

# Mobility TALK

## MOBILITY AND CAREER DEVELOPMENT FRAMEWORK

(Published on iSeek on 23 July 2015)

### A NEW APPROACH TO STAFFING IN THE UN SECRETARIAT

*The Mobility and Career Development Framework, a new staffing system for international positions, will be phased in starting 2016.*

In April 2014, the General Assembly adopted the refined mobility framework ([A/RES/68/265](#)) setting the stage for a more strategic and holistic staffing approach to strengthen the capacity of the Organization to retain a dynamic, adaptable and global workforce that can deliver on increasingly complex mandates.

The staffing system, which is **for staff at the Professional and higher categories as well as at the Field Service category**, will consist of two complementary parts:

- ◆ The filling of vacancies through job openings; and
- ◆ A managed mobility exercise.

Both are to facilitate mobility as an integral and required part of a UN career.

In addition, staffing activities will be managed in a more structured and consistent way than today: by job networks, on a semi-annual basis, with standardized assessments for vacancies; and with increased support from HR professionals and new staffing bodies.

These measures will allow for a more strategic approach to staffing that takes into account organizational imperatives; affords staff broader opportunities for movement; decreases recruitment timelines; and reduces time spent by hiring managers on administrative tasks related to recruitment.

### What are the key elements of the new staffing system?



#### ► **Mobility based on position occupancy limits**

Under the new staffing system, staff are expected to periodically move to new positions. This can occur across functions, roles, departments and duty stations. It may also include a move to or from the Agencies, Funds and Programmes. Movement may take place between duty stations or within the same duty station. The minimum and maximum amount of time a staff member can serve in the same position (position occupancy limits) are based on the hardship classification of duty stations (see detailed factsheet on position occupancy limits).



▶ **Job networks**

Staffing will take place based on job networks across traditional silos. There will be 47 job families grouped in 9 job networks to facilitate opportunities across jobs requiring similar or overlapping knowledge areas, skills and abilities (see here detailed factsheet on job networks).

▶ **Two semi-annual staffing exercises**

In future, the two staffing exercises - for the filling of vacancies and for managed mobility - will run in parallel and occur twice a year in batches:

**Filling of vacancies:**

Like today vacant positions will be advertised to internal and external applicants (job openings). Staff can apply for all positions at the same level or one grade higher for which they are qualified, regardless of job network. Standardized assessments will be introduced.

**Managed mobility (NEW)**

A lateral movement exercise for eligible internal staff members, managed by job network including only encumbered positions. Staff can move positions at their current grade level without competing with external applicants and without going through all stages of the assessment process.

**MOBILITY OF STAFF**

Eligible staff may opt into managed mobility after having reached the minimum occupancy limit and will be automatically enrolled once they reach the maximum.


To accommodate urgent needs arising from surge, start-up and humanitarian emergency situations that may occur between the staffing cycles, a supplementary mechanism will be utilized. Also, Temporary Job Openings (TJOs) will continue to exist.

▶ **New staffing bodies:**

A new set of staffing bodies (network staffing teams, job network boards/senior review boards, global central review board) will support a more centre-led staffing process and ensure that decisions are made across job networks and based on organizational priorities which include a fairer sharing of the burden of service in hardship duty stations where possible. A special constraints panel will

## When does the new system start?

The new staffing system will be introduced gradually by job network between 2016 and 2020 with the Political, Peace and Humanitarian Network (POLNET) as the first job network to be phased in.




The first managed mobility exercise for POLNET will be offered in January 2016 and the first vacancy exercise is scheduled for April 2016. This means that starting in January 2016 POLNET related vacancies will be compiled so that they can be advertised in one batch by April 2016. Both parts of the second semi-annual exercise for POLNET are expected to begin in July 2016. Staff should note that mobility becomes a requirement only in the second year of implementation of a job network (for POLNET it will be in 2017).

The next job network (still to be determined) will be introduced in 2017 to be followed by two more job networks in each subsequent year until full implementation is achieved by 2020. Staffing actions for job networks that have not yet gone live under the new staffing system will continue to be governed by the current staff selection system.

## What happens next?

Key milestones for implementation in the coming months are:

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- ✓ Issuance of new Secretary-General's Bulletins and Administrative Instruction setting out the legislative framework for the system.
  - ✓ Establishment of the new staffing bodies.
  - ✓ Communications and outreach to the “mobility population” and to the staff, in POLNET in particular.

The Mobility and Career Development Framework will bring significant changes to how the Organization manages talent. To continue the conversation, we invite you to submit your suggestions for topics to be covered in future articles about Mobility and Career Development on iSeek! Send your suggestion(s) to [mobility@un.org](mailto:mobility@un.org).

## Available fact sheets:

- ◆ What are position occupancy limits?
- ◆ What job networks are there?
- ◆ What is POLNET?