










STAFF SELECTION AND MANAGED MOBILITY SYSTEM

POLNET MANAGED MOBILITY - 2016

Tentative timeline for semi-annual managed mobility exercises in 2016

Below table provides an overview of tentative timelines for the semi-annual staffing exercises under managed mobility in 2016 to assist staff and programme managers with their planning.

Time taken from start of exercise (publication of preliminary compendium/opening of opt-in period) to movement decision: around **170 days**.

STEPS		DATES OF FIRST EXERCISE 2016	DATES OF SECOND EXERCISE 2016
	Opt-in period Eligible POLNET staff members are encouraged to opt in via Inspira . Opting-out is only possible before the end of this period. No PHP needed at this stage.	4 - 17 January	5 – 18 July
	Expression of interest Positions that are confirmed for participation are published in a compendium. Staff have 30 days to view the compendium and express interest in at least 3 positions (no maximum). Full profile (PHP) now needed.	8 February – 8 March	9 August – 7 September
	Programme managers review suitable candidates Managers receive lists of suitable candidates and provide their comments and preference in ranking order.	21 March – 3 April	20 September – 3 October
	Preliminary placement recommendations Job Network Board (JNB) / Senior Review Board (SRB) convene to make preliminary recommendations for placement.	11 – 15 April	10 – 14 October
	Option to initiate Special Constraints Process Staff members who have been recommended for a position that they did not express interest in receive a placement proposal for another position and have opportunity to make a special constraints request.	21 April – 13 May	20 October - 11 November
	Special Constraints Panel (SCP) SCP convenes to review staff members' requests and provides findings to JNB/SRB.	18 – 20 May	16 – 18 November
	Final placement recommendations JNB/SRB convene to make final recommendations and provide them to the Secretary-General and Assistant Secretary-General (OHRM) for final decision.	23 May – 3 June	21 November – 2 December
	Placement decisions	9 – 19 June	8 – 18 December
	Staff are notified about the outcome	20 – 24 June	19 – 23 December



Information as of 20 January 2016. For comprehensive information on the new staff selection and managed mobility system and updated timelines please visit our dedicated webpage on the HR Portal: <https://hr.un.org/page/mobility>







STAFF SELECTION AND MANAGED MOBILITY SYSTEM

POLNET VACANCY TRACK - 2016

Tentative timeline for semi-annual vacancies exercises in 2016

Below table provides an overview of tentative timelines for the semi-annual staffing exercises under the vacancy track in 2016 to assist staff and programme managers with their planning.

Time taken from start of exercise (posting of vacancies to selection decision): around 170 days.

STEPS		DATES OF FIRST EXERCISE 2016	DATES OF SECOND EXERCISE 2016
	Posting of vacancies on Careers Portal Candidates apply to vacancies.	April (first half)	July (first half)
	Assessments and interviews Programme managers can provide input into substantive portion of assessments and may participate in marking and interviews.	June (mid)	September (end)
	Programme managers review suitable candidates Managers receive lists of suitable candidates and provide their comments and preferences in ranking order.	July (first half)	October (mid)
	Endorsement by Global Central Review Body/Senior Review Body	July (end)	November (beginning)
	Selection recommendations JNB/SRB convene to make selection recommendations and provide them to the Secretary-General and Assistant Secretary-General for final decision.	August (end)	December (beginning)
	Placement decisions	September	December (end)



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