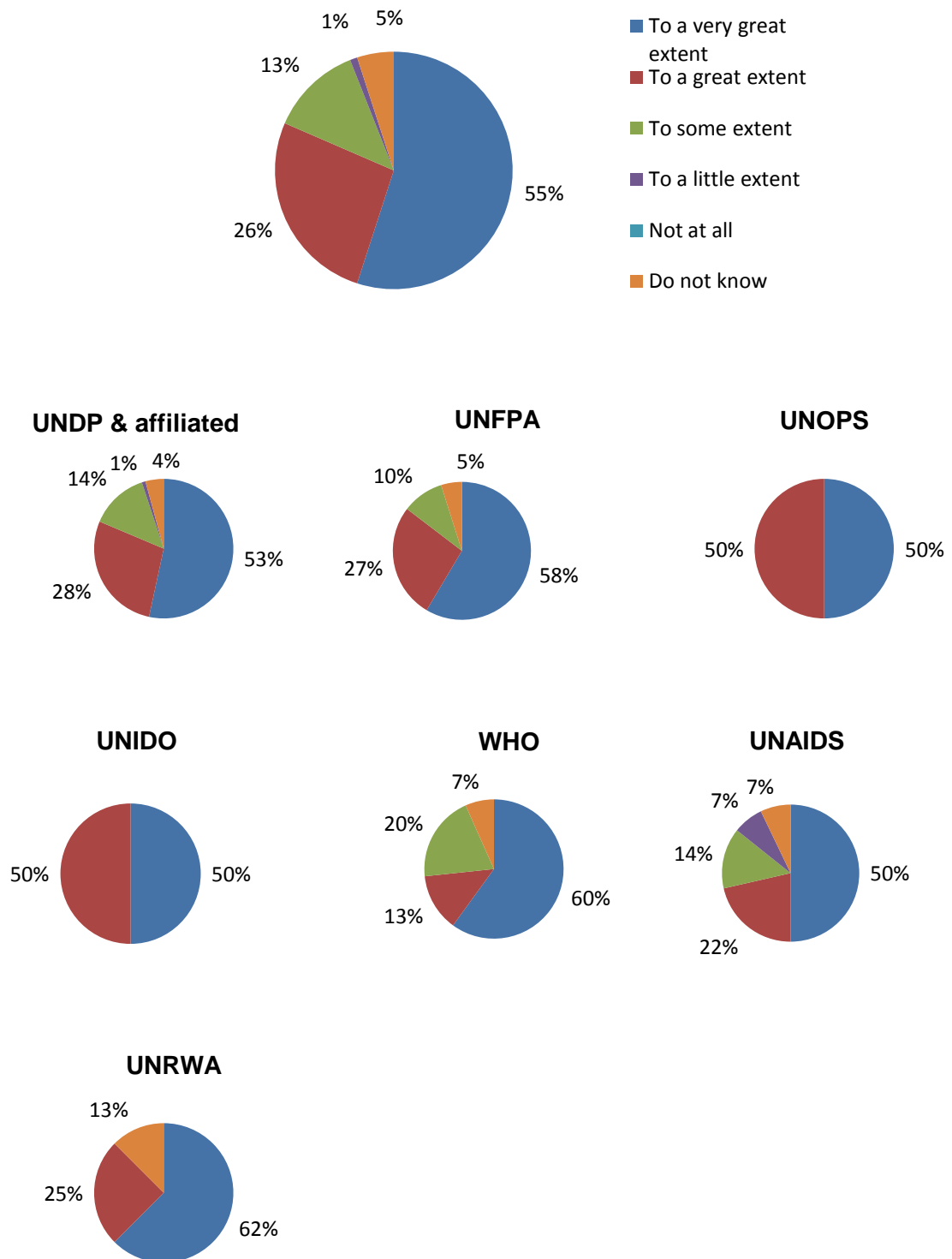
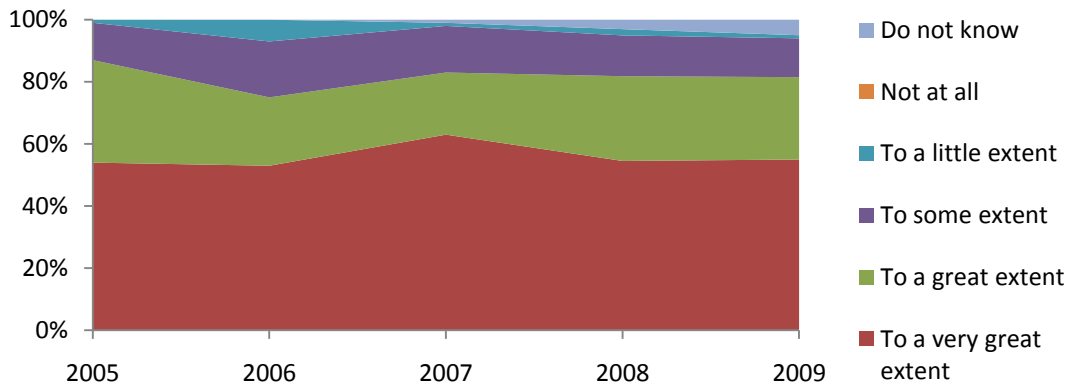


Section 7 – Career Development

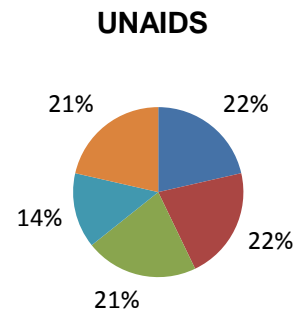
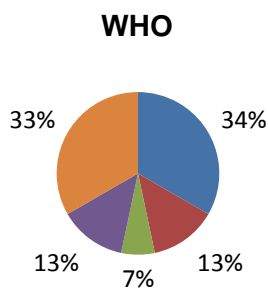
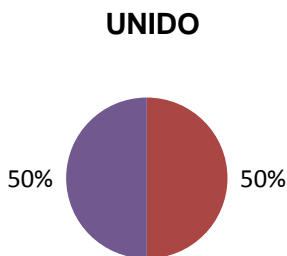
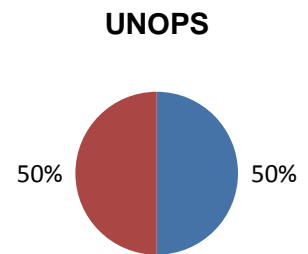
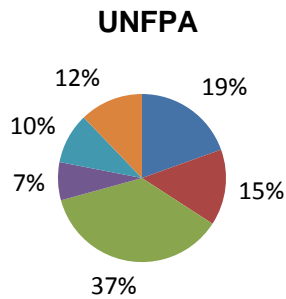
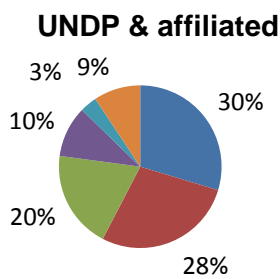
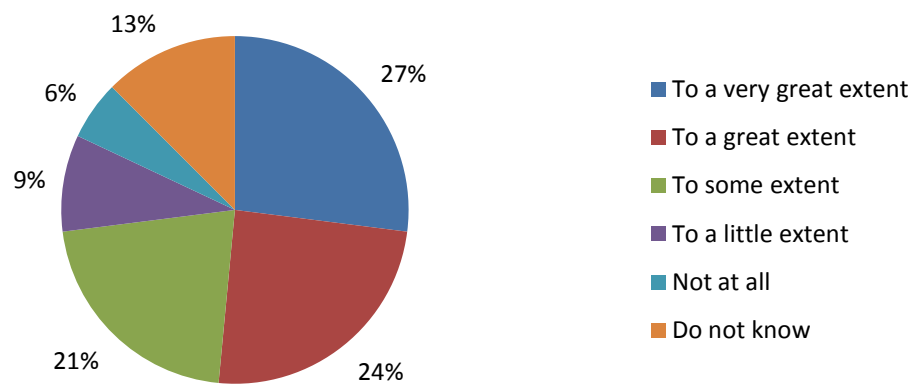
7.1 Would you like to pursue a career with international development upon the end of your JPO assignment?



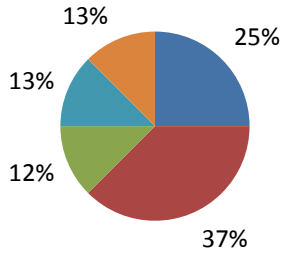
Comparison of global results from 2005 to 2009



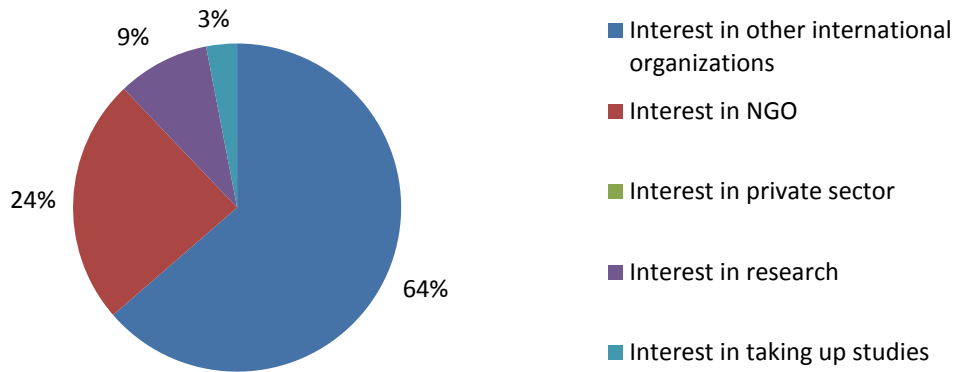
7.2 Would you like to pursue a career with UNDP upon the end of your JPO assignment?



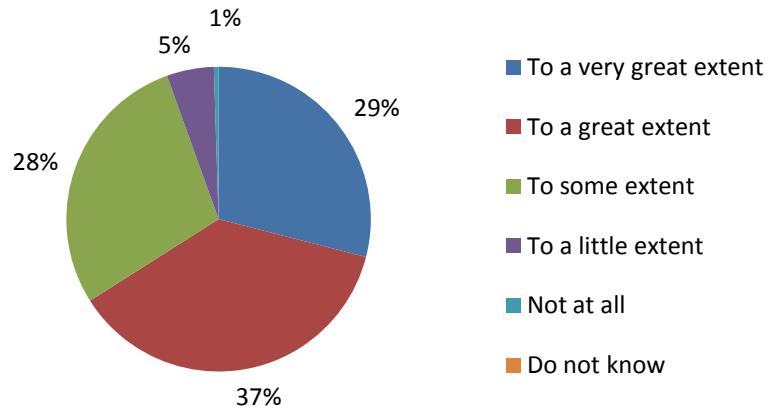
UNRWA



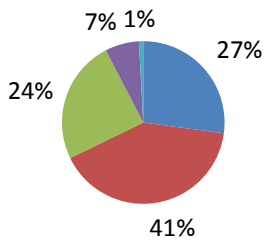
7.2.1 If not, why?



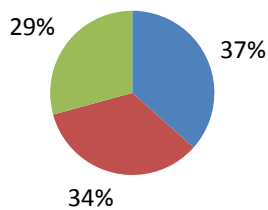
7.3 To what extent do you feel that your JPO assignment has contributed to strengthening your competencies?



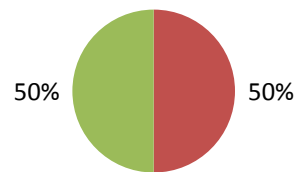
UNDP & affiliated

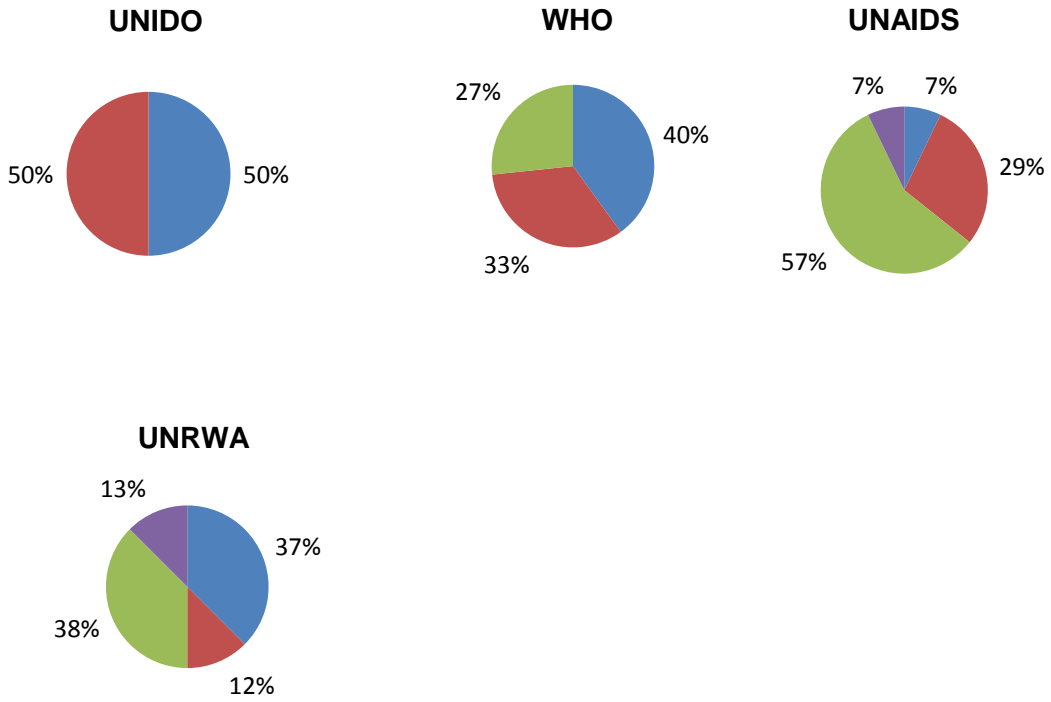


UNFPA

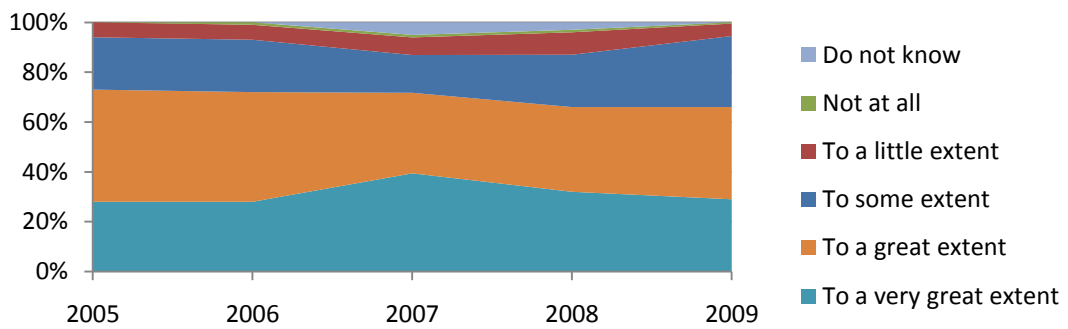


UNOPS

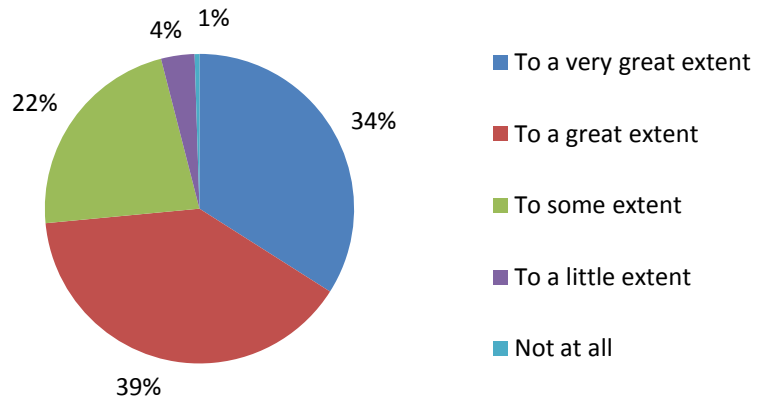




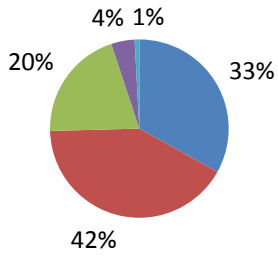
Comparison of global results from 2005 to 2009



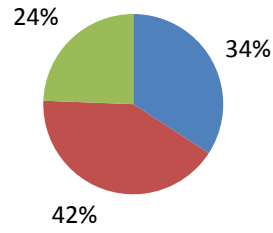
7.4 To what extent do you feel that your JPO assignment has contributed to strengthen your chances of getting a job with an international development organization?



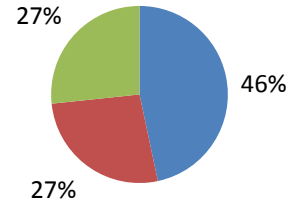
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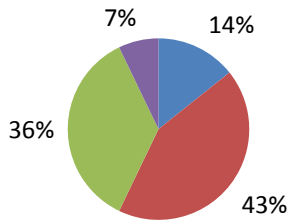
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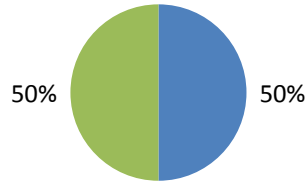
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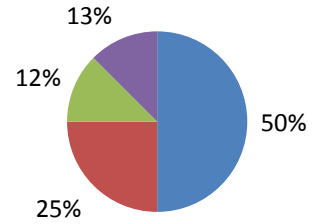
UNAIDS



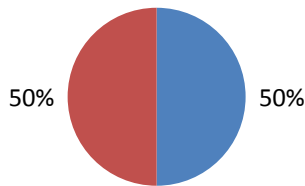
UNOPS



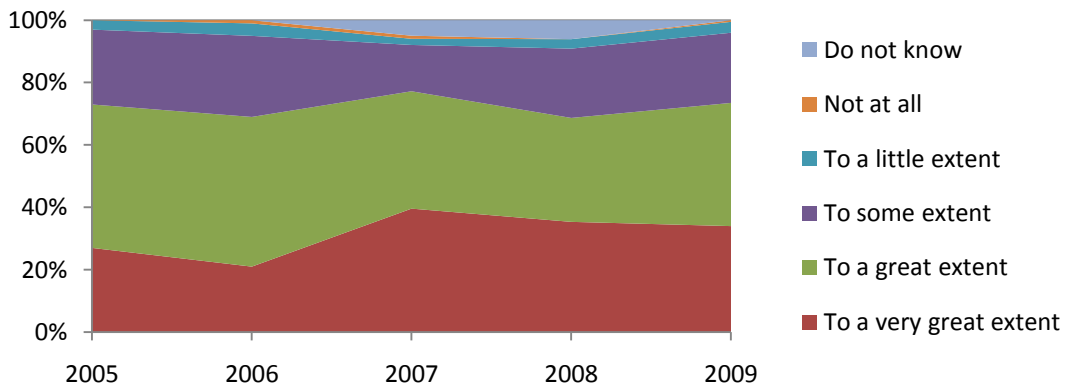
UNRWA



UNIDO



Comparison of global results from 2005 to 2009



7.5 Have you already undertaken any actions in terms of career management?

“Just a few.”

“No”

“No”

“Yes”

“No”

"Yes;"

"Yes"

"Yes"

"Yes"

"Not really yet, I would like to link my training plan this year to potential career development."

"Not yet, since I've just started my JPO assignment since less than 3 months."

"yes"

"Yes"

"yes"

"NO"

"no"

"Apart from networking, I have not taken any action as I am only in my first year."

"yes"

"Researching UNDP Jobs and TOR there in order to plan my own career development"

"I am discussing with my supervisor and the country coordinator as well as UNAIDS HQ."

"yes, i have applied for other position within and outside the UN"

"somewhat yes"

"Not yet"

"Yes."

"I participated to a teleconference organized on this subject; I have discussed my future perspectives with my supervisor; I am planning which training and studies to undertake in parallel next year as I am not very optimistic about the chances to get another assignment after the JPO in a different field, because I am not very keen to continue working in my specific sector of assignment."

"No"

"yes"

"Well, after 5 or so years in United Nations, I Would like first to study another master related with energy and economic issues and then I would like to come back."

"No, I have just been assigned as a JPO."

"Not really"

"NO"

"No I haven't"

"yes"

"No"

"Not yet"

"Yes"

"Not concretely, if it's not keeping the ears open about possible further studies and employment possibilities."

"Not yet."

"No"

"No"

"Yes, exploring knowledge gaps and finding the right trainings to address these. Checking vacancies."

"Yes, I discussed with my director the possibilities to continue with my current position beyond the two year JPO period."

"I have applied to several job openings and have arranged several meetings with Section chiefs."

"no"

"I talked to my supervisor about the possibilities to continue with my agency] and she explained me we would have to discuss that during my last year. I also applied to some vacations."

"Career Day in Geneva, organized by other JPOs; Application for LEAD 2010"

"Yes I have applied for new posts and have been selected for one."

"not yet"

"no"

"I intend to intensify actions regarding career management in the following months."

"no"

"No, since I just started my assignment here []. Just hoping I will be able to produce as soon as possible."

"no"

"No"

"Yes."

"I have applied to several professional posts within UNDP and other UN agencies"

"Yes, I have been accepted to the LEAD programme."

"Yes some, looking at employment sites of relevant UN agencies"

"I took actions regarding a transfer to UNDP headquarters in New York for the third JPO year, which I believe will increase my chances of getting a job within UNDP after my JPO assignment."

"no"

"Thinking of which specific areas that I should pursue in HIV field."

"yes"

"Over the past several months I have consulted colleagues officially and unofficially on the move from the JPO programme to taking the next step."

"a little bit of networking and informal research on the opportunities within my agency"

"yes"

"Not yet but starting soon."

"yes"

"no"

"Not yet."

"No"

"Yes"

"Yes"

"I have applied to UNDP Lead."

"Explored options for a third year at HQ or regional office"

"Yes. I am doing it every day."

"No, not yet"

"No"

"Not yet"

"Not really"

"Yes"

"no"

"Numerous applications"

"Not yet. This seems to be completely missing from the UN system in my duty country. There is no mentoring on the side of more experienced colleagues on this aspect. I will start applying for other jobs soon as I am quite unsatisfied with my current job."

"Yes"

"Not yet"

"NO"

"No concrete action yet."

"Networking and planning strategic learning activities."

"Yes, I have applied for a few positions unsuccessfully."

"Not yet since I was a JPO since about 10 months"

"No"

"Yes."

"I will have a short term contract with my agency at the end of my JPO contract"

"No."

"No intensively, I joined last quarter of 2009"

"No not yet"

"I am planning my DTTA use based on career management and have a supervisor who is very interested in "positioning" me career wise which is nice. At this point I am keeping my eyes open"

"Yes, to some extent"

"No, I haven't"

"no"

"Not yet I still have 1 more year to go as a JPO"

"No"

"No - I have started 2 months ago. But am planning to enrol in mentoring program and currently planning my training for the rest of the year. Also trying to use all networking opportunities."

"No"

"Applying to UNDP LEAD programme and some of the vacancies"

"no, but these actions happen naturally (networking, collaboration etc etc). Get informal job offers from other organizations"

"Yes, I applied for the LEAD programme."

"not yet apart from collecting information and doing a bit of networking"

"Yes"

"looking for jobs online, networking, completed training courses to specialize further"

"Yes"

"Yes"

"No yet, I am thinking a lot about that those days, I feel that I am going backwards instead moving forwards, I feel that I am losing professional chances to get a future job in my profession ([])—due to the changes in my TORs to remain in the Duty Station and please myself (in some extent) and the organization (RR,DRR and the JPOSC)."

"Actively pursued new tasks and thus acquired new skills. Built relationships to colleagues on all levels."

"Yes, looking into PhDs."

"yes"

"I have only just started, so I haven't undertaken any large actions for career management. Learning, networking and participating to trainings, will be activities that I will carry out as much as possible"

"Not yet (I've only been here for 3 months). I will most probably start during my second year of assignment."

"no"

"no"

"yes"

"not yet"

"No, I am only starting my second year now"

"None other than networking"

"Yes, I have."

"No"

"Yes."

"yes"

"Not apart from networking, since I haven't even completed my first year"

"Yes I have been contacting several UN Agencies and applied to positions within the UN System"

"Yes"

"No"

"Not yet, but I will start very soon"

"NO"

"Yes, contacted colleagues to explore job options, identify interesting/suitable parts/bureaus of UNDP."

"Not yet."

"Not yet."

"yes"

"Submitted some applications for posts, searching posts which may be relevant of my experience."

"Not yet and I would like some guidance in this regard."

"Yes"

"No"

"Not as yet, as I have only been a JPO for 11 months. But I try to keep my eyes and ears open for possible opportunities."

"No"

"not yet"

"Not really"

"Some, but not that many. I will start more now."

"Not yet but will start soon."

"yes"

"NO"

"No, not yet. I think it's too early since I have been assigned into my duty station only two months ago."

"yes"

"Exploring LEAD programme and requisites for applying."

"Not yet"

"Working within an international organisation allows you to network both within and outside your organisation. I have also applied for other jobs."

"To some extent, but more in relation to personal issues of being able to live together with my partner in my future assignment after the JPO experience."

"no"

"No"

"No"

"only little action"

"Applied many posts"

"no"

"Not yet"

"No"

"yes"

"No"

"Not yet concretely, because I started just [a couple of months ago]. But sometimes I consult UN web vacancy site."

"Yes"

"No, I have just started as an JPO"

"Not yet. Only reading about job posting to see what kind of skills are required."

"No"

"Yes. I have applied to several positions in UNFPA"

"Yes."

"yes"

"I have glanced at the some of the vacancies on jobs.undp but nothing concrete yet."

"I have been offered to stay for a 3rd year, but I have not made a decision yet. I would like to stay with UNDP if I found a position in my preferred area of work. I like my current position but maybe not enough for a 3rd year."

"no"

"started active job seeking"

"Yes"

"yes"

"not yet"

"Yes."

"Yes"

"yes"

"just having a glance to undp or other ngo web site in the vacancy section"

"Application for LEAD programme, training and looking for a vacancy post publish in the web site"

"No, I just joined my duty station two months ago"

"I am keeping in close contact with my country representation and respective organisations"

"No"

"I will have another one year contract with the organisation as continuation of my JPO contract and I should start actively applying other jobs"

"I am strategic with the courses I take, but other than that I only just finished my first year."

"yes, applications etc"

"No"

"No"

"No"

"I am studying job postings within the UN system."

"Yes"

"No, apart from starting to create a network"

"I am always networking and also keep in touch with potential good/useful contracts in order to seek guidance on jobs in the field. I pursue trainings and courses that are relevant."

7.6 If applicable, what actions have you undertaken (Networking, collection of information, applications...)?

"Collection of information mainly and some networking."

"Conducting my RCA"

"I am applying for jobs and I browse vacancy pages; networking"

"Applications, networking"

"Networking, collecting information, sending my CV for reviews"

"Applied to one UNDP position"

"Yes, networking and collection of info to some extent, I have done it."

"applications, networking"

"started to apply for jobs"

"Networking, applications, verbal agreement to continue current work"

"networking and collection of information"

"I have started networking, checking web sites, applied for a position"

"all of the above"

"networking, collection of information"

"Primarily networking, opportunity scanning and some (informal) mentoring"

"networking; collection of information through internet; applications to various posts."

"networking, one application"

"Collection of information for masters or PhD."

"Networking with other JPO's, colleagues etc,"

"Yes, networking, collection of information and applications but I want to increase that during my 3rd and last year."

"Networking and applying"

"Applied to LEAD."

"- contacting [my donor country] for collection of information; - contacting [my donor country's] Permanent Mission to the UN in New York for collection of information; - networking with JPO in New York"

"Networking with people in the field of HIV and public health."

"Networking, collection of information"

"applications, interviews"

"Since my contract ends in less than 5 months time I have started to circulate my CV to my professional network, and started to apply for positions."

"I improve my language skills, attend courses and improve my skills in writing job applications and interview technique."

"Networking, Collection of information and research."

"Networking, discussions with my supervisor about the second phase of the programme I work on, etc. I have also received - and turned down - a number of unsolicited job offers."

"Network in NY and ARO"

"Networking and scanning vacancies"

"Networking and applications."

"collection of information regarding UN agencies and offices"

"Networking, collection of information,"

"I have not applied to any position but I am active in networking."

"Ditto"

"Networking; positioning for the upcoming restructuring of my office"

"applied for LEAD"

"Networking, collection of info, applications"

"I'm thinking those days about what is the best I can do. I think I will send an email to my HR in the JPOSC to get advice, due to my special circumstances."

"networking and collection of information..."

"I am already collecting information that might be relevant for the future."

"networking +++; information on job vacancies"

"Networking"

"I have been networking, collecting information, and applying for vacancies."

"Mainly networking. I am now at the beginning of a new assignment. I have chosen my new department and area of work through interviews with different departments and networking. I have submitted applications online but never received any positive response and was never invited for an interview even though my cv matched the profiles requested."

"-Networking; -Applications"

"- Networking with colleagues, partners; - Research on relevant information; - Submission of applications"

"collecting information, networking, specialisation"

"I applied for the LEAD programme"

"Collection of information from the LEAD website."

"Networking and applications."

"information collection, networking"

"Networking and applications"

"Networking as much as possible with HQ and regional center; already browsing job offers to see what is required and is in the process of applying to the most relevant (since I still have approx. 1.5 years left of JPO)"

"Networking here in [my country office] with other agencies colleagues and collecting relevant information about career."

"Application, collection of information and networking"

"None"

"Networking."

"networking and applications to P3 positions"

"Discussions with my supervisor so far.."

"learning French, Collecting information and applying for jobs."

"well, mostly networking"

"Notified my network that I start looking for a job.; Looking on jobsites to see what positions are available"

"Just started (little prospective/research through the net)"

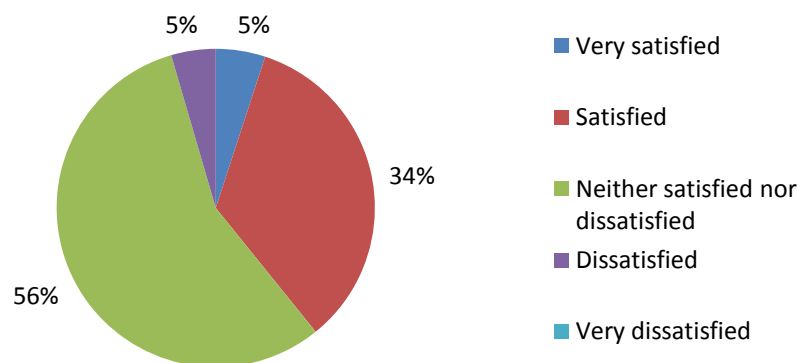
"collection of information and networking with colleagues, above all colleagues of previous assignments"

"I am networking and working on some applications in UNFPA."

"Networking, collection of information, follow up of job opportunities"

"Will start to apply for new positions within the UN mission structure."

7.7 How satisfied are you with the career management services provided by the JPOSC (dedicated website, face-to-face sessions, CV Roster, Job Ads?)



Comparison of global results from 2007 to 2009



7.8 What further career development support could the JPOSC provide to JPOs who wish to pursue a career in international development?

“Tips on how to change from one sector of activity to a different one.”

“The service should include JPOs under UNAIDS as UNAIDS gives virtually no career management support to JPOs”

“circulating internal vacancies”

“CV writing assistance, Mock interviews, Competency based interview training etc.”

“Encourage more P/L3 posts among the JPO host organisations”

“Give advice and support to those JPOs who want to change office in the 3rd year of their assignment, as it might be an opportunity for them to facilitate streamline and sharpen future career interests, especially if they are not fully satisfied about the current experience.”

“more links to NGOs”

“Seminar or counselling for JPOs in their final year”

"Information about the specific tasks to be developed in each international organization; access to the vacancies..."

"To make the offered career development support services more visible (What services can I get from the JPOSC?)"

"It's not always about websites and where information can be found... the JPOSC could probably/potentially be more engaged in linking interested JPOs with units, offering two page summaries about UNDP's work in certain areas, etc... at the moment the career development- it seems- depends to a large extent on the professional networks which however depend on the supervisor's support to introduce the JPO and support his/her career development. A more formal career development support would be a great value added of the work of the JPOSC."

"If agreed to, have contacts to former JPOs in order to guide"

"More info regarding work in other agencies of the UN System or in other international organizations."

"Something earlier."

"Keep up the good work. Online Skype sessions with Lykke, Michael Emery and others have been particularly useful."

"Individual counselling and sharing more postings"

"If JPO Center provide face to face sessions on career development by Skype, that will be ideal."

"Better and more honest information. The discourse used by the UN HR is old-fashioned and discourage personal investment. Often JPOs are told not to expect anything from the UN system - on my induction course in NYC we got very little information on actual career opportunities within the agency due to this fear of creating expectations. JPOs understand well the nature of their contract and that the UN system cannot absorb all of us, but we should still have know what the actual opportunities are, so one can make an informed and adapted career choice."

"Circulate available positions even other than UNFPA ones."

"don't know"

"Focus much more on work-life balance. Maybe especially for women and having a family while working in development. Even at HQ, senior management talked of a huge drop off of women working in International Development at a particular age, as well as the difficulties women face being the "career" minded person in a partnership. There are real challenges faced by women in this area, and I don't think there is enough focus on keeping women able to enjoy their career, have a successful relationship, and have a family."

"[My donor country] informs new JPO that we are encouraged to take a third year at another duty station (e.g. HQ), but it the JPOSC informs that we are to establish the contact ourselves. It would be useful if the JPOSC could help establishing the contact to higher levels in the organisation, as we are not exposed to HQ when sitting in the COs and it thus becomes difficult to 'sell' ourselves to HQ for the third year. I doubt the retention rate becomes higher by giving us a third year in a CO, whereas a third year in HQ could improve our chances."

"I think that the JPOSC should interact more with the JPO, because there are options that could be unknown by the JPO and the JPOSC could discover to the JPO"

"I am a JPO for UNFPA. This aspect seems only to be for UNDP JPOs."

"I feel JPOSC sometimes is too much focused on the JPOs working in UNDP. It would be interesting also to strengthen those working in other agencies."

"Active promotion of JPOs as potential candidates for P3/P4 positions offered by UNDP."

"Facilitate the networking and focused on search during the exit phase of the JPO."

"Generally, there is a need for much more clear communication about what JPOs can expect in terms of career opportunities within the specific UN agency as well as within the wider UN family. As a JPO, you hear both that you should not at all count on the JPO position giving you any chance to 'penetrate' the

system, and also (mainly from agency colleagues at HQ actually) that you will be very needed once the JPO position is completed based on the skills and experience acquired etc. It leaves you thinking that one is probably better off looking for a job outside the UN once the JPO position is finished, which, I imagine, is not necessarily what was/is intended?"

"Lobby for UNDP to be more open to two career families and be more flexible in post assignment."

"The JPOSC could encourage donors to fund (at least partially) L3 positions so JPO's can continue their career in the organization."

"More information and advice on jobs publications"

"Sending out more information for post-JPO level vacancies and other opportunities"

"Career development website should be further developed"

"Mentoring services"

"to allow JPOs to directly apply to job offers in the UN system as in-house staff."

"Information and simulation of interview skills and techniques. I would particularly like to take some telephone interview practices with JPOSC to better prepare for the real interview."

"Mentoring of current JPOs by former JPOs . Maybe this career development model is already applied."

"The role of the JPOSC has to go beyond the capacities of the individual (the JPO finishing his/her assignment). It has to have an added value and not just a repetition of efforts. So perhaps actively talking to supervisors, potential recruiters, etc."

"Face-to-face or other form of personal coaching would be good"

"not yet initiated though clear guidance and support for mobility program within the JPO assignment would be a great achievement"

"Post other job vacancies apart from UN agencies."

"The career development does not apply to JPOs in UNRWA but I wish they did."

"timing of LEAD application (15 months after starting assignment) might not go well with some JPOs (esp. those started the assignment in autumn/winter with 2 year or less tenure). Would appreciate if JPOSC takes actions to negotiate the issue with OHRM-UNDP."

"More information related to Roster and to continue receiving the Job Ads e-mails"

"More information on vacancy in the all Agencies of UN, more information on international workshops and course"

"none"

"Can't say, too early."

"Networking opportunities, advice, mentoring programme."

"Offer a mentor."

"so far, i have not used the career management service by JPOSC"

"It would be good if JPOs would get an easier access to the job offers available for their level (P3 and P4), not all positions are advertised on the main web, some are only advertised locally, it makes it difficult to have a clear picture of what is available. Agencies could be encourage to post those locally advertised positions that would fit a post-jpo profile on a specific web for us."

"Lack of information to seconded staff on career opportunities"

"More advice on concrete opportunities."

"well, I really at this point have very little idea on how to go on after UNDP. At least within UNDP, need of contacts etc."

"I have actually not used them yet..."

"1. more connection with other international org or NGOs; 2. provide good linkage between the JPO and the job vacancy, according period remaining in the JPO programme and according JPO profile"

"Training on Leadership, on programme issues"

"NA"

"More information about vacancy options in UN system and provide guidelines according with our CV"

"More networking, and better circulation of job opportunities."

7.9 Further comments on career development and where you would see yourself after your JPO assignment:

"I see myself working in a UN agency as a program officer working on social development/ political issues. If that is not possible, I possibly see myself in an international NGO or national Government Body"

"I intend to start actively work on this well into the 2nd year of my JPO post, my first year is not yet finished."

"It will be interesting to see what the UNAIDS HQ office can do to support me. UNAIDS has very few P3 positions which makes it difficult to continue with the organisation. It is a shame since you work 3 years with an organisation and you start to know how things work and then there are very few opportunities to continue utilizing these. But let's see what will happen!"

"As said before, I am trying to reorient my career out of the current field of assignment. To do so, I initiated a PhD in another sector of development, and identified potential trainings for 2010. I hope I can find something interesting after the JPO, but I feel it is more and more difficult to plan a career. My impression is that we are sailing by sight because the UN is not really offering too many opportunities to plan something solid like a career: networking to get a job and short term contracts jumping from a place to another is good for some but doesn't necessary fit for all."

"Provide more information about opportunities in the UN System following the appointment. Should we try to apply in the middle of the second year or after expiration of our term?"

"I would like to take my 3rd year at HQ in New York"

"Hopefully, I see myself developing a USEFUL job in an international organization, working with local development, microcredits, financial inclusion, poverty reduction..."

"I'm learning a lot, quite much on the UN and its internal processes. However, I have the impression not to have time to deepen my knowledge on the thematic subjects I'm working on. Hence, I'm thinking of going for a masters afterwards. I experience the UN as quite closed. Either you stay in after your JPO assignment, or you're out and it's difficult to get in again at a further stage."

"The lack of a visible and transparent career development programme management in my duty station is definitely one of my main concerns."

"I think the old JPOs can be a source of inspiration and could be mentoring the new or "younger" JPOs"

"I do not know yet where I see myself in 2011, for example. Personal reasons may lead me to decide to come back to my home country."

"For me it is quite confusing that at the same time that JPOs are encouraged to pay attention to their career development and management etc. at the same time (at least in UNFPA) the organization makes it very clear that there are not many possibilities to stay in UNFPA after your assignment ends"

"There are only a few P3 positions within UNDP. This is seriously affecting real career opportunities for JPOs and the investments made by donors financing JPOs within UNDP."

"I only started to use the career management services provided by the JPOSC. However, I am sure that JPOSC will provide excellent services as usual."

"I have heard about the rule that one can only start applying for UN jobs after finishing two full years of assignment. This is unfortunate rule as I have to move back to my home country after the two year JPO assignment, and start looking for jobs from there. After settling back at home country again, it requires a lot more to leave for another international assignment. It would be much easier to seek for jobs while still on the post, and hopefully move straight from this post to another if lucky. This seems to be the procedure in many other international employers (e.g. EU), but supposedly not of UNs."

"I would really like to focus on Monitoring and Evaluation."

"I hope I can stay with the UN!"

"I would like to have the opportunity of continue working with UNDP in other CO, not as Programme manager, but as specialist in M&E"

"I did not know the JPOSC had any career management services available. I will need to look into this on your website."

"Quite frankly the degree to which I see myself working for UNDP depends to a large degree to whether the organization is able to offer the flexibility that is needed for me to be in a two career family where we, as spouses, want to be able to take turns in giving each other's career priority. For me to be able to stay with UNDP it would need to be an organization that is able to commit to and invest in a modern family where not just one (i.e. the UNDP spouse's) career takes priority. There are countries where the civil service/MFA are able to be flexible in this regard and UNDP could learn from these experiences"

"I would like to see myself working as communication officer in an international organization, if possible, UNFPA."

"One of the major problems in the development world is lack of compatibility between personal and professional life; programmes on supporting partners or facilitating family reunification are scare and not well developed."

"In an international Development organisation"

"Working for an international organization, UN or others, or NGOs"

"I would like to have the JPO experience in another duty station and in my field to fully enjoy (personally and professionally) my work for the UN system."

"The questions could be somewhat redefined, because there's a difference in being able to find work in an international development organisation, and finding satisfying work in an international development organisation. I think it is important to not see the UN as a career in itself, but rather to see if the work is satisfying in fulfilling the development goals and satisfying on a personal level. Unfortunately many people have a UN job as a goal in itself, and this is something the JPO programme should make clear is not the purpose of the programme, nor with any development work. My current assignment will most probably lead to better chances in competing for a future UN job, however, I do not feel that its current form will provide me with much in-depth understanding of the core issues of my work. I learn more about project management than understanding the development issues and context."

"international public health"

"I have found it somewhat frustrating to be forced to basically "reapply" for my own position every year. [My donor country] is changing its policy to grant its JPOs three years of donor funding and this will hopefully provide some security for [] JPOs so that they can build their professional capacity and network to allow them to become strong candidates for staff positions. 2 years, at least at HQ, is usually not a sufficient base to acquire such skills and competency."

"As mentioned, I am at the beginning of a new assignment in a new department and area of work that matches my profile, background and interest. My new working environment is excellent in terms of supervision, support, colleagues, working conditions. I would be very willing to stay in this area after the end of my JPO assignment but it is now early to evaluate the possibilities for this."

"The regular feature where you have former JPOs interviewed is very interesting. You might choose more often former JPOs who have been finishing their assignment 1-3 years ago to give an idea on how they pursued their career."

"I am very keen to continue working in international development, and I do believe that my experience in UNDP has been worthwhile overall, although due to the nature of my assignment I have developed more 'generalist' competencies than a substantive specialization."

"I would like to stay in the same organization I am working now"

"Find a post in international development, not necessarily UN."

"7.3/4 potentially to a great extent, it's too soon to evaluate"

"I am happy to having an occasion to discuss with JPOSC official during PPO seminar on NY."

"i would like to change to a department where I can use my acquired skills better, even though I am already in my third year. A change of departments would also increase my chances of staying with UNDP after my JPO assignment ends."

"I would like to get a job with UNDP within BCPR related to peacebuilding or in a post-conflict setting, within Central Asia, Middle East or Eastern Europe in a country office. I will also look at other organisations like OSCE and other International NGOs..."

"I would like to continue working for the UN and hope that it would be possible."

"Pursue a PHD"

"in the International Cooperation for International Development sector"

"M&E Specialist"

"I see myself working to UN or other international development agency"

"Many link the term 'career development' with getting high positions in big organizations, but I don't think this should be the main goal. I would rather emphasize finding an interesting and rewarding job, not only based on the position. Of course there are always people who want to aim for high positions, but for what I have seen, the UN would need much more people who actually are dedicated to the cause and are not mainly interested in their career. Unfortunately this kind of people often find the UN too full (especially in the high positions) of people for whom only their career and position matter, and therefore get unmotivated and frustrated since it seems the reason why we are working for the UN is to promote the career of our bosses, not for what we should be working."