

Senior Women's Talent Pipeline



Radhia Achouri, Chief of Service
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Source: MINUSMA

"... you will see that gender parity will become a clear priority from top to bottom in the UN." Secretary-General Guterres, General Assembly Dec. 2016.

In 2014, the "Senior Women Talent Pipeline", was launched, which developed a pipeline of primarily external candidates for positions in peace operations in the areas of public information, political affairs, civil affairs and rule of law. A public global call was initiated to attract candidates, yielding more than 750 applicants from 92 countries. Following the call, candidates were screened for suitability and selected candidates to be a part of the initial pool.

Pipeline candidates were directed to suitable vacancies and received support in preparing applications and during the assessment process. Candidates who were selected were also tracked into pre-deployment training such as the Senior Mission Leaders Course and received some post-deployment support like mentorship.

Global Workforce

Over time, the United Nations has increased its presence in locations all over the world. There are over 130 field offices, which include peace-keeping and political missions and humanitarian field operations. They play an essential role in identifying, highlighting, and responding to emerging challenges. While the work may vary greatly, the one unifying factor is the opportunity to make a difference. Together with its partners, the UN is tasked with a variety of responsibilities, such as providing and coordinating humanitarian assistance; promoting and protecting human rights; promoting the wise stewardship of the global environment; assisting countries to combat the supply of illicit drugs, crime and corruption and; providing information on the Organization and its activities in the various locations in which it operates.

What's next for the Senior Women's Talent Pipeline?

UN peace operations is re-launching the "Women's Talent Pipeline" in June 2017. We are seeking qualified women to apply to join our pipeline and stay connected with UN peace operations. This initiative is aligned with the UN's effort to achieve gender parity by 2026, which has been established as a commitment from Secretary-General António Guterres. A new platform which hosts the Women's Talent Pipeline will enable a network of women to stay connected with UN peace operations regarding new opportunities, application and assessment support, discussions, industry best practices, training and discussions. Stay tuned for more information on how to apply!



Barrie Freeman—Senior Women's Talent Pipeline Member
Chief of Staff, Central African Republic
Source: MINUSCA

Join us!

UN peace operations is seeking qualified women at the senior level (D1—D2) with proven leadership skills, integrity, and commitment to the ideals of the UN Charter. Positions are in non-family duty stations in conflict or post-conflict settings, in the following areas:

- * Civil Affairs
- * Political Affairs
- * Public Information
- * Rule of Law and Security Institutions
- * Mission Support

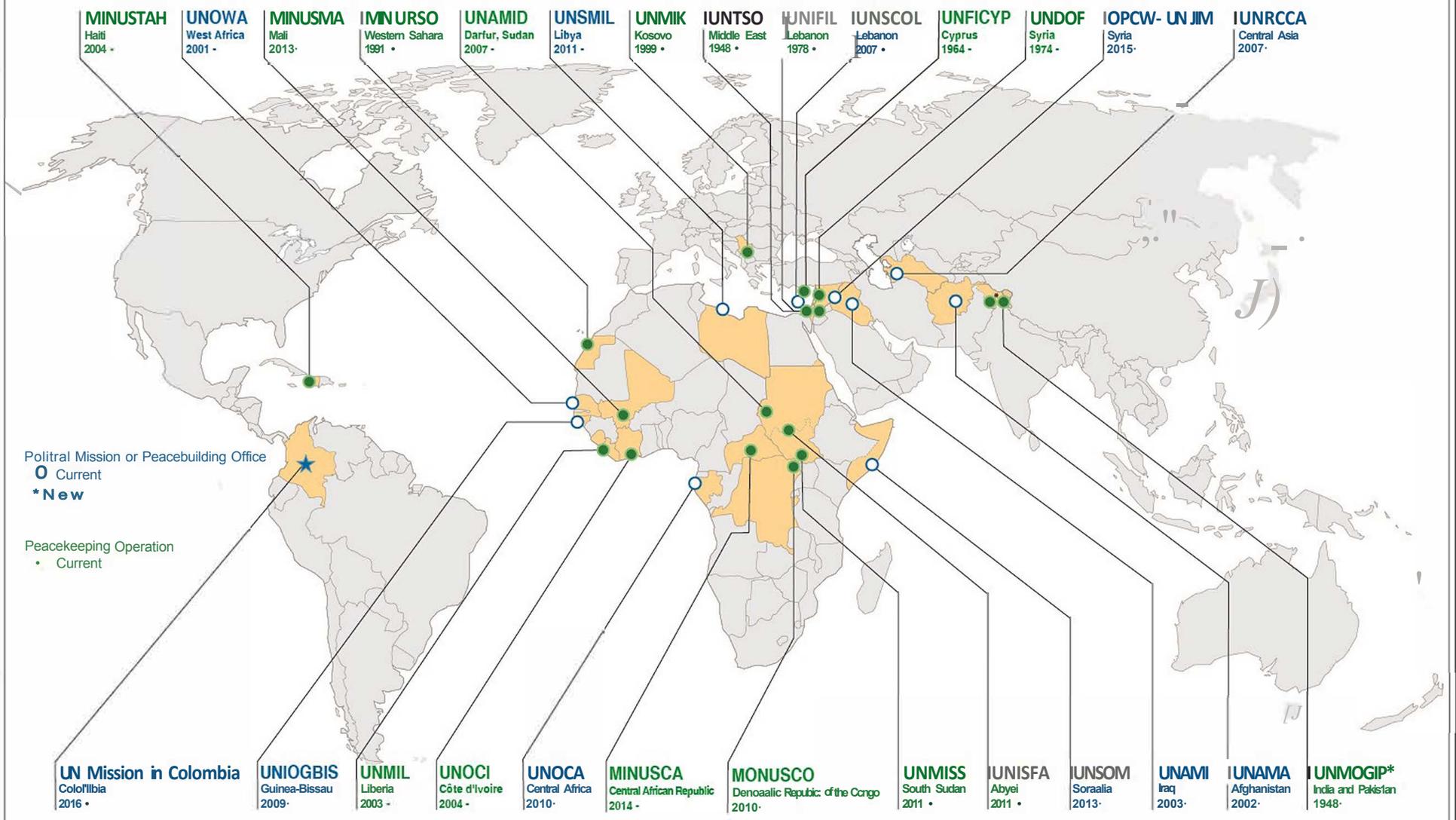


Christine Thomas Kapalata
Head of Office Sector West (Bouar), CAR
Source: MINUSCA

Find out more

impactpool.org
careers.un.org
inspira.un.org

UN Peacekeeping Operations, Political Missions and Peacebuilding Offices in 2016



The year under each Peacekeeping Operation, Political Mission and Peacebuilding Office indicates the year the security Council authorised its establishment by its decisions.
 The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the United Nations.
 Final boundary between the Republic of Sudan and the Republic of South Sudan has not yet been determined.
 * Dotted line represents approximately the Line of Control in Jammu and Kashmir agreed upon by India and Pakistan. The final status of Jammu and Kashmir has not been agreed upon by the parties.

The United Nations is opening a call for applications and nominations at the Director level for the Senior Women Talent Pipeline (SWTP). The Senior Women Talent Pipeline is an initiative, in line with the Secretary-General's commitment to achieving gender parity in Peace Operations by 2026. It is aimed at building a competitive pool of readily-deployable senior candidates for positions in UN Peace Operations. Candidates accepted to the Pipeline are, subsequently, further supported by our team in the recruitment process for specific positions in UN field missions.

The call is open for candidates with demonstrated experience and expertise in the following areas:

- political affairs
- civil affairs
- rule of law and security institutions
- public information
- mission administration/support

Candidates are welcome to nominate themselves or be nominated. All candidates will go through a competitive assessment process which may include screening, written assessment, and/or interviews.

This call is focused on Director-level talent (D1 or D2 level in the UN Common System). Director-level positions are typically located in the Mission headquarters, usually the capital of the country hosting the mission. Directors typically manage large, diverse, and multi-functional teams. Most Directors serve in non-family duty stations, so staff cannot bring their dependent family members (e.g. spouse, children) with them to the duty station. Staff serving in non-family duty stations are, however, compensated financially and also enjoy additional rest and recuperation allowance in addition to the mandated annual leave. Currently, the majority of UN peace operations are located in Africa and the Middle East.

Eligible candidates should have 15 years of professional experience in one or more of the relevant areas identified for this call (political affairs, civil affairs, rule of law and security institutions, public information, and/or administration/support). Candidates should also have an advanced university degree (Masters or equivalent) in a relevant area. A first level university degree (e.g. bachelor's degree) in combination with 17 years of relevant work experience may be accepted in lieu of an advanced university degree. Candidates should also speak and write English fluently. Candidates bilingual in English and French or English and Arabic are highly desirable as many UN peace operations are located in Arabic-speaking or French-speaking countries.

Applications and nominations are being accepted through our vendor impactpool, but managed entirely by the recruitment section in Peace Operations:

<https://www.impactpool.org/un-peace-operations/swtp>

Thank you for your interest in working for peace, and we hope you will nominate or apply!