2014 YOUNG PROFESSIONALS PROGRAMME (YPP) EXAMINATION

Serving the World
Today’s Agenda

• Date, Job Families & Participating Member States
• Outreach
• Application & Admission
• Examination Centres & The Examination
• Results & Placement of Successful Candidates
• In summary
• Q&A
Date

Job Families

Participating MS
Date & Job Families

Date: Thursday, 4 December 2014

Job families:

• Economic Affairs
• Human Rights
• Information Systems and Technology
• Photography
• Political Affairs
• Radio Production (Arabic / Chinese / Kiswahili / Russian / Spanish)
Participating Member States

• **Member States Invited:** The 78 Member States which as of 1 January 2014 in the system of geographical distribution were:
  
  – un-represented
  – under-represented
  – in-danger of falling under-represented (on the lower border limit of the range)

• **Member States Participating:** 54 Member States
Outreach
Global Outreach: UN Secretariat


Young professionals programme

The United Nations is looking for highly qualified candidates who are ready to launch a professional career as an international civil servant. The young professionals programme (YPP) is a recruitment initiative that brings new talent to the United Nations through an annual entrance examination. For young, high-calibre professionals across the globe, the examination is a platform for launching a career at the United Nations. This programme builds upon the national competitive recruitment examination (NCRE) which was held for the last time in 2010.

Are you eligible to participate in the young professionals programme examination?

Do you hold at least a first-level university degree?

Are you 32 or younger by the end of this year?

Do you speak either English and/or French fluently?

Are you a national of a participating country?
Global Outreach
UN Secretariat

• Application via Careers Portal and Inspira
• Detailed information: application process; sample exams; exam centres; exam status and updates; FAQs

2013 participating countries

- Albania
- Andorra
- Angola
- Antigua and Barbuda
- Argentina
- Armenia
- Austria
- Azerbaijan
- Belarus
- Belgium
- Benin
- Bhutan
- Bolivia (Plurinational State of)
- Brazil
- Bulgaria
- Burkina Faso
- Burundi
- Cambodia
- Cameroon
- Cape Verde
- Central African Republic
- Chile
- China
- Colombia
- Comoros
- Congo
- Costa Rica
- Côte d'Ivoire
- Croatia
- Cuba
- Cyprus
- Czech Republic
- Denmark
- Djibouti
- Dominica
- Dominican Republic
- Ecuador
- Egypt
- El Salvador
- Equatorial Guinea
- Eritrea
- Estonia
- Ethiopia
- Faroe Islands
- Fiji
- Finland
- France
- French Guiana
- French Polynesia
- Gabon
- Gambia
- Georgia
- Germany
- Ghana
- Greece
- Grenada
- Guadeloupe
- Guinea
- Guinea-Bissau
- Guyana
- Haiti
- Honduras
- Hong Kong (China)
- Hungary
- Iceland
- India
- Indonesia
- Ireland
- Isle of Man
- Israel
- Italy
- Jamaica
- Japan
- Jersey
- Jordan
- Kazakhstan
- Kenya
- Kiribati
- Kuwait
- Kyrgyzstan
- Laos People's Democratic Republic
- Latvia
- Lebanon
- Lesotho
- Liberia
- Libya
- Liechtenstein
- Lithuania
- Luxembourg
- Macao (China)
- Macedonia
- Madagascar
- Malawi
- Malta
- Marshall Islands
- Martinique
- Mauritania
- Mauritius
- Mexico
- Micronesia (Federated States of)
- Moldova
- Monaco
- Mongolia
- Montenegro
- Morocco
- Mozambique
- Myanmar
- Namibia
- Nauru
- Nepal
- Netherlands
- New Caledonia
- New Zealand
- Nigeria
- Niger
- Norway
- Oman
- Pakistan
- Palau
- Panama
- Papua New Guinea
- Paraguay
- Peru
- Philippines
- Poland
- Portugal
- Qatar
- Romania
- Russian Federation
- Rwanda
- Saint Kitts and Nevis
- Saint Lucia
- Saint Vincent and the Grenadines
- Samoa
- San Marino
- Sao Tome and Principe
- Saudi Arabia
- Senegal
- Serbia
- Seychelles
- Sierra Leone
- Singapore
- Slovakia
- Slovenia
- Solomon Islands
- Somalia
- South Africa
- South Sudan
- Spain
- Sri Lanka
- Sudan
- Suriname
- Sweden
- Switzerland
- Syria
- Tajikistan
- Tanzania
- Thailand
- Timor-Leste
- Togo
- Tonga
- Trinidad and Tobago
- Tunisia
- Turkey
- Turkmenistan
- Tuvalu
- Uganda
- Ukraine
- United Arab Emirates
- United Kingdom
- United States of America
- Uruguay
- Uzbekistan
- Venezuela
- Vietnam
- Yemen
- Zambia
- Zimbabwe
Global Outreach
UN Secretariat

• June 2014 - External worldwide printed and on-line publications: placing advertisements:
  – ECONOMIST, on their web and all regional printed editions (i.e. globally)
  – JEUNE AFRIQUE: on their web and printed edition
  – LE MONDE: on their web and printed edition

• June – August 2014 - Social Media: placing a notice on:
  • http://www.facebook.com/UN.Careers
  • http://twitter.com/un_careers
  • http://linkd.in/un_careers
  • http://weibo.com/637789874

• June 2014 - DPI Radio Spots in all official languages plus Swahili and Portuguese on the opening 3 opening dates of the application process for each occupational group.
Global Outreach
UN Secretariat

• June – August 2014 - Networks/Focal Points: sending messages to, for example:
  – Resident Coordinators
  – United Nations Information Centres (UNICs)
  – Human Resources Community in International Organizations both UN and non-UN
  – NGOs
  – Universities
  – Associations worldwide of Former International Civil Servants
Local Outreach
Member States

Targeted local outreach, for example:

- Local newspapers advertisements
- Ministry of Foreign Affairs website
- Permanent Mission website
- Link to http://careers.un.org on any
  - Radio broadcasts
  - TV spots
Application

Admission
Application


  - 14 June – 13 August: Information Systems and Technology; and Political Affairs
  - 21 June – 20 August: Economic Affairs; and Radio Producer (Arabic/Chinese/Kiswahili/Russian/Spanish);
Application

• **Important**: Incomplete, incorrect (field of study!) and/or late applications will **NOT** be considered.

• **Acknowledgement**: Applicants will receive by e-mail an acknowledge receipt of their application.

• **Application number**: Once convoked to the written exam, candidates will receive an application number
Admission
First Screening- Eligibility

• **Nationality:** Must hold the nationality of a participating Member State at the time of application

• **Age:** 32 years or younger (Date of birth: On or after 1 January 1982)

• **Education:** First-level university degree acceptable for each job family

• **Language:** Fluency in English or French

• **Experience:** No experience required
If more than 40 qualified applicants from the same participating Member State in the same job family, a second round of screening will be conducted.

Criteria for the second screening:

- **Degree**: Additional and/or higher-level degrees acceptable for the job family
- **Experience**: Length of work experience acceptable for the job family
- **Language**: Fluency in additional official languages of the United Nations
Convokees

• All candidates will receive notification regarding their admission to the written examination.


• Members States will be informed on the numbers of convokees by examination centre.
# Fast facts

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>TTL # of countries invited</td>
<td>105</td>
<td>92</td>
</tr>
<tr>
<td>TTL # of countries participated</td>
<td>79</td>
<td>63</td>
</tr>
<tr>
<td># of job families</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Architecture, Economic Affairs, Information Systems and Technology, Political Affairs, Radio Producer (Swahili and Portuguese) and Social Affairs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administration, Finance, Legal Affairs, Public Information, Statistics</td>
<td></td>
<td></td>
</tr>
<tr>
<td>TTL # of applications</td>
<td>41,023</td>
<td>19,133</td>
</tr>
<tr>
<td>Highest # of applications from single MS</td>
<td>13,043</td>
<td>4579</td>
</tr>
<tr>
<td># of convoked</td>
<td>5,429</td>
<td>3756</td>
</tr>
<tr>
<td># of who sat for the exam</td>
<td>4,587</td>
<td>2660</td>
</tr>
<tr>
<td># of successful candidates</td>
<td>104</td>
<td>Available after 14 June 2014</td>
</tr>
</tbody>
</table>
Examination Centres

The Examination
Examination Centres

• An examination centre in the capital of a participating Member State if at least 15 convoked examinees for that location

• Preference for an examination centre by examinees during the submission of application

• Responsibility of Member States:
  ✓ Proctors
  ✓ Suitable examination centre
  ✓ Receipt and secure storage of the examination material
Examination Administration

• A United Nations examination administrator: Designated to each examination centre.

• Member State Focal Point in the capital: Liaise with the UN examination administrator in preparation of the written examination.
The Examination
Written Part

• **Specialized Paper:** Multiple choice questions, essays and short questions in the substantive area, to be answered in any of the UN official languages. Each part of this paper will be eliminatory.

• **General Paper:** Summary, to be written in either English or French.
The Examination
Written Part (continued)

• The overall time for the written examination: 4.5 hours

• Examinees are fully responsible for any expenses related to their travel to the examination centre.
The Examination
Oral Part

• Competency-based interview and possibly an oral presentation.

At your interview

The United Nations' greatest asset is the quality of its staff. To ensure the UN team we use a competency-based interview process. Competency-based, “behavioral interviews” or “criterion-based interviews.” Such interviews past behavior and experience is the best indicator of future performance and tells a story about you: your talents, skills, abilities, knowledge and variety of situations.

Competency interviewing questions can look like this:

• Tell us about a situation when you went above and beyond your responsibility.
• Give an example of a time when you used your problem-solving skills.
• Tell us about a time where you had a number of demands being time. How did you handle it?

Useful tips for your interview:

• UN Secretariat will use an online video conferencing tool, e.g. Skype, to reduce the travel cost.
Results

&

Placement
List of Successful Candidates

• Success candidates will be eligible for consideration for positions at the P-1 or P-2 level in any Secretariat duty station or peacekeeping operation.

• Placement exercise will be conducted centrally 4 times a year.

• The list has a lifespan of two years from the beginning of the first quarterly placement taking place following the conclusion of the examination cycle.

• Candidates refusing to participate in the placement exercise will be removed from the list.
Available posts for Placement

The posts available for placement of successful 2014 YPP candidates include:

• Regular budget posts at the P-1 and P-2 levels

• 15% of extra-budgetary posts not financed through peacekeeping account at the P-1 and P-2 levels
Successful Candidates
Assignment, Orientation & Development

- **Initial assignment:** Two years

- **Second assignment:** In a different duty station (P-1=>P-2, P-2=>P-2)

- **Two-week orientation programme** prior to the beginning of their first assignment
In Summary
## Milestones

<table>
<thead>
<tr>
<th>Outreach</th>
<th>June – August 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application Period</td>
<td>14 June – 27 August (11:59 PM EST)</td>
</tr>
<tr>
<td>Screening &amp; Convoking</td>
<td>September – October</td>
</tr>
<tr>
<td>Administration &amp; Preparation</td>
<td>October - November</td>
</tr>
<tr>
<td>The Examination</td>
<td>4 December 2014</td>
</tr>
</tbody>
</table>
Member States Responsibilities

• Local Outreach

• Examination Centre
  ▪ Identification of suitable examination venue
  ▪ Provision of proctors
  ▪ Receipt and secure storage of examination material
Gracias
Merci
شكرًا
谢谢
Thank You
Спасибо
www.un.org