

JPO CAREER SUPPORT



“Destiny is not a matter of chance. It is a matter of choice; it is not to be waited for, it is a thing to be achieved.”
- William Jennings Bryan, American politician (1860-1925)



Office of Human Resources
JPO Service Centre

Purpose

The overall goal of the UNDP JPO Career Support Programme is to assist you in defining your career objectives and to support you in pursuing career opportunities with the UN following the completion of your JPO assignment.

The UNDP JPO Career Support Programme contributes to the objectives of the UNDP Human Resources Strategy in the areas of:

- Talent sourcing: attracting and retaining talented people committed to the values of the organization;
- Staff capacity: developing the capacity of staff members to reach their full potential.



We can support you by:

- Assisting you to become clearer about your career goals, to prepare a career development plan and to think about challenges and opportunities in pursuing a career with UNDP;
- Offering guidance on approaches to take when pursuing job opportunities with UNDP;
- Providing you with very practical tips and hints when applying to UN / UNDP positions.

A Palette of Services

Because everyone is different and also has different needs, the JPO Career Support offers a range of services and tools. These can be combined into a customized career support package tailor-made just for you.

Briefing



All UNDP JPOs are invited to attend a briefing at the JPO Service Centre in Copenhagen en route to their duty station. At the briefing we discuss how to manage your career, including your expectations, reputation, learning and networking.

Induction course counselling

The JPO Service Centre offers individual meetings with each JPO to counsel and provide career guidance during the JPO Induction Course in New York.



Career coaching

The HR practitioners in the JPO Service Centre have been trained on career coaching and offer individual coaching sessions during your assignment. The purpose of the coaching is to help you focus more clearly on your motivation, career aspirations and opportunities.

Online career development

Virtual career development sessions are organized regularly. These sessions provide the opportunity to learn and share career experiences.

Feedback on CV and cover letter

At the start of your search for new positions, an HR practitioner in the JPO Service Centre will be available to provide feedback and advice on how to formulate your CV and cover letter.



e-Mentoring

The e-Mentoring tool is a smart online platform that can help you build a network and exchange knowledge by matching you with an experienced colleague as your mentor.

JPOSC Career Management Website



This website is a platform of information and tools to assist and advise how to maximize your career planning process. Topics covered are career strategy, job application, interview processes, and career opportunities with UNDP and the United Nations System.

(http://www.jposc.org/career_management/content/welcome/welcome-en.html).

Interview preparation

The HR practitioners in the JPO Service Centre are experienced interviewers and are available to assist with interview preparation, including a brief mock interview explaining the principles of a competency-based interview and how to prepare for it.

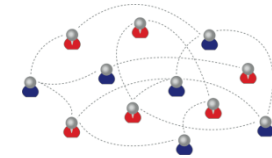
CV roster



The JPO CV / Talent Management Roster is open to JPOs coming to the end of their assignment, and to JPO members of the JPO Alumni Association (JAA) who would like to store their CV in

a database open to more than 100 potential employers (UNDP HR services, partner UN agencies, consulting firms, etc.).

Networks and directories



The JPO-Net is intended to strengthen discussion and knowledge-sharing among all JPOs administered by the UNDP

JPO Service Centre.

Moreover, in order to further facilitate networking, three directories are made available online:

- **Directory of current JPOs**, key instrument for thematic networking;
- **Directory of former JPOs**, which groups more than 3890 former JPOs;
- **Directory of former JPOs / current UN staff**, grouping close to 953 names with e-mails.

JPO Alumni Association

The JPO Alumni Association (JAA) promotes a lifelong connection to the United Nations and is intended to strengthen knowledge-sharing amongst its members. We recommend you to join the JAA upon completion of your JPO assignment.

Some statistics

- For the 2000-2009 period, **45% of UNDP JPOs were retained** by the UN (31% still work with the UN & 14% now work elsewhere);
- **At least 15%** of current UNDP professional staff are former JPOs;
- **One in four** current UN Resident Coordinators is a former JPO;
- Upon completion of the JPO assignment, **25%** of JPOs returned to their home countries to continue work in the field of international cooperation and 10% of them continued their career in the private sector;
- **61%** of current UNDP JPOs are female.



To know more about the UNDP JPO Programme:

www.jposc.org

UNDP JPO Service Centre
Office of Human Resources
Staff Administrative Services
Midtermolen 3,
2100 Copenhagen,
Denmark
Tel.: +45 35 46 71 00
E-mail: jpo.registry@undp.org

