

# Mobility TALK

## FIRST POLNET VACANCY EXERCISE WENT LIVE!

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Much has happened during the first months of the implementation of the new staff selection and managed mobility system. The Political, Peace and Humanitarian Job Network (POLNET), with around 2,800 staff, started operating under the new system on 1 January 2016. The first POLNET managed mobility exercise for staff is well under way; the first POLNET vacancy exercise went live on 19 April 2016; new staffing bodies and a new staffing team have been set up to facilitate a more strategic approach to staff selection and mobility. It's happening!

### VACANCIES - POLNET

- ▶ The first semi-annual vacancy exercise for POLNET went live on 19 April 2016. Potential internal and external applicants have access, through Inspira and/or the [Careers Portal](#), to 66 vacancies, including recruit from roster positions.
- ▶ With selection decisions due in September 2016, the average time taken for recruitments under job openings will reduce from about 210 days to 170 days from posting date.
- ▶ A more streamlined and consistent assessment process is being introduced. This will include an eligibility check, a general ability test (only for FS and P levels), suitability screening, substantive test and for the top performing candidates an interview. Candidates who are already rostered bypass the assessment process and proceed directly to the final list of candidates for consideration.
- ▶ Selection through the vacancy process offers a mobility opportunity. All staff (not just POLNET) who feel qualified are encouraged to consider applying.
- ▶ The second semi-annual vacancy exercise for POLNET is due to start in July 2016.

### MANAGED MOBILITY - POLNET

- ▶ The first semi-annual managed mobility exercise started on 4 January 2016. 132 staff/positions from all grades (P-2 to D-2), all types of duty stations (H/A to D/E) and all 7 POLNET job families were accepted to participate in this first exercise.
- ▶ Participants have already submitted their expressions of interests in positions and programme managers have reviewed suitable candidates. The POLNET Job Network Board (JNB) and the Senior Review Board (SRB) will convene in early May 2016 to make recommendations for the placement of staff members, who will then move as early as August 2016 to their new jobs to take on a new task and learning experience.
- ▶ The second semi-annual managed mobility exercise for POLNET staff will be open for opt-ins in July 2016.

The new staffing system is being phased in gradually for all FS, P and D positions in all 9 job networks with the idea that staffing of the future will take a more holistic approach to managing talent, encouraging mobility and knowledge transfer across the Organization while at the same time providing staff with an equitable, consistent and fair process.

### Where can I find more information?

- ✓ Visit the [staff selection and managed mobility page](#) on the HR Portal.
- ✓ Enroll for an overview and/or managed mobility webinar by searching the learning catalog in Inspira for "mobility" and/or "managed mobility". [Click here](#) for currently available dates.
- ✓ Tailored presentations to individual groups in-person, by VTC or webex write to [schuberta@un.org](mailto:schuberta@un.org)

