

# Mobility and Career Development

## E-UPDATE FOR POLNET STAFF

Introducing a new staffing system to build a global, dynamic and adaptable workforce



20 November 2015

### Welcome!

We welcome you to this first e-update for staff in the Political, Peace and Humanitarian Job Network (POLNET)! This update is the first in a series of e-updates meant to familiarize staff members in POLNET with the key elements of the Staff Selection and Managed Mobility System. The new staffing system will take effect on 1 January 2016 and will be implemented in a phased manner with POLNET as the first network to go live. We hope that these e-updates will be a useful tool for you as staff.

Your Network Staffing Team for POLNET, Office of Human Resources Management (OHRM)



### What is the Staff Selection and Managed Mobility System under the Mobility and Career Development Framework?

In April 2014, the General Assembly adopted the refined mobility framework (A/RES/68/265). The framework sets the stage for a more strategic and holistic staffing approach to strengthen the capacity of the UN Secretariat to effectively deliver its mandates and to ensure that staff members change positions periodically in order to facilitate greater knowledge transfer and sharing of service between headquarters and field locations in relevant functions. The legislative framework for the new staffing system (Secretary-General's Bulletins and Administrative Instruction) is expected to be promulgated in December 2015.

The Staff Selection and Managed Mobility System is comprised of two complementary parts:

1. the filling of vacant positions which are expected to last for at least one year, and
2. the placement against rotational positions under managed mobility of eligible and suitable staff members who have been recruited following a competitive process including a review by a review body and who hold a fixed-term, continuing or permanent appointment.



### Who does the new staffing system apply to?

The new staffing system shall apply to the filling of vacant positions and the placement under managed mobility of staff members in the Professional and higher categories up to the D-2 level and in the Field Service category in the Secretariat.



### What is mobility?

A key component of the new staffing system is staff mobility: the periodic movement of staff to different roles, functions, departments/office, duty stations or a move to a different United Nations system organization.



### SURVEY - Interested in managed mobility?

If you are interested in participating in a managed mobility exercise, please take this survey: <https://www.surveymonkey.com/r/polnet>

It will help you to understand some of the eligibility requirements for participating in a managed mobility exercise.



### Why am I receiving this e-update?

Our records indicate that the position you encumber may belong to POLNET.

Job families under POLNET:

1. Political Affairs
2. Civil Affairs
3. Human Rights Affairs
4. Humanitarian Affairs
5. Electoral Affairs
6. Rule of Law
7. Security Institutions

Not sure if you are part of POLNET? You can [check here](#) in our job network search tool on the HR Portal.

To unsubscribe or subscribe please [click here](#).



### What is managed mobility?

Managed mobility is a new staffing process offering lateral placement opportunities for eligible suitable staff members within their job network. Upon reaching the maximum position occupancy limit against the position they encumber, staff members will be required to participate in a managed mobility exercise. Eligible staff members who have served the minimum position occupancy limit may also choose to opt in to participate in a managed mobility exercise.



### What happens in 2016? Mark your calendars!

In 2016, semi-annual staffing will begin for staff in POLNET:

#### Managed mobility

- First exercise: **4 to 17 January 2016** (opt-in window in inspira)
- Second exercise: **July 2016**

#### Filling of vacancies

- First exercise: April 2016
- Second exercise: **July 2016**

Note: In 2016, the participation in a managed mobility exercise is optional. Participation will become required as of 2017 for eligible staff in POLNET who have reached their maximum position occupancy limit.



### I have more questions, where can I go?

Visit the [HR Portal](#) for more information on the new [Framework](#) and also general [Career Development guidance](#).

Sign up for a webinar via [inspira](#)!

#### Webinar 1 - Mobility and Career Development Framework

*(General introduction to the new staffing system, covering all aspects)*

Next dates:

4, 11, 18 and 22 December 2015

#### Webinar 2 - Managed Mobility

*(Focus on managed mobility; for staff who wish to opt in in 2016)*

Next dates:

8, 16, 23 and 29 December 2015

To submit questions to be covered in the next e-update [click here](#).