

Important!

This presentation reflects the status of information as of October 2015 and may be subject to change.



United Nations

Managing our talent
Mobility and Career Development Framework
a new staffing system

Office of Human Resources Management
Mobility Implementation Team
October 2015



Agenda

Introduction

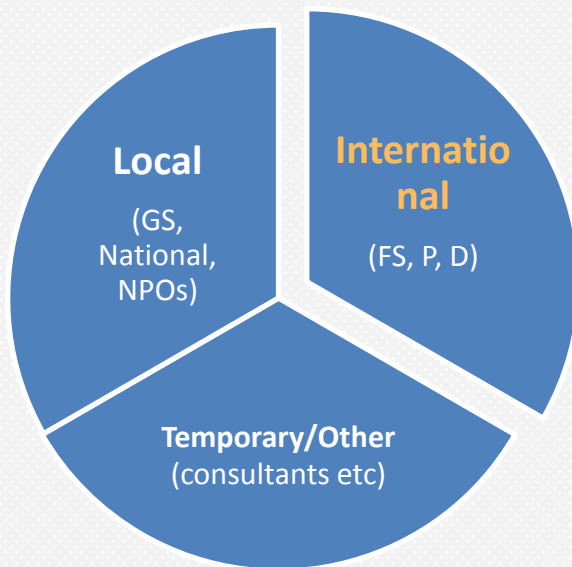
- PART 1** ○ ————— Key elements of the new staffing system
- PART 2** ○ ————— Implementation details
- PART 3** ○ ————— Tips for you
- PART 4** ○ ————— Q & A



Before we start

Situating the Mobility and Career Development Framework

What does our current workforce look like?



- 40.0 staff members world wide
- **14.0 internationally recruited staff (mobility population)**
- *Staff regulation 1.2 (c): Staff members are subject to the authority of the Secretary-General. All staff are expected to move periodically to new functions. The new Framework reinforces this principle.*



Developing the policy

How did we get from the idea to the new Framework?

Governance mechanism:

- ⊗ Steering Committee (SC) – USGs
- ⊗ Technical Advisory Group (TAG) - Directors
- ⊗ SMC-Working Group on Mobility - Staff

**Main point of reference:
GA resolution endorsing
the refined mobility
framework (68/265)**

Process Owner / Implementation:

- OHRM, Mobility Implementation Team

Current status:

- SGBs and Administrative Instructions have been consulted and are to be submitted to OLA for subsequent issuance by the Secretary-General.



Part 1:

Key elements of the new system



- ▶ What is new? Overview
- ▶ Why are we doing this?
- ▶ What are the changes in staffing?
- ▶ What do we mean by mobility?
- ▶ What are position occupancy limits?
- ▶ Case study



What is new?



- **New policy:** A new staffing system for internationally recruited staff.
- **Staffing streams (2+1):** Vacancies + managed mobility + temporary.
- **Structured staffing:** Twice a year and in-between.
- **Mobility:** Required periodic movement of staff.
- **Position occupancy limits:** based on hardship classification.
- **Consistency:** Standardized assessments for vacancies.
- **New staffing bodies:** Network Staffing Teams (NSTs), Job Network and Senior Review Boards (JNB/SRB), Global CRB (CRB).
- **Priorities:** Strategic staffing needs of job networks and organizational priorities.



Phased implementation between 2016 and 2020 with transitional measures



Not just mobility!



Why are we doing this?

The UN Secretariat needs a **global, dynamic and adaptable workforce**.

- ✓ **The landscape has changed:** Today, over 50 per cent of the staff are based in the field. Mandates have become more complex and requirements are constantly evolving.

The new staffing system offers:

- ⊗ More structured, planned and timely recruitment.
- ⊗ Better opportunity for staff to get “unstuck”.
- ⊗ Improved sharing of the burden of hardship.
- ⊗ More movement across silos.
- ⊗ More knowledge transfer; diversification of skills.
- ⊗ Less administrative work for hiring managers.
- ⊗ More consistent and equitable process for staff.
- ⊗ Career development.

The new staffing system offers a more strategic and structured approach to managing our workforce.



Staffing exercises (2+1)

(semi-annual and off-cycle)

TWICE YEARLY (both)

VACANCIES

Job openings (inspira)

For internal and external candidates

- ◆ Standardized assessment process
- ◆ More HR support (NSTs)
- ◆ Recommendations by job network and senior review boards

MANAGED MOBILITY

Encumbered positions

For internal staff members only

- ◆ No “testing”
- ◆ Only lateral
- ◆ Automatic or opt-in (position limits)
- ◆ Optional during the first year

ON-GOING: TEMPORARY AND URGENT NEEDS

- ◆ To accommodate urgent needs arising from surge, start-up and humanitarian emergency situations. **TJOs** continue to exist to cover temporary gaps.



Periodic movements based on position occupancy limits

What is a move?

- ✓ Change in **position**
- ✓ Change of **role**
- ✓ Change of **function**
- ✓ Change of **duty station**
- ✓ Move from the Secretariat to an **agency, fund** or **programme**

Duty Station	Minimum	Maximum
H/A	2 years →	7 years
B/C	2 years →	4 years
D/E	1 year →	3 years

How to count?

- ✓ The clock started when you took up your current position.
- ✓ The clock stops when you are on a temporary assignment of one year or longer.
- ✓ The clock “restarts” when you move to a new position.



Scenario



Facts

- ▶ Staff X has served as a Humanitarian Officer (P-4) in the OCHA Office in Geneva for the last four (4) years. The post is designated as rotational.
- ▶ Staff X can stay in the same position for a total duration of 7 years (based on the hardship classification of Geneva).
- ▶ Humanitarian Officers are a job family in the POLNET job network.



Options for Staff X:

1. **Option 1: Apply for vacancies** in the Career Portal (in any job network if suitable and eligible) at the lateral and/or higher level. This can be in Geneva or elsewhere. Staff can also apply for vacancies in the Fund and Programmes.
2. **Option 2: Opt into** a managed lateral mobility exercise for POLNET (after 2 years and before 7 years).
3. **Option 3: Wait** until position occupancy limit is reached and staff will be automatically enrolled in the next managed mobility exercise (7 years).



Part 2: Implementation details



- ▶ Phased deployment of job networks
- ▶ Important timelines in 2016 – overview
- ▶ Process for staffing exercises in 2016
- ▶ Managed Mobility – how it works

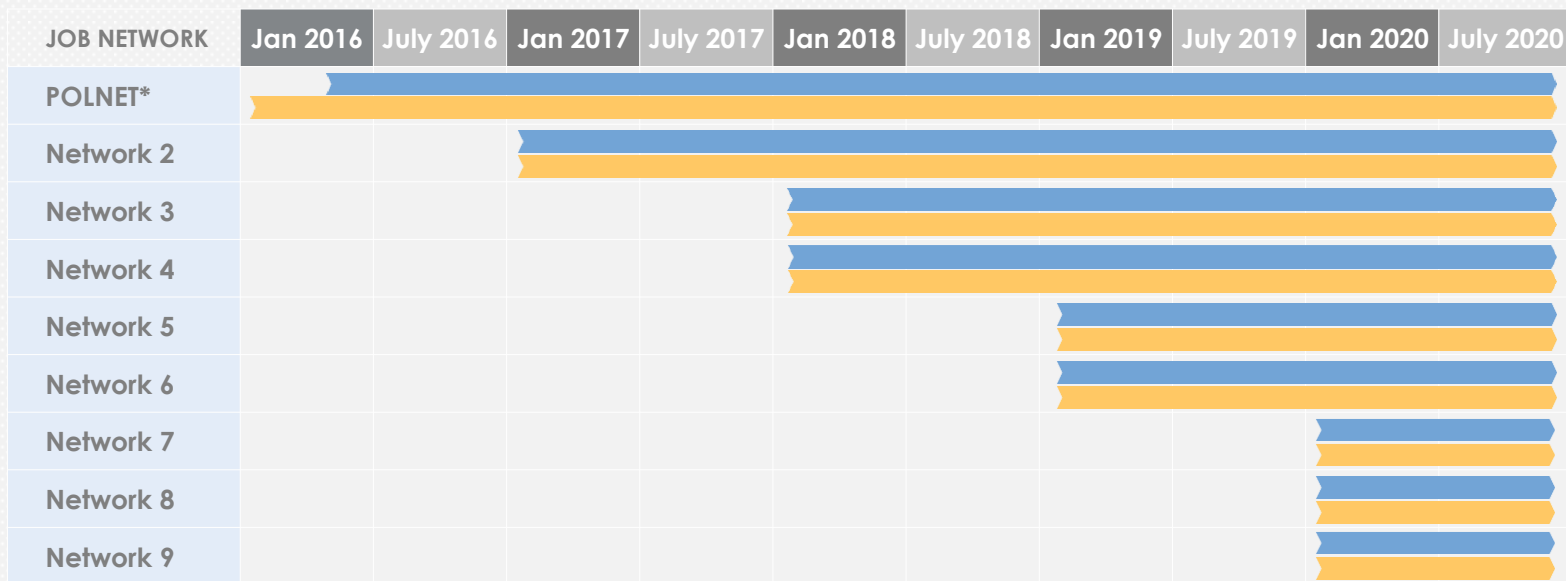


Staffing based on 9 job networks

Name	Full Description
DEVNET	Economic, Social, and Development Network
INFONET	Public Information and Conference Management Network
ITECNET	Information and Telecommunication Technology Network
LEGALNET	Legal Network
LOGNET	Logistics, Transportation, and Supply Chain Network
MAGNET	Management and Administration Network
POLNET	Political, Peace and Humanitarian Network
SAFETYNET	Internal Security and Safety Network
SCINET	Science Network



Phasing in of job networks

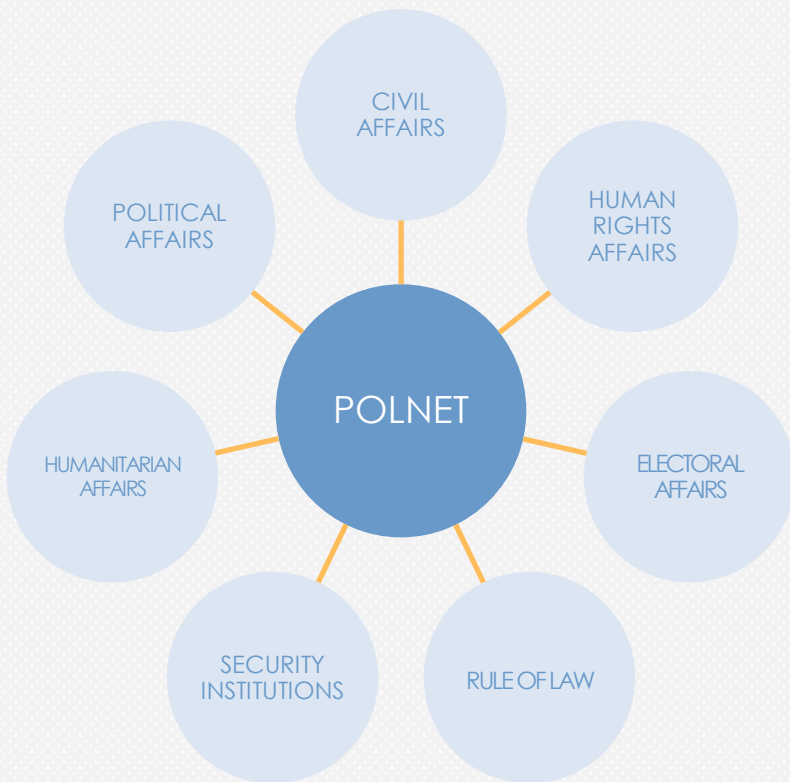


 **Vacancy**
 **Managed Mobility**

*Deployment dates of job networks following POLNET to be determined



POLNET – opportunities



POLNET

- ◆ About 2.800 staff in 7 job families
- ◆ Major departments: OCHA, OHCHR, DPKO, DPA, ODA



Subject to suitability, staff have opportunity to move across job families and functions within their job network under managed mobility.

Outside managed mobility, staff can continue to apply to any vacancies that they feel qualified for.



Important timelines for 2016

For POLNET Staff:

- Beginning of January 2016:**
 - ▶ First managed mobility exercise (optional)
- April 2016:**
 - ▶ First semi-annual vacancy exercise
- Mid-January 2016:**
 - ▶ *POLNET vacancies put on hold*
- Beginning of July 2016:**
 - ▶ Second round of semi-annual staffing exercises (vacancies and managed mobility)

Note that for other job networks the current staff selection system will apply until their deployment.



Managed Mobility – How it works

What is managed mobility?

- ✓ **Lateral movement exercise** of eligible internal staff members.
- ✓ Managed by **job networks**.
- ✓ **Opt-in** after reaching minimum occupancy limit.
- ✓ **Automatic** when reaching maximum occupancy limit.
- ✓ Takes place **twice a year**.
- ✓ Staff participate with “their” positions (no vacancies).

Who participates?

- ✓ Staff member (FS, P, D) who was **internationally recruited** following a competitive process and review by a review body (fixed term, continuing or permanent appointment)
- ✓ **Encumbers rotational position** for which there is a **continuing need**.
- ✓ Has served the **maximum position occupancy limit** or the **minimum position occupancy limit** and **opts in**.



Managed Mobility – continued

What happens within the exercise?

- ✓ Staff opts in or is automatically enrolled.
- ✓ NST verifies eligibility criteria + confirms participation.
- ✓ *Once staff members' participation in a managed mobility exercise is confirmed, they are expected to complete the exercise and move to the position for which they are recommended (no opting out after the opt-in/out window has closed).*
- ✓ Staff member views compendium of position announcements and expresses interest in a minimum of three positions.
- ✓ NST checks suitability and provides list to managers.
- ✓ Managers provide input on candidates.
- ✓ Job network or senior review board review and make recommendations to ASG/OHRM or S-G.

Special constraints

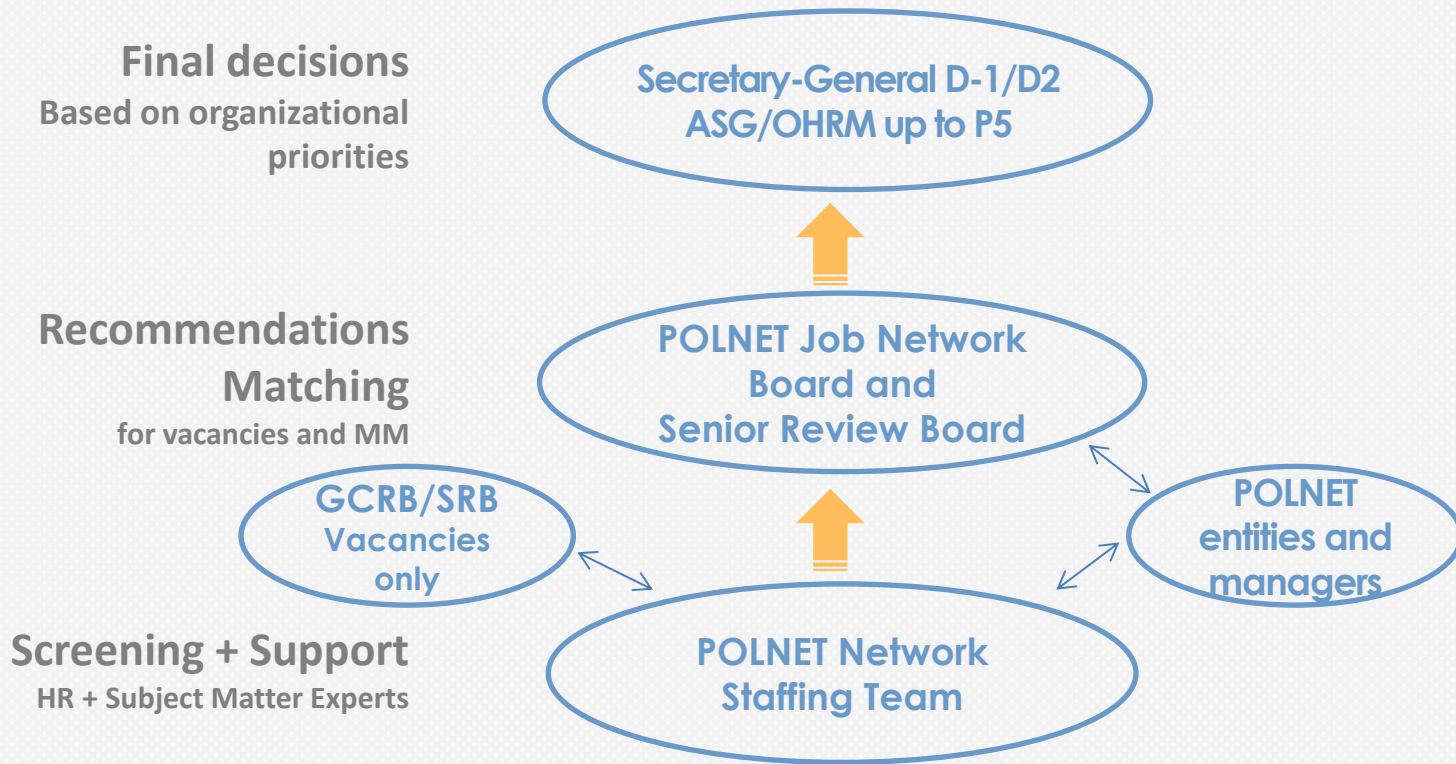
Becomes an option if:

- ✓ staff member is offered a position **outside the ones he/she indicated interest in** and
- ✓ it would involve a geographic move.
- ✓ Requests may be based on
 - ✓ medical reasons;
 - ✓ compelling personal circumstances;
 - ✓ matters in the interest of the Organization.



How are decisions made?

POLNET (vacancies and managed mobility)





Part 3: Tips for you



- ✓ Things to consider
- ✓ Support to staff mobility
- ✓ How to stay in touch and give feedback



Things to consider:

- You don't own the post you are serving on:** You encumber it for a certain period of time. Moving forward mobility is a required element of your career. This is part of your commitment as an international civil servant to the UN as a global organization.
- Geographic mobility:** Is not mandatory but will be required at some point during your career to be eligible for P-5 positions.
- Understand your current "mobility status" and career options:** When do you reach your position occupancy minimum or maximum? What are your career aspirations? What do you need to be suitable for other job families in your network? Do you have a geographic move?
- You have time:** Mobility will become required as of the second year of the implementation of a job network (for POLNET in 2017). This gives you time to plan and adjust.



Support

- GA mandated** to support staff mobility.
- Policy:**
Changes in existing policies that ease mobility related issues (e.g. spouse related SLWOP, flexible working arrangements, revisions to host country agreements).
- Information:**
Global Induction Platform including duty station information, mission guides, relocation checklist, spouse employment guide, buddy system.
- Career Development:**
Under development. Will include career coaching tools, data on possible career paths, career planning tools.



Stay in touch

- ✓ **Participate in our feedback survey** and let us know what is important for you to know.
- ✓ **Please take the Mobility & Career Development webinar** (in Inspira). It is the best way to ask questions and to receive first-hand information.
- ✓ **For on-demand briefings sessions** for groups please send a request to schuberta@un.org



**Thank you for listening
and now let's turn over
to your questions!**



Thank You



Gracias
Merci
شكرا

Thank You
Спасибо
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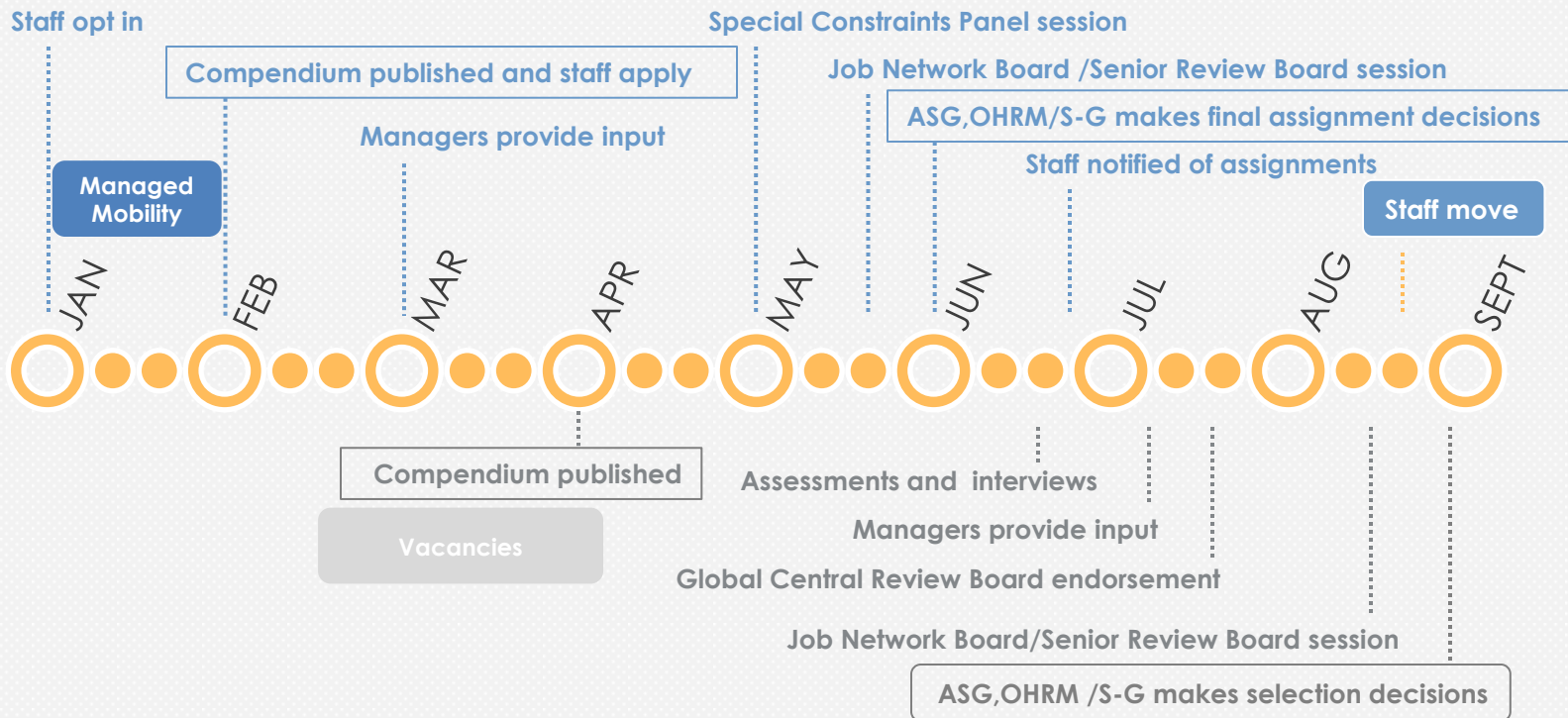
Annex - FAQs



- TJOs continue to be handled by departments.
- The clock for position occupancy is suspended for temporary assignments, SLWOP and other continuous periods of over one year. The clock resumes upon return to the position.
- All RB, QSA and PK positions are included into managed mobility unless they are earmarked for downsizing/abolishment. XB posts may be included if there is an expectation of continuity.
- Downsizing issues are being considered by a separate SMC Working Group. They are not addressed within the Mobility and Career Development Framework.
- Rosters continue to exist with roster memberships limited to 7 years once a job network goes live. Recruitment from roster continues to exist for those entities authorized. GJOs continue to be published. Roster membership is not required for changing job families under managed mobility.
- The possibility of a lien continues for the period of a temporary assignment.
- A geographic move will be required for eligibility to P-5 positions.



First semi-annual-process in 2016





What about rosters?

Rosters will continue to exist and recommended candidates will continue to be placed on rosters (via JO or GJO). The general purpose of rosters is to speed up recruitment of qualified candidates who are available for selection without referral to a central review body.

Important to know:

- **NEW:** Under the new staffing system the validity period of the roster membership will be limited to 7 years.
- Each new roster membership obtained after a job network transitions into the staffing system shall be valid for a period of 7 years. Your already existing roster membership will be retained for 7 years from the date the job network the position is under transitions into the new staffing system (i.e POLNET = 7 years from 2016).
- There continue to be generic job openings (GJOs) to build rosters. There continue to be job openings that are advertised as “recruit from roster” issued by those entities with approval to recruit from the roster.
- As for vacancies (job openings) you can apply to any of them, you do not need to be rostered.
- As for managed mobility, you do not need to be rostered to be able to move between job families if you are deemed to be suitable.

