

Mobility TALK

SG ISSUES NEW STAFF SELECTION AND MANAGED MOBILITY BULLETINS

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On 29 December, the Secretary-General issued three bulletins setting out the policy framework that will govern the new staff selection and managed mobility system for staff in the Professional and higher categories up to and including the D-2 level and in the Field Service category.

The issuance of the bulletins marks a milestone in advancing our Organization's vision for a global, dynamic and adaptable workforce under the Mobility and Career Development Framework. The framework, which was approved by the General Assembly in its resolution [A/RES/68/265](#), is a key component of a series of human resources reform initiatives in the Secretariat over the last decades that will enhance the Organization's ability to effectively delivery on the mandates entrusted to it by Member States and to foster the skills and capacities of staff.

The new system, which will be implemented through semi-annual staffing exercises, will be comprised of two complimentary parts: (i) the process that results in the selection and appointment of candidates to fill vacant positions and (ii) the process that results in the placement under managed mobility of eligible and suitable staff members. The new system will also introduce a number of innovative features to allow for broader movement opportunities, more planned and structured staffing and a consistent and equitable process. New features include: semi-annual staffing, position occupancy limits, a managed mobility opportunity as well as more centre-led approach to staffing and placement decisions.

The staff selection and managed mobility system will be introduced in a phased manner by job network between 2016 and 2020. The first job network to transition in to the new system is the Political, Peace and Humanitarian Affairs Network (POLNET). The first managed mobility opportunity for POLNET staff will be open for "opt-in" from 4 to 17 January 2016 in [Inspira](#).

This means that effective 1 January 2016 all lateral reassignments of staff members in the Professional and higher categories up to and including the D-2 level and in the Field Service category in POLNET will be undertaken through managed mobility exercises under the new system. However, heads of departments or offices will retain the authority to laterally reassign staff members during periods of surge, start-up or humanitarian emergency, periods of abolition of posts and reduction of staff, or to implement a restructuring approved by the General Assembly.

An Administrative Instruction and Information Circular will be issued shortly and further information will be published in iSeek.

Staff are encouraged to familiarize themselves with the new staffing system by using the below resources and briefing opportunities.

RESOURCES FOR STAFF

Secretary-General's Bulletins

- ▶ 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 [\(ST/SGB/2016/4\)](#)

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

- ▶ 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)**

Job network validation tool

- ▶ You can determine the job network you belong to by visiting <https://hr.un.org/staff-member-info/umoja>

[Fact sheet with all job networks](#)

Career Development and Coaching

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



Individual inquiries on the new staffing system

1. For general inquiries please write to mobility@un.org (all staff)
2. For questions on managed mobility for POLNET please write to POLNET-NST@un.org (for POLNET staff only).