










# STAFF SELECTION AND MANAGED MOBILITY SYSTEM

POLNET MANAGED MOBILITY – 2016 (AS OF 1 SEPTEMBER 2016)

## Tentative timeline for the second semi-annual managed mobility exercises in 2016

Below table provides an overview of tentative timelines for the second semi-annual managed mobility exercise for POLNET to assist staff and programme managers with their planning.

Time taken from start of exercise (publication of preliminary compendium/opening of opt-in period) to movement decision: around **170 days**.

STEPS		DATES
	<b>Opt-in period</b> Eligible POLNET staff members are encouraged to opt in via <a href="#">Inspira</a> . Opting-out is only possible before the end of this period. No PHP needed at this stage.	25 July – 7 August
	<b>Expression of interest</b> 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).	Mid September – mid October
	<b>Programme managers review suitable candidates</b> Managers receive lists of suitable candidates and provide their comments and preference in ranking order.	Early November – late November
	<b>Preliminary placement recommendations</b> Job Network Board (JNB) / Senior Review Board (SRB) convene to make preliminary recommendations for placement.	Mid December
	<b>Option to initiate Special Constraints Process</b> 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.	Mid December – late December
	<b>Special Constraints Panel (SCP)</b> SCP convenes to review staff members' requests and provides findings to JNB/SRB.	Early January – mid January 2017
	<b>Final placement recommendations</b> JNB/SRB convene to make final recommendations and provide them to the Secretary-General and Assistant Secretary-General (OHRM) for final decision.	Late January 2017
	<b>Placement decisions</b>	Late January – Early February 2017
	<b>Staff are notified about the outcome</b>	Early February 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>








# STAFF SELECTION AND MANAGED MOBILITY SYSTEM

POLNET VACANCY TRACK – 2016 (AS OF 1 SEPTEMBER 2016)

## Tentative timeline for the second semi-annual vacancy exercise in 2016

Below table provides an overview of tentative timelines for the second semi-annual vacancy exercises for POLNET. It relates to the process for filling positions at the FS, P and D levels.

Timelines may be subject to change and the most up to date timeline will be posted on the mobility page on the HR Portal. Time taken from start of exercise (posting of vacancies to selection decision): around **170 days**.

	STEPS	DATES (PSJO)	DATES (RFR)
	<b>Posting of FS and P vacancies on <a href="#">Careers Portal</a></b> Candidates apply to vacancies.	1 August – 30 September	8 August – 22 August
	<b>Assessments and interviews</b> Programme managers may participate in the marking of tests and participate in interviews. <i>(Not for RfR and rostered candidates)</i>	Mid October – Mid December	N/A (there is no assessment for the rostered candidates)
	<b>Programme managers review suitable candidates</b> Managers receive lists of suitable candidates and provide their input and preferences in ranking order.	Mid November – Late December	Late August – Late September
	<b>Endorsement by Global Central Review Body</b>	Late November – Early January 2017	N/A
	<b>JNB/SRB Session</b>	Mid January – Mid February 2017	Mid October – Mid November
	<b>Selection recommendations</b> Job Network Board (JNB) to convene to make selection recommendations and provide them to the Secretary-General and Assistant Secretary-General for final decision.	Early February – Mid February 2017	Early November – Mid November
	<b>Selection decisions</b>	Late February – Early March 2017	Mid November – Late November



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