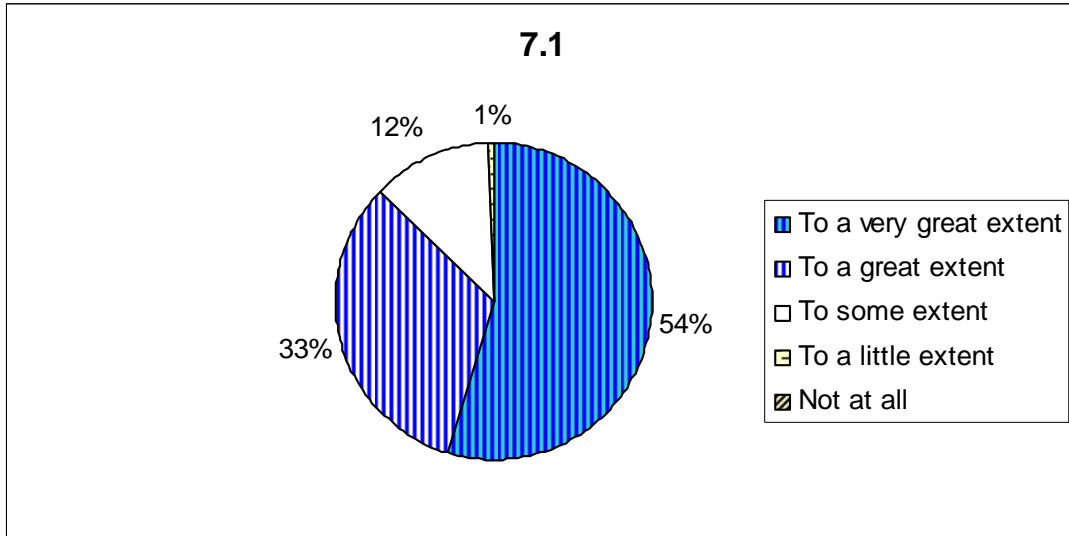


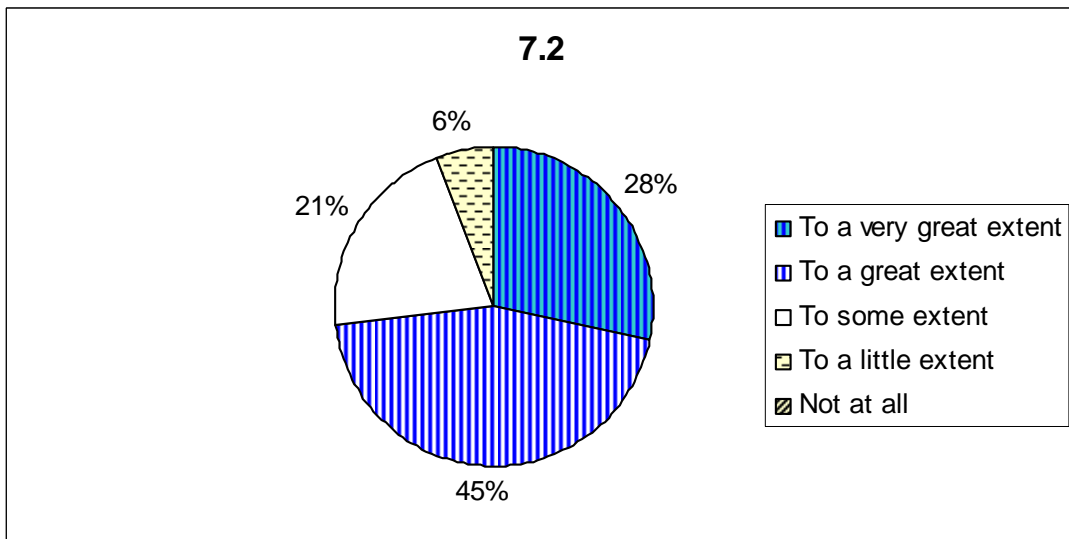
## Section 7 – Career Development

**7.1 To what extent would you like to pursue a career with international development upon the end of your assignment?**



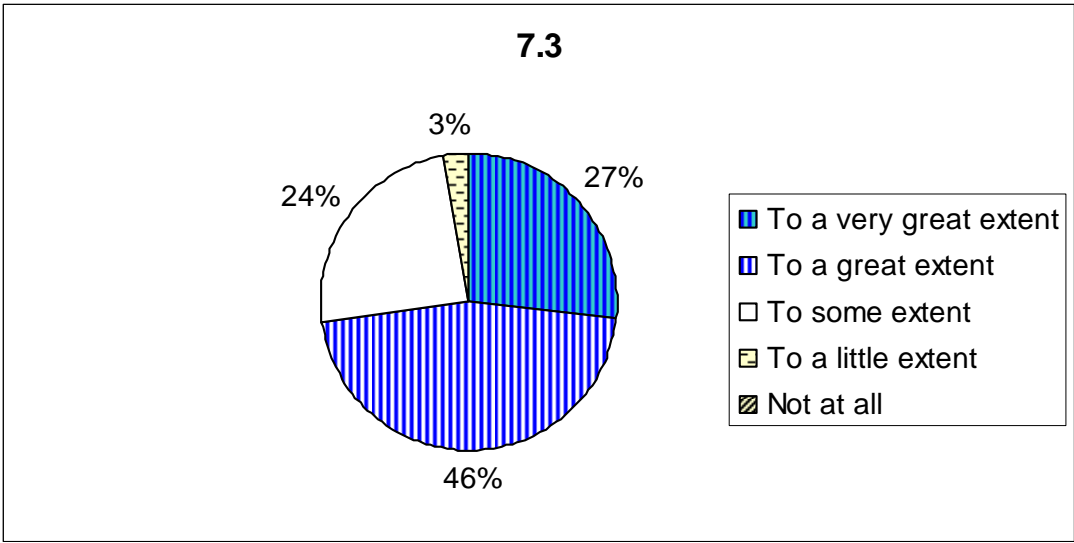
|   | To a very great extent | To a great extent | To some extent | To a little extent | Not a all |
|---|------------------------|-------------------|----------------|--------------------|-----------|
| <b>2005 results</b><br>150 answers (82/49/18/1/0) | <b>54%</b>             | <b>33%</b>        | <b>12%</b>     | <b>1%</b>          | <b>0%</b> |

**7.2 To what extent do you feel that your JPO assignment has contributed to strengthening your competencies?**



|   | To a very great extent | To a great extent | To some extent | To a little extent | Not a all |
|---|------------------------|-------------------|----------------|--------------------|-----------|
| <b>2005 results</b><br>137 answers (39/61/29/8/0) | <b>28%</b>             | <b>45%</b>        | <b>21%</b>     | <b>6%</b>          | <b>0%</b> |

**7.3 To what extent do you feel that your JPO assignment has contributed to strengthening your chances of getting a job with an international development organization?**



|   | To a very great extent | To a great extent | To some extent | To a little extent | Not a all |
|---|------------------------|-------------------|----------------|--------------------|-----------|
| <b>2005 results</b><br>143 answers (38/66/35/4/0) | <b>27%</b>             | <b>46%</b>        | <b>24%</b>     | <b>3%</b>          | <b>0%</b> |

#### **7.4 What type of career development support could the JPOSC provide to JPOs who would like to pursue a career in international development?**

##### **Information, support and counselling:**

“Networking”

“Informing about where and how to look for internal posts and training posts within UNDP and other UN organizations. Help with improving the CV.”

“-more P2 and P3 positions publicized within UNDP HQ and COs!

-career counselling?

-actively circulating CVs of JPOs ending their assignment to senior UNDP managers, maybe bi-monthly all JPOs whose contract ends in the next 3-4 months (if they wish)

-contact”

“The JPO CV and talent rooster is great! As is the alumni association. Maybe add a site on jobs available (job ads) in international organisations (not only UNDP).”

“I am familiar with all the websites but some other JPOs might find a list of websites useful (Dev-Net, Relief Web, One World, BOND etc.).”

“By lobbying and informing UN agencies and institutions on what is JPO programme.”

“Assistance with obtaining a post-JPO assignment.”

“If you could help us to find a job, towards the end of our assignment that would be good. Also, temporary reassignments, e.g. to peacekeeping missions, during our JPO period would strengthen our CVs.”

“UNDP should encourage its JPOs to remain in the system. JPOSC should do lobbying for JPOs in this regard.”

“(a) "Alumni" network - database of ex-JPos with current workplace, address, etc.

(b) Information on vacancies UN-wide.”

“Link up organizations/agencies with JPOs who are about to separate and/or inform JPOs about vacancies possibly also outside UNDP.”

“There could be some information on how to discern between real job postings and the ones that are obviously already filled and just posted for the procedure. There could be more links to other agencies not related to the JPOSC such as UNICEF who circulates a bulletin for internal job postings.”

“JPOSC should have a focal person at the senior policy level of the UN who ensures that the JPOs who have acquired increased skills and knowledge are taken into consideration while applying for posts after their JPO assignment, due to the fact that resources, knowledge and trainings have been invested in JPOs.”

“Job listings and leads on where to apply after the assignments.”

“Information of opportunities - not just within UNDP but NGOs, Donors, EC, The banks etc.”

“Updating and maintaining a website with vacancies and job opportunities.”

“Available posts, internal recruitment should be available to JPOs as they already undergone a serious recruitment process...”

“More information about current vacancies could be circulated through the JPO-net.”

“Haven’t given this enough thought yet. Sorry. Good question though.”

“-Give them opportunity to have career management training;  
- continue to share job vacancies with them;  
- diversify the vacancies by including other offer from other agencies different from UNDP;  
- give them information about the personal need of each kind of agency.”

“Information about available posts, information about recruitment possibilities.”

“The JPOSC could be a more active broker within UNDP/the UN system, using RCA outcomes and informing RR and HQ managers on high potentials. This might help to keep more JPOs in the system...”

“Keep informing JPOs about job opportunities within the UN system.”

“Actively mentor JPOs and support them to identify and match suitable vacancies and also support/back them as internal candidates during the application process.”

“To provide information on selection rounds for job opportunities within UN other organisations.”

“Help on new recruitment etc...”

“(1) To set a carrier development focal point/ counselling who can advise the career course, agencies, programmes and posts in international development organization (or at least UN families organizations) based on JPOs interest.

(2) Online trainings on programmes and sectors of UN agencies working in (with certificate so that the course can be included in the CV).”

“Additional "tailored" training opportunities co-funded by the JPO, UNDP and the JPO centre (the contributing Governments).”

“In addition to career development support as such the JPOSC could provide information on pursuing higher level studies (PhD) that one normally has to undergo particularly when on a specialist/advisor-type of a career track.”

“Keep encouraging networking among JPOs and ex-JPOs.”

“The support that you give already is not bad”

“1)Ex-JPO maintain access to the JPO and other knowledge networks  
2)information about trainings, courses and conferences  
3)information about job vacancies in UN system  
4)JPOSC as reference/recommendation when submission of applications.”

“To promote staff mobility between development agencies like World Bank and to reinforce the training level of JPOs.”

“More info about possibilities for reassignment.”

“Facilitating On-line course for skill development.”

“-Avail JPO career profile to prospective future employees  
-Notify JPOs where opportunities exist.”

“An alumni UNDP job mailing list (perhaps this exists already?).”

“Strong advocacy for internal recruitment.”

“More information about training opportunities and vacancies.”

“Training in interview skills and Marketing themselves - sample for an achievement oriented CV.”

“Mock interviewing session (phone or face-to-face), lobbying for the internal candidacy status to be granted during the ALD part of cost-shared extension.”

“Organized sessions on career development, outlining various options. Access to a career counsellor.”

“More UN job postings, in part SSA which is not advertised on the official UN websites, to be circulated (already done to some extent but could be intensified since SSA is a very likely modus for JPOs to continue)”

“JPOSC should be active in pursuing the interests of JPOs within the UN system to increase their opportunities of being retained by the organization. If not, although the JPO experience is valuable, it runs the risk of partially defeating its purpose for Donor countries who try to ensure representation within the UN.”

“Career counselling services; Career development training.”

“Maybe it would be possible to retain ex-JPOs in the database for employment opportunities for at least two years after they have left their posts. In addition, maybe COs could be made more aware of the possibilities of retaining JPOs once they are no longer funded by their governments. JPOs could also be better informed about databases like Galaxy and the various rosters which exist for certain agencies such as UNHCR and WFP. Although possibly there could be more individual guidance for those in posts which do not have a clear career path.”

“Better promotion and wider use of the CV & Talent Roster.”

“Inform on job adds (as you do) and career opportunities in general.”

“Guidelines, tools on how to apply and follow up UN jobs.”

“I don't know what is offered at the end of the assignment now, but career counselling would be a good idea.”

“Through the LEAD programme.”

“Act as a link between JPOs and potential future employers.”

“More focus outside UNDP would be useful, like information on some of the larger NGOs working in development - may of whom have their own courses (Red Cross, MSF etc..) a section on the Website with info on these? (Or links) Some advice on how to go about trying to stay within the UN by means other than LEAD or being kept for a short while at your duty office

would be useful. LEAD is very limited, and the step from JPO to many of the Jobs posted on the UNDP mails is quite large - many JPOs will not have the experience required for these.”

“Make vacancies known via the JPOSC website inform JPOs on where former JPOs end up (I have not checked yet, but I suppose JPOSC does the above already).”

“Training/preparation for assessment centres and competitive interview processes.”

**Other comments:**

“Personally, I feel there is a gap between the level of JPOs -P2- and the internationally posted assignments -generally P4, P5-, and there is just no way of getting access to the in-betweens.”

“The main problem is that there are not so many P3 and P4 positions available in the field. In order to develop career opportunities a transition from a P2 position to higher positions is required.”

“Within UNDP there does not seem to be a personal development strategy/planning. UNDP HR should strengthen initiatives such as Talent Management and assure more transparency in recruitment processes”

“I think JPOSC is already providing much through all the training opportunities.”

“Reinforce advocacy towards REPRESENTATIVES in order to allow easily the use of DTTA.”

“Be a better match maker between JPOs and organization's expectations.”

“You tell me...”

## **7.5 Further comments on career development and where you see yourself after your JPO assignment:**

“I would hope to have the chance to stay with the UNDP, either through the LEAD programme or through the [*donor*] sponsored P3 positions. (Or any other assignment of interest within UNDP).”

“Continue to work in UNDP in RC or HQ.”

“In a similar job as I have at the moment! But in a cooler climate... (which I know could be tricky since most developing countries lie in the tropics...).”

“I will most likely return to work for an international NGO.”

“Either within UNDP, if I am offered an interesting position with adequate level of responsibility and decent contract (not SSA) - or outside of UNDP in a bilateral organization such as GTZ or EU, World Bank.”

“I have received an ALD contract from my office for the next half a year.”

“There is a clear career path in the management area (e.g. LEAD), but not for technicians (e.g. economists). UNDP should sponsor PhDs and then take back these experts.”

“As a UN s/m at P-3 level.”

“I aspire to stay within the UN System or get some bilateral experience in the Swedish Development Cooperation.”

“In the UN system, UNDP, UNICEF, DPKO or UN resident coordinators office.”

“I hope to be working in the national development agency in the future.”

“I am quite pessimistic about the outcomes of finding a fixed job in the development field, rather I understand that it is our lot to endure full mobility and short term contracts or consultancies as most realistic career opportunities.”

“After my JPO assignment, I definitely see myself at a senior managerial level in the UN. I am using my prior work experience and knowledge and contributing to my Country Office's programme delivery. I am learning more and acquiring more skills and knowledge.”

“After the JPO assignment, I would see myself in a program analyst or manager position, and permanent staff of an international organisation.”

“UN coordination.”

“Not clear yet.”

“Due to my family situation I have to leave the UN and go back to my home country. Nevertheless, it will be a development oriented job!”

“I see myself working for the UN in another country (would love to work in Eritrea), and possibly in the same field (gender).”

“I'd like to see myself working to foster socio-economic partnership between Europe and the Middle-East, in the Middle-East.”

“As already discussed with UNDP Country Office Senior Management I envisage to stay in Sudan an extra year after my JPO assignment.”

“Not sure yet -I have to see how the assignment will shape.”

“Not really clear yet.”

“I am not really able to answer questions 7.2 and 7.3. because I have been a JPO for only 3 months.”

“Just started assignment, no opinion yet.”

“No idea at the moment first a maternity leave will be taken.”

“I just started JPO assignment so I cannot answer 7.2 and 7.3 above but it will be in the future, I think.”

“JPO-ship has had helped me in strengthening competencies, however, my impression is that there are too few opportunities anyway.”

“I am still too much in the starting phase of my JPO assignment to be able to judge my career perspectives within the UN, but my first impression would be that I would like to stay and work for the UN - perhaps for another branch, or do something completely different.”

“Within UNDP. I feel it would be useful if JPOs would be given the opportunity to a specific evaluation after 2 years of service.”

“I see myself in a job where I can use my pre-employment skills, hopefully in combination with the skills I have acquired with UNDP.”

“I would like to pursue my career of policy economist in the field of development particularly in poverty and Governance. I would like to continue this career in the field (in developing countries Africa, Asia and Latin America). About the institution, my hope is to continue within UNDP but I have also the wish to work in the World Bank.”

“Would like to try working in both CO and HQ to see the different sides of UNDP.”

“After my JPO assignment, I hope to continue working with UNFPA or agencies (UN or otherwise) involved in population and reproductive health-related activities.”

“In truth, on the basis of my actual experience to date, I do not see myself with the UNDP. It is more likely that I would return to work for the European Commission, or take up a contract with another UN agency. However, as I am currently considering the option of reassignment, perhaps my impression of the organisation may change dramatically!”

“I would like to stay with UNDP, ideally the LEAD programme.”

“This assignment could lead to working for either a UN agency or the foreign ministry, or NGO sector, it provides good experience for various posts.”

“Continuing in Human Resources.”

“I have only seen UNDP at its best so far and I am yet to be disappointed. Having discussed with fellow JPOs, I realised it is far from being the case everywhere and I really appreciate the effort of the people in my team.”

“Experience at one country office is not enough to give a clear view of how one fits within the UN and participates as a representative of the UN to global development. A rotation exercise would be more effective to develop ones skills and gain perspective insight into the agency’ operations and its international development work overall.”

“UN agencies should provide further opportunities to keep JPOs in their organizations... Losing JPOs is a lost for the organizations. L3/P3 should be created, at least in UNFPA!”

“It’s too soon to say whether this assignment has or will strengthen my chances. If I am not utilized to the level of my abilities and experience, I may leave early.”

“I see myself continuing to work within the UN for a while but probably with a different Agency. At a certain point I may wish to change to an international organization since I have also been quite disillusioned with the UN.”

“I am trying to find a position within UNDP (preferred organization) to remain within the organization after the end of my JPO assignment in February. I believe that I should remain within UNDP as my sponsor invested a great deal in me and I, myself, have invested personally and professionally to succeed and deliver excellent work. I am grateful for the two-year experience and think that I could have even had a better chance (of exposure, career development, etc.) if I was assigned in a different place - indeed, in my present unit, I am not always fairly treated vis-à-vis workload sharing and training opportunities; however, no experience is un-useful. I am still happy about what I have learned and contributed and truly hope that it will continue if I have the chance to develop more skills and experience by remaining in the UN. When that time comes, I will know that everything happens for a good reason.”

“Sending job advertisements as is currently done is very helpful indeed. Personally I would like to move into the communications field with a donor relations slant. I am currently involved in this, but would like to have a more clearly defined role in my next posting. Above all, I would like to remain within the context of a peacekeeping mission or post-conflict/conflict zone. This adds new perspectives and challenges to one’s role”

“I would be very interested to continue working for the UN in the field of human rights/democratic governance/gender upon expiration of my JPO-ship.”

“I would hope to continue working in development within the UN system or with one of the other multilateral agencies.”

“I would like to spend a third year in the actual duty station and then change duty station working for the same organization.”

“Either in a specialised UN agency (UNIDO, ILO) or outside in consultancy.”

“Being a JPO is a great opportunity. Yet I find myself worrying that as I am not learning half what I expected, this important time at the beginning of a career can also be a handicap. In two years or more, in a smaller organisation (where resources are less likely to be wasted) someone might learn a lot. Having a 2+ year UN assignment on your CV is nice - but generates a lot of expectations, as well as does the salary received during this time. It might not only bring advantages. Also, I believe it is very important for a good programme/project officer to understand fully the realities of our counterparts work: including project and field work. Some JPOs have limited experience in this, and being quite removed from this area during this time early on in our careers is certainly not an advantage. I feel in my case I definitely need to find ways to work closer to the projects themselves to limit this gap in knowledge/experience. Unfortunately, some of my senior colleagues reflect this lack of understanding in their work.”

“Not working for the UN System particularly but for international NGOs, consultancies or governmental organisations in my country. I feel that UN is too hierarchical and inefficient for my personality.”