

# Mobility TALK

## LAUNCH OF A NEW STAFF SELECTION AND MANAGED MOBILITY SYSTEM

On 1 January 2016 a new staff selection and managed mobility system (the “system”) took effect for staff in the Professional and higher categories up and including the D-2 level and in the Field Service category.

The relevant Secretary-General's Bulletins, Administrative Instructions and Information Circular are as follows:

- Introduction of a new staff selection and managed mobility system ([ST/SGB/2016/2](#))
- Senior Review Board ([ST/SGB/2016/3](#))
- Global Central Review Body ([ST/SGB/2016/4](#))
- Staff selection and managed mobility system ([ST/AI/2016/1](#))
- Information Circular ([ST/IC/2016/3](#))

The introduction of a mobility system in the Secretariat has been high on the Secretary-General's reform agenda for a truly global, dynamic and adaptable workforce. In his townhall meeting on 8 January, the Secretary-General noted the importance of staff mobility for an international public service organization such as the United Nations.

The launch of the new system is also a significant step forward towards a more planned, structured, and strategic approach to staffing. To this effect, the system introduces a variety of innovations in staffing including semi-annual staffing exercises, position occupancy limits, standardized assessment, predictable placement through managed mobility and a centre-led approach to the staffing decision-making process.

The Political, Peace and Humanitarian job network (POLNET) was the first network to go live under the new system. Other job networks are to follow in the coming years with the last job network transitioning in to the system in January 2020. The current staff selection system will continue to apply to those job networks that have not yet transitioned in to the new system.

- ❖ The first managed mobility exercise for staff in POLNET is still open until **17 January 2016** (via [Inspira](#))



### RESOURCES FOR STAFF

#### Mobility and Career Development page on the [HR Portal](#):

- ▶ General information: <https://hr.un.org/page/mobility>
- ▶ For POLNET staff: <https://hr.un.org/page/polnet-staff>



#### Briefing opportunities (Sign-up via [Inspira](#)!)

- ▶ For POLNET staff: Learning Catalog > Working for the UN > Career Guidance > Managed Mobility Overview (LMS-2191)
- ▶ For all staff: Learning Catalog > Working for the UN > Career Guidance > Mobility and Career Development Framework - Introduction (LMS-2147)

#### Career development and coaching

- ▶ Career development tools: <https://hr.un.org/page/career-development>
- ▶ Career coaching opportunities: <https://hr.un.org/page/career-coaching>



For questions related to POLNET managed mobility write to [POLNET-NST@un.org](mailto:POLNET-NST@un.org)