



UN Resident Coordinator Assessment Centre Eligibility Criteria and Nomination Guidance Updated July 2014¹

Eligibility Criteria

When considering candidates for the UN Resident Coordinator Assessment Centre (RCAC), it is the responsibility of the nominating entity to ensure that all nominees currently meet the following minimum criteria².

- Master's degree – or equivalent post graduate qualification – in development studies, international relations, political science, economics, social sciences, human rights, law or closely related fields (for otherwise suitably qualified candidates, a first level university degree with a relevant combination of academic qualifications and experience may be accepted in lieu of an advanced post graduate university degree).
- Function at a post level of at least P5 for internal nominees with relevant experience; for external nominees, 15 years³ of relevant experience at the international level; both including five years of cumulative experience in development, rule of law or humanitarian work at country level.
- Relevant experience would preferably include:
 - Development of strategies affecting the provision of advisory services, inter-organisation and international cooperation;
 - Partnership building;
 - Mobilisation of resources;
 - Management and leadership of programmes in development-related areas, working with national, regional and international entities;
 - Management and coordination of humanitarian assistance operations;
 - Excellent knowledge of the UN System/RC System and of international norms and standards.
 - Political skills and acumen.
- Fluency in English is required and a working knowledge of other official UN languages.
- Fully meeting performance expectations in the past three years, as well as demonstrating proficiency in the RC competency framework, especially demonstrating a capacity to strongly develop team commitment;
- Upon completion of the RCAC, be available for at least one assignment⁴, preferably two assignments;
- Commitment to serve in any country, at the request of the Secretary-General.

¹ Based on revised IAAP SOPs Addendum dated 23rd July 2014.

² These criteria are drawn from the 'UN RC Job Description' (UNDG approved 6 February 2014) and the 'UNDG Guidelines for the Selection and Appointment of Resident Coordinators' (UNDG approved, 30 November 2009).

³ 15 years of experience is the minimum requirement for all D1 (ICS-13) posts.

⁴ Dependent on the country classification the assignment duration is as follows: A, B and C duty stations = 5 years; and D and E duty stations = 4 years.



Nomination Guidance

In nominating candidates, UN organizations will complete and submit the eligibility checklist (included as Annex 1) along with the candidate's C.V.

When nominating entities are considering candidates for the RCAC, it is important to note that the RC application, selection and appointment process is guided by the following principles⁵:

- Nominations for RC positions reflect the best and brightest candidates;
- Representation: to ensure that candidates being considered for RC positions reflect diversity in accordance with the following broad criteria:
 - North-South balance: the composition of candidates is reflective of the principle of equitable geographical distribution, in accordance with Article 101, paragraph 3, of the Charter of the United Nations;
 - Gender balance: every effort is made to achieve a 50/50 gender distribution, in line with A/RES/61/244: XI⁶;
 - Representative of the UN system: efforts are made to ensure a broad representation of candidates from across the UN system;
 - Broadening the RC selection and appointment to external candidates from outside the UN System.

Eligibility Validation

- While it is the responsibility of the nominating entity to ensure that all nominees currently meet the full eligibility criteria as outlined above, a second 'cross check' will take place following nominations with UNDP confirming nominated candidates 'eligibility for the RCAC, based on the information provided in the eligibility checklist completed by the nominating agency and the candidate's C.V.
- Nominations that do not clearly meet the full eligibility criteria will be returned to the nominating entity for clarification.
- In case of disagreement on matters of eligibility between the sponsoring organization and UNDP, UNDOCO will act as arbitrator on eligibility criteria, in line with DOCO's responsibility for overall management of the IAAP process and its role in managing the dispute resolution mechanism under the Management and Accountability Framework.
- Cases that are not resolved within one week (5 business days) of the original deadline for the receipt of nominations will be deferred to the following RCAC.
- UNDOCO will inform the sponsoring agency and UNDP of the outcome.

⁵ Page 3, 'UNDG Guidelines for the Selection and Appointment of Resident Coordinators' (UNDG Approved, 30 November 2009)

⁶ See A/RES/61/244: XI Gender representation; 1. Reaffirms the goal of 50/50 gender distribution in all categories of posts within the United Nations system, especially at the senior and policymaking levels, with full respect for the principle of equitable geographical distribution, in conformity with Article 101 of the Charter.



Priority

- UN entities that sponsor two or more candidates for the RCAC are strongly encouraged to ensure gender and geographical balance.
- The prioritization of the selection of RCAC candidate nominations will follow the overarching principle of nominating and selecting the best and the brightest candidates who are not only top performers in their current role, but have also demonstrated potential for the RC role.
- Priority consideration will be given in terms of gender and geography balance.

Candidates should normally undertake the RCAC only once. As determined by the nominating entity, an unsuccessful candidate may take the assessment no more than one additional time. A period of at least one year must occur before undertaking the second assessment, during which time relevant competency development must be completed. A candidate who is nominated for the assessment for a second time will not be given scheduling priority.



ANNEX I

Eligibility Checklist for RCAC Nominations – to be completed by nominating entity

Qualifications	Definition	Degree Obtained	Relevance
Education	Master's degree – or equivalent post graduate qualification in: development studies, international relations, political science, economics, social sciences, human rights, law or closely related fields		
	Definition	Degree Obtained	Experience
	For otherwise suitably qualified candidates, a first level university degree with a relevant combination of academic qualifications and experience may be accepted in lieu of an advanced post graduate university degree		
Qualifications	Definition	Years of Experience	Relevance
Experience	At least 15 years of substantive experience and results at the international level in: the development of strategies affecting the provision of advisory services, inter-organisation and international cooperation; partnership building; mobilisation of resources; management and leadership of programmes in development-related areas, working with national, regional and international entities; management and coordination of humanitarian assistance operations; Political skills and acumen		
	five years of cumulative experience in development, rule of law or humanitarian work at country level		
	Definition	Yes	No
	Excellent knowledge of the UN System/RC System and of international norms and standards.		
Qualifications	Definition	Yes	No
Performance	Fully meeting performance expectations in the past three years, as well as demonstrating proficiency in the RC competency framework, especially demonstrating a capacity to strongly develop team commitment.		
Language requirements	Fluency in English is required and working knowledge of other official UN languages (depending on the region of assignment).	Fluency in English	Other language(s)
Qualifications	Definition	Yes	No
Commitment	Upon completion of the RCAC, be available for at least one assignment, preferably two assignments.		