself of this opportunity to renew to the Permanent Missions of Member States to the United Nations the assurances of its highest consideration.



19 May 2022

## Annex

### **Generic job profiles for positions at the Director (D-2), Chief (D-1), and Senior Officer (P-5) levels in United Nations Peacekeeping and Special Political Missions**

#### **Background**

United Nations peace operations are comprised of special political missions and peacekeeping operations. The Senior Women Talent Pipeline welcomes applications and nominations from candidates eligible for positions at the Director (D-2), Chief (D-1) and Senior Officer (P-5) levels in United Nations peace operations.

Directors manage large, diverse and multifunctional teams. Most Directors in peace operations serve in non-family duty stations and may not bring dependent family members (e.g., spouse or children) with them to the duty station. Staff serving in non-family duty stations are compensated financially and enjoy a rest and recuperation allowance in addition to annual leave. The majority of current peace operations are located in Africa and the Middle East.

#### **General requirements**

Candidates should have an advanced university degree (master's degree or equivalent) in a relevant area and at least 15 years of professional experience for the D-2 and D-1 levels. For the P-5 level, candidates will need 10 years of relevant experience. A first-level university degree (e.g., bachelor's degree) in combination with two additional years of work experience may be accepted in lieu of an advanced university degree. English and French are the working languages of the United Nations. Candidates should be fluent in English or French. In addition, fluency in any of the other official languages of the United Nations is highly desirable.

Only candidates currently external to the United Nations Secretariat will be eligible to apply.

When applying, candidates will be asked to apply to one or more of the below job areas:

#### **Political, peace and security**

Directors and senior staff of political affairs are responsible for managing a mission's activities in regard to political outreach, facilitation, analysis, advice and reporting.

They lead efforts to identify, analyze and monitor political developments, trends and emerging issues. They assess implementations and make recommendations on policies, strategies and other measures to address issues of concern. They consult and collaborate with partners to develop plans of action in accordance with mandates. They are responsible for formulating and implementing their team's programme of work, contributing to planning and budgetary processes, and recruiting supervising and evaluating staff.

Candidates should have at least fifteen years of progressively responsible experience in international relations, political affairs, diplomacy, conflict resolution, mediation, security or a related field. Senior management experience is required. Experience working in a conflict or post-conflict setting is highly desirable.

**Logistics and supply chain**

Senior staff in the area of logistics and supply chain are responsible for overseeing and managing the logistics and supply chain of a mission or office.

Directors/Principals/Senior Officers participate in the mission planning process throughout the mission lifecycle, with particular attention to support areas, and contribute to an integrated approach and consistency in the implementation of the mission mandate. They ensure coordination and monitoring of overall strategies and programmes for the logistical or supply chain of the mission and take the lead in consolidating the required human and financial resources for their service.

Candidates should have at least fifteen years of progressively responsible experience in logistics, supply chain, procurement or a related field. Candidates with experience in supply chain are especially encouraged to apply. Senior management experience is required. Experience working in a conflict or post-conflict setting is highly desirable.

**Public Information**

Senior staff in the area of public information serve as the principle strategic communications advisers of a mission and its leadership.

They formulate, implement, and manage the mission's integrated public information and communication strategy, covering a mission's internal and external strategic communications activities. In addition, they may oversee public perception tools to promote analysis of local and regional trends, and direct and ensure effective public outreach to key audiences. They also develop external communications partnerships and ensure a proactive and integrated approach to mission communications. Senior staff may lead a mission's digital media strategy; oversee all digital channels; promote a multidisciplinary, story-telling approach to communications work. They mitigate reputational risk by identifying strategic issues, opportunities and risks, and promote an engagement-driven and proactive general approach to communications.

Candidates should have at least fifteen years of progressively responsible experience in strategic communications, communications, public relations, international relations, broadcasting, new media or another relevant area. Senior management experience is required. Experience working in a conflict or post-conflict setting is highly desirable.