











STAFF SELECTION AND MANAGED MOBILITY SYSTEM

POLNET MANAGED MOBILITY – 2017

Tentative timeline for the managed mobility exercises in 2017

Below table provides an overview of tentative timelines for the staffing exercise under managed mobility in 2017 to assist staff and programme managers with their planning.

STEPS		DATES EXERCISE 2017
	Verification of staff members who have met maximum position occupancy The Network Staffing Team (NST) and local HR offices review the eligibility of staff members who have reached their maximum position occupancy. Staff members will be contacted to review their position occupancy in Inspira.	January – April 2017
	Circulation of the preliminary compendium & Opt-in The preliminary compendium is circulated for POLNET staff members. Eligible POLNET staff members are encouraged to opt in via Inspira . Opting-out is only possible before the end of this period.	April – Early May 2017
	Expression of interest Positions that are confirmed for participation are published in a compendium. Staff have 30 days to view the compendium and express interest in at least 3 positions (no maximum). Full profile (PHP) needed.	June – July 2017
	Programme managers review suitable candidates Managers receive lists of suitable candidates and provide their comments and preference in ranking order.	August 2017
	Preliminary placement recommendations Job Network Board (JNB) / Senior Review Board (SRB) convene to make preliminary recommendations for placement.	October 2017
	Option to initiate Special Constraints Process Staff members who have been recommended for a position that they did not express interest in receive a placement proposal for another position and have opportunity to make a special constraints request.	Late October – early November 2017
	Special Constraints Panel (SCP) SCP reviews staff members' requests and provides findings to JNB/SRB.	November 2017
	Final placement recommendations JNB/SRB convene to make final recommendations and provide them to the Secretary-General and Assistant Secretary-General (OHRM) for final decision.	December 2017
	Placement decisions	December 2017
	Staff are notified about the outcome	December 2017



For comprehensive information on the new staff selection and managed mobility system and updated timelines please visit our dedicated webpage on the HR Portal:
<https://hr.un.org/page/mobility>