

**2014**  
**YOUNG**  
**PROFESSIONALS**  
**PROGRAMME**  
**(YPP)**  
**EXAMINATION**

*Serving the World*

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# 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

- United Nations Careers Portal: <http://careers.un.org>



Milica  
MARKOVIC

Associate Human Resources  
Officer, Management and  
Operations Support Network

Duty Station:  
New York, United States

The young professionals  
programme is  
a platform for  
launching a career  
as an international  
civil servant.

2013 examination will be  
offered in the following job  
families:

Administration

Finance

Legal Affairs

Public Information

Statistics

## 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

Algeria	Andorra	Angola	Antigua and Barbuda
Azerbaijan	Bahrain	Barbados	Belarus
Belgium	Belize	Brazil	Cape Verde
Chad	China	Comoros	Cyprus
-	-	-	-





# 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://twitter.com/un_careers)
  - [http://linkd.in/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

- **Application period:** 14 June – 27 August 2014 (11:59 PM EST) through the United Nations Careers Portal <http://careers.un.org> – in a staggered way



- » **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);
- » **28 June – 27 August:** Human Rights; and Photography.



# 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*



# Admission

## Second Screening

- 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.
- Applicants may check the listing of application numbers on the United Nations Careers Portal <http://careers.un.org>.
- Members States will be informed on the numbers of convokees by examination centre.



# Fast facts

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



# 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.

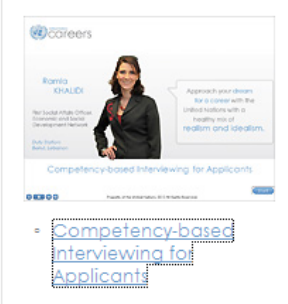


# The Examination

## Oral Part

- Competency-based interview and possibly an oral presentation.

Know what to expect during your competency-based interview. Click below:



Competency-based Interviewing for Applicants

Useful tips for your interview:

### At your interview

The United Nations' greatest asset is the quality of its staff. To ensure that our UN team we use a competency based interview process. Competency-based interviews, "behavioral interviews" or "criterion based interviews." Such interviews focus on past behavior and experience is the best indicator of future performance. It 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 you
- Give an example of a time when you used your problem solving
- Tell us about a time where you had a number of demands being put on you? How did you handle it?

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





Results

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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

Outreach	June – August 2014
Application Period	14 June – 27 August (11:59 PM EST)
Screening & Convoking	September – October
Administration & Preparation	October - November
The Examination	4 December 2014



# Member States Responsibilities



- Local Outreach
- Examination Centre
  - Identification of suitable examination venue
  - Provision of proctors
  - Receipt and secure storage of examination material



Gracias

Merci

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[www.un.org](http://www.un.org)

<http://careers.un.org>

谢谢

Thank You

Спасибо

