

UN JPO Programme



Department of Economic and Social Affairs
Capacity Development Programme Management Office
September 2023





Junior Professional Officers Programme

- Training Programme that provides the opportunity for young professionals to acquire few years of professional experience in the UN and International Organizations.
- Provides opportunity to gain hands-on experience in the field of multilateral international cooperation and contribute to the Sustainable Development Goals/ 2030 Agenda.
- Provides the possibility to join an International Organization on an entry level position for further career development.
- Around 700 JPOs UN system-wide, around 300 JPOs with the UN administered by DESA/CDPMO.





Where JPOs can serve?

UN JPOs in the Secretariat

- The **JPO Programme within the Capacity Development Programme Management Office of UN DESA** administers JPOs serving in **United Nations Secretariat** (headquarters, offices away from headquarters (UNOG, UNON, UNOV), field offices, peacekeeping operations, resident coordinator offices, and special political missions)
- **Regional Commissions** (ECA, ECE, ECLAC, ESCAP, ESCWA)
- **Office of the High Commissioner for Human Rights** (OHCHR)
- **United Nations Office on Drugs and Crime** (UNODC)
- **United Nations Conference on Trade and Development** (UNCTAD)
- **United Nations Secretariat of the Convention to Combat Desertification** (UNCCD)
- **United Nations Framework Convention on Climate Change** (UNFCCC)
- **United Nations International Strategy for Disaster Reduction** (UNISDR)
- **Interregional Crime and Justice Research Institute** (UNICRI)
- **International Court of Justice and United Nations Tribunals**

JPOs in the Agencies Funds and Programmes

- There are similar HR units at UNICEF, UNDP, ILO, FAO and other United Nations agencies, funds and programmes and at the World bank to administer the organization's respective JPO Programme.



Participating countries



Current sponsors

- Australia, Austria, Bahrain, Belgium, Canada, **China**, **Denmark**, DPRK, Egypt, Estonia, Finland, France, **Germany**, Hungary, Iceland, **Italy**, Israel, **Japan**, Kazakhstan, Kuwait, Liechtenstein, Luxembourg, Mongolia, Morocco, **Netherlands**, New Zealand, Norway, Poland, Qatar, Russian Federation, Saudi Arabia, Singapore, South Africa, Republic of Korea, Spain, Sweden, Switzerland, Turkey, United Arab Emirates, United Kingdom, USA

Two ways of participating:

- Direct participation to the JPO Programme: signature of an MoU with the UN Secretariat
- Beneficiary of an existing JPO Programme: mostly candidates from developing countries



Candidates from Developing Countries



Developing Country Candidate (DCC) Trust Fund:

- Aims at contributing to a greater North-South balance in the workforce of the United Nations System in support of capacity development particularly in the field of international cooperation and technical assistance.
- Both donor countries and UN Organizations envisaged a higher participation of candidates from developing countries to the Programme
- UNDP, UNESCO and ILO were appointed as members of the Steering Committee. While DESA was appointed as the Administrative Agent for the Trust Fund.



Candidates from Developing Countries



Dutch sponsored Programme: <http://www.minbuza.nl/en/home>

- The Dutch Government reserves 50 per cent of all JPO posts for DCCs
- Nationals from Least Developed Countries (as defined by OECD and Dutch list on Ministry's website)
- Part of the candidates' academic training must have taken place in a developing country

Italian, French and Belgian JPO Programmes

- Some positions are reserved for DCC



General minimum requirements



Degree

- Advanced university degree
(Master's degree or BA plus 2 years additional work experience)

Work experience:

- 2 years of professional relevant work experience required
- Internships are counted as 50% of their effective duration

Languages

- UN Languages (English; second official language desirable)

Age limit

- Varies by donor country (average 32 years)

Recruitment



Selection

- Most of the donor countries are responsible for the pre-selection of candidates
- Final selection and recruitment of candidates are carried out by the respective UN receiving offices

Recruitment time

- 3 to 6 months



How to apply



Vacancy announcement

- Each donor country has different modalities and advertises the vacancies on its website
- Only applications for a specific vacancy are considered

Application

- UN Personal History Profile (PHP/P11)
- Cover letter



Conditions of Service

- Same allowances, benefits and salary as internationally recruited UN staff members
- Recruitment level: P1/P2 (*depending on the donor country*)
- 1-year fixed term appointment (renewable)



UN JPOs Around the World

Currently on Board with the UN Secretariat: 350 JPOs



Contact Information



Our Website:

<https://www.un.org/development/desa/jpo>

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