

WELCOME!

CAREER TRANSITION READINESS PROGRAMME

5 MODULES IN 5 DAYS



UNITED NATIONS
GENEVA



UNITED NATIONS

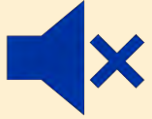


UNHCR
The UN Refugee Agency



**World Health
Organization**

Zoom - Housekeeping rules



You are muted by default. The chat function is disabled.



If you have any questions, please submit them through Zoom Q&A button.



The session will be recorded. The recording and presentation will be available on: [Career Transition Series webpage](#).



Teresa Callejo

Career Strategy & Development

10+ years helping global professionals gain clarity & confidence:

- ✓ Navigating growth in transitions
- ✓ Translating UN experience into market value



UNITED NATIONS
GENEVA



UNITED NATIONS



World Health
Organization

CAREER TRANSITION READINESS PROGRAMME

DAY 1. MAPPING THE PRIVATE SECTOR

DAY 2. DESIGN THINKING YOUR CAREER

DAY 3. JOB SEARCH STRATEGY

DAY 4. APPLICATION MATERIALS

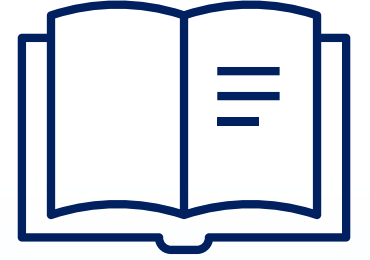
DAY 5. COMPENSATION

5 DAYS INDEPENDENT CONTENT /1,5 HOURS PER DAY

7,5 HOURS YOU INVEST IN YOUR TRANSITION

1 TAKE AWAY WORKBOOK + RECORDINGS

WORKBOOK_



1. Download and open the workbook

2. Find the practical exercises or REFLECTIONS in each Module

- 📍 1. Page 6
- 📍 2. Pages 9 & 13
- 📍 3. Page 15
- 📍 4. Page 16
- 📍 5. Page 19



If you missed one or more sessions you can make them up with the Workbook

Q&A _ APPLICATION MATERIALS

Applying to other countries?

List current + target location: recruiters looking will see your CV as a local match.

Use this approach ONLY if legally authorized to work in target location and willing to fund your own travel for interviews.

JAMES SMITH

(Current Base) | (Target Base) | +34 123-456-789 | james.smith@email.com |
linkedin.com/in/jamessmith

Work Permits: Valid UK Indefinite Leave to Remain (ILR) / Right to Work — Immediate Relocation Capability

Agenda

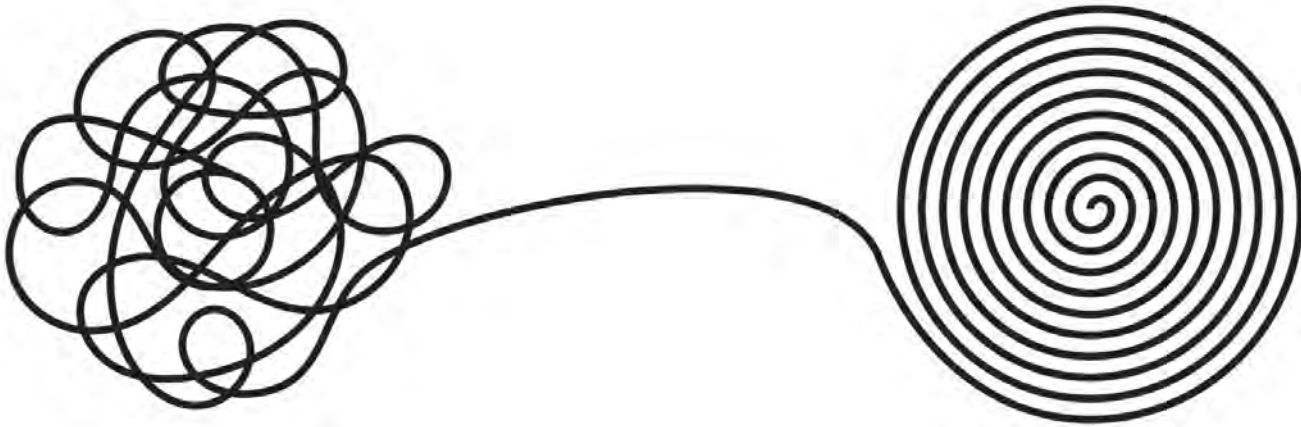
1. **Compensation in the Private Sector**
2. **The Team Behind Compensation**
3. **The 3 real moments in a salary negotiation**
4.  **Workbook REFLECTION_Module 5**

Why Does Compensation Vary so Much?



Compensation is the result of multiple factors working together.

Compensation is becoming more structured



**Organizations increasingly aim
for PROCESS TRANSPARENCY**

Not A Measure Of Your Worth

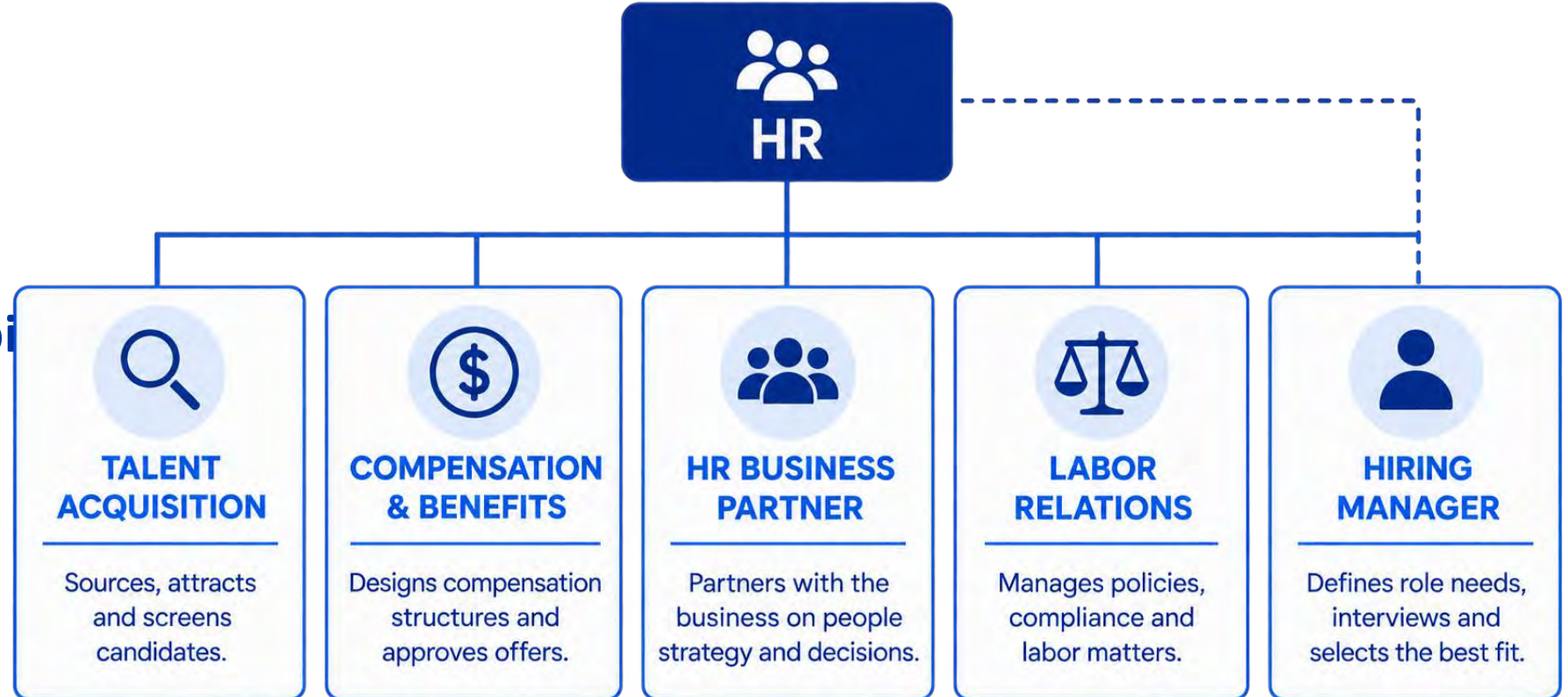
**Different contexts.
Different outcomes.
Same professional**



HR Is Not One Person

HR Ecosystem:

- Different roles
- Different responsibilities



1. Talent Acquisition: Your First Ally

What TA cares about:

- ✓ Filling the role successfully
- ✓ Creating a positive candidate experience
- ✓ Supporting long-term retention
- ✓ Coordinating the hiring process
- ✓ Helping the right people find the right opportunities



2. Hiring Manager: The Ultimate Customer

What HM cares about:

- ✓ Can this person solve the problems I need solved?
- ✓ Can I trust them?
- ✓ Can they work effectively with others in this team?
- ✓ Will they be successful here?



3. Compensation & Benefits:

Design Compensation that is:

- ✓ Competitive
- ✓ Fair
- ✓ Consistent
- ✓ Legally compliant
- ✓ Sustainable over time



4. Human Resources Business Partner

HRBPs are the custodians of long-term talent health within a business unit.



5. Labor Relations and the Visa Question

Visa sponsorship is viewed as a risk.

Lean into geographies you are legally authorised to work in.

More complexity for companies



Visa sponsorship involves additional cost, compliance and risk.

Greater responsibility



In many countries, the employer is responsible for the employee and their family.

Legal and reputational risk



If there is a restructuring or termination, this can create legal and reputation risks.

It must be worth it



Companies are more willing to sponsor for their international headquarters and locally for highly technical roles (tech, engineering).

Negotiation Is Not A Battle

Result + Relationship



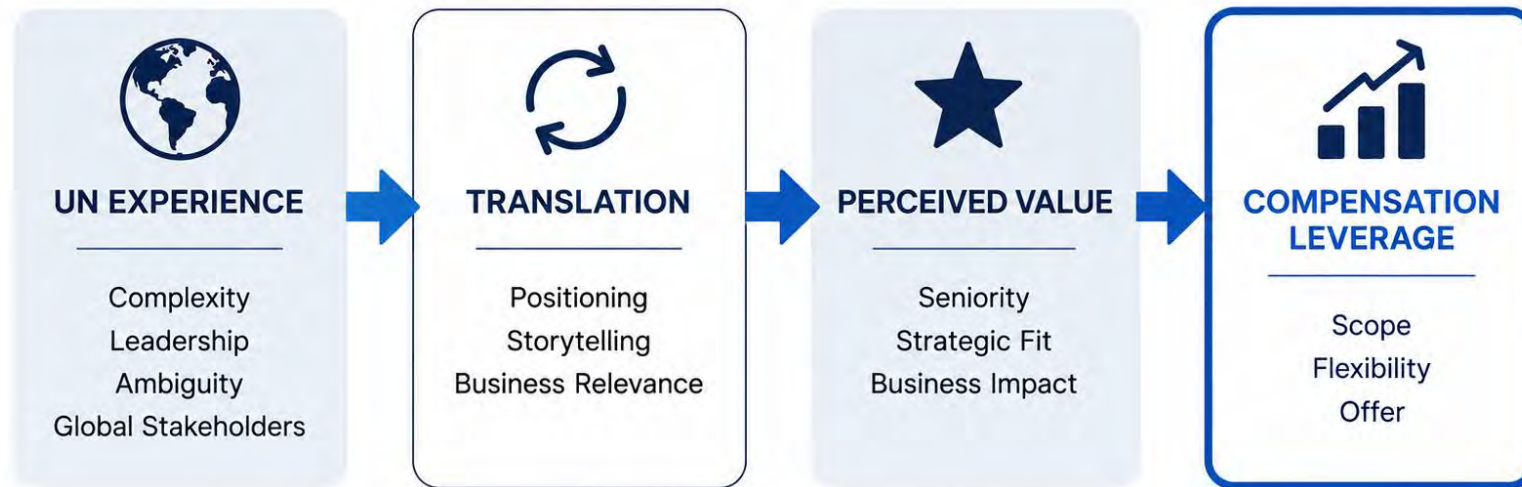
The 3 Moments In A Salary Negotiation

1. Preparation
2. Info Exchange
3. Negotiation



👉 Reference: Worklife podcast by Adam Grant _ The Science of the Deal
<https://www.youtube.com/watch?v=onaKlV8xoaY>

1. Preparation: Create Value



*The more clearly you translate your experience into business value,
the more **leverage** you create.*

Preparation: Build Compensation Range



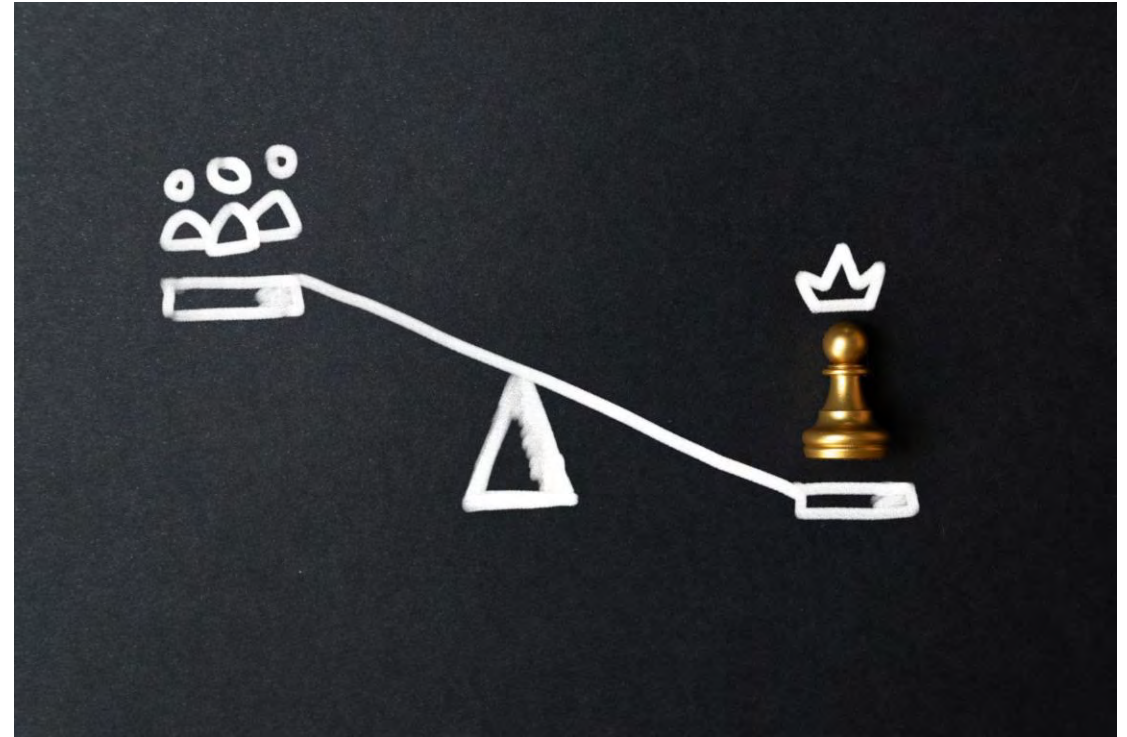
2. Information: Salary Expectations question

RECRUITER IS EVALUATING:

ALIGNMENT

MOTIVATION

RETENTION



Information: Salary Expectations Answer

The strongest leverage is usually:

Perceived value

Alignment

Credibility



3. Negotiation: Receiving the Offer

Receiving the offer:

Actual offer

+

Information gathering



No obligation to accept or reject offer in the moment

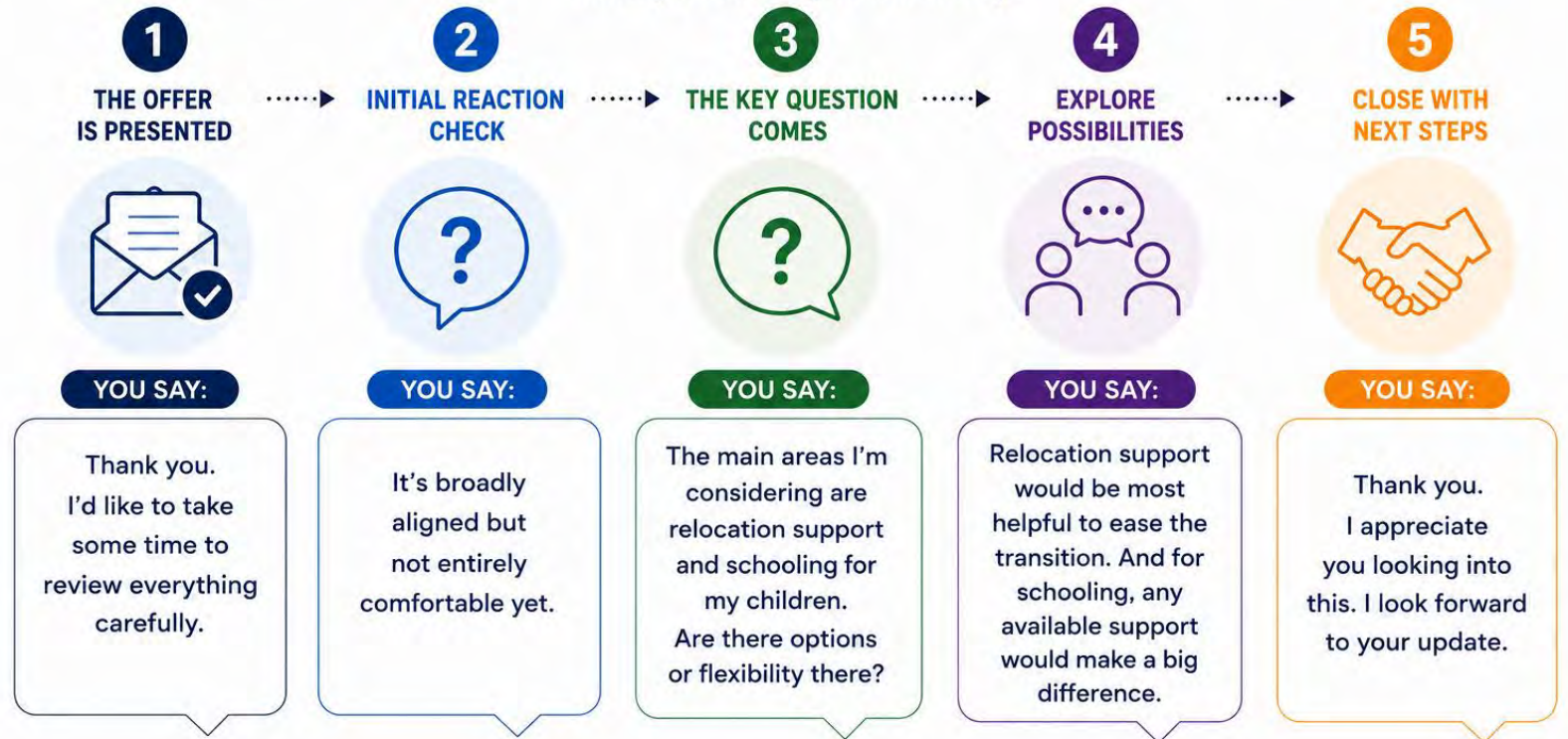
Good offer, comfortable

Strong answer:

- ✓ Measured appreciation
- ✓ Ask for time
- ✓ Optimize the package

HOW THE CONVERSATION CAN PAN OUT

What you can say at each step

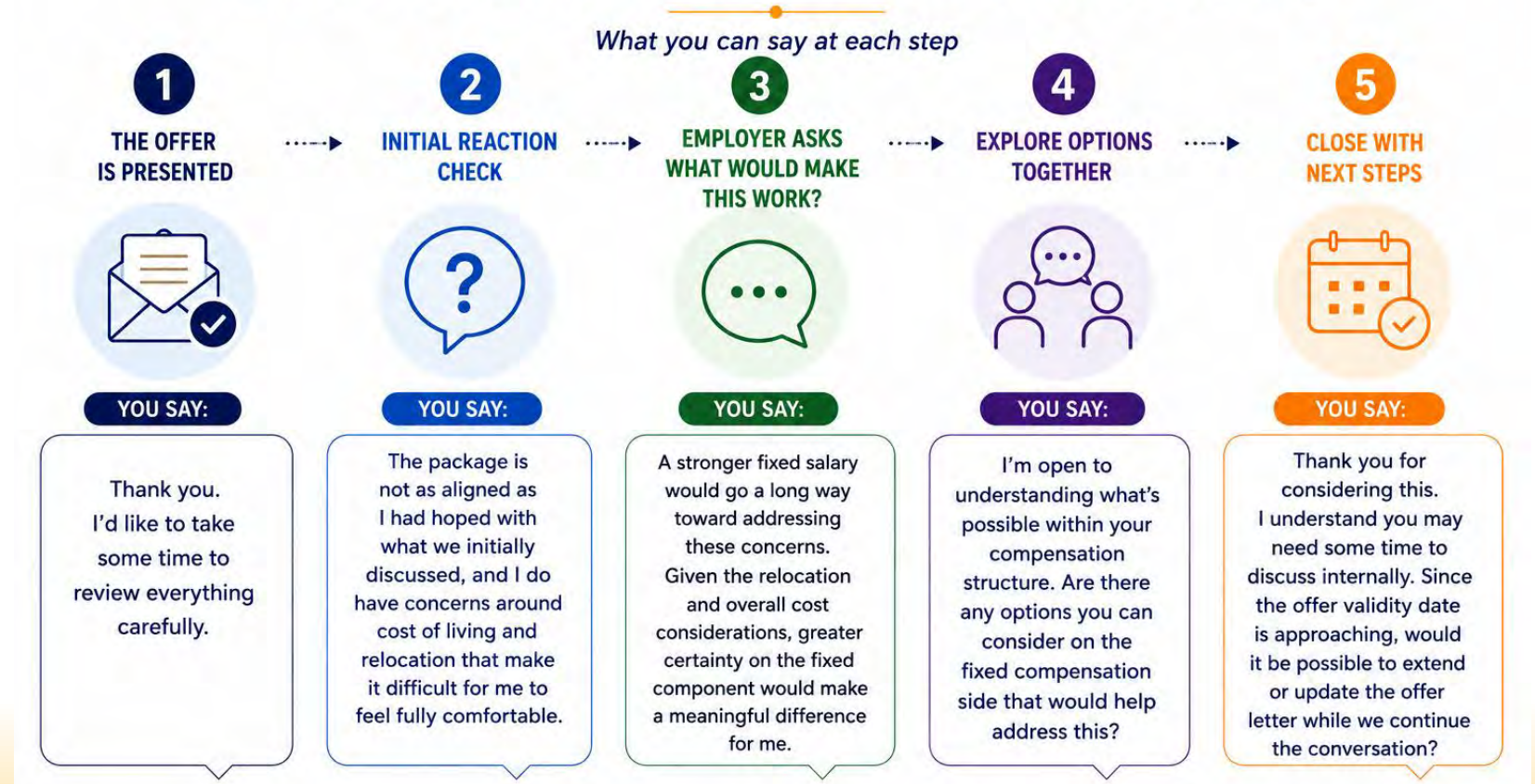


Good Offer, Concerns Remain

HOW THE CONVERSATION CAN PAN OUT

Strong answer:

- ✓ State concerns clearly
- ✓ Explain impact
- ✓ Signal where movement matters



Significant Misalignment

Strong answer:

- ✓ Re-anchor expectations
- ✓ State misalignment clearly
- ✓ Be direct about required range

HOW THE CONVERSATION CAN PAN OUT

When the offer is significantly below expectations





The session will be recorded. The recording and presentation will be available on:
[Career Transition Series webpage.](#)



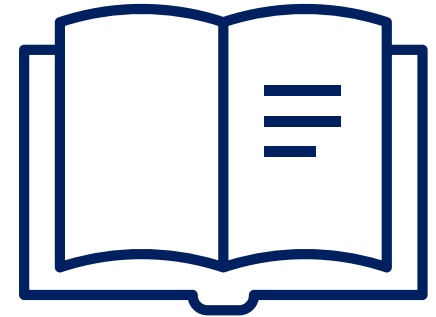
Sam Gross/The New Yorker Collection/The Cartoon Bank; © Condé Nast

WORKBOOK_ PAGE 19



REFLECTION_MODULE 5

Turn to page 19 of your Career Transition Workbook



REFLECTION_MODULE 5

Turn to page 19 of your Career Transition Workbook

1. Choose your career scenarios

Choose two career scenarios you might realistically consider. If you are already clear about the direction you want to pursue, choose one scenario and explore it in greater depth.

CAREER SCENARIO 1

Role / direction

Sector / organization type

Geography

CAREER SCENARIO 2

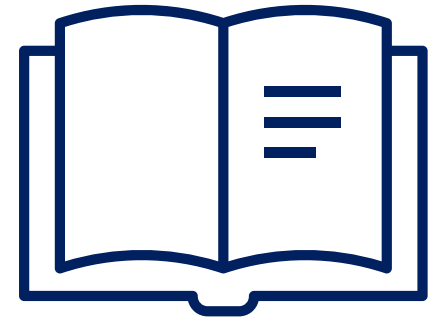
Role / direction

Sector / organization type

Geography

2. Research your scenarios

Start with information you can access quickly during the session. Compare different signals to establish a realistic range for your role, sector and geography.



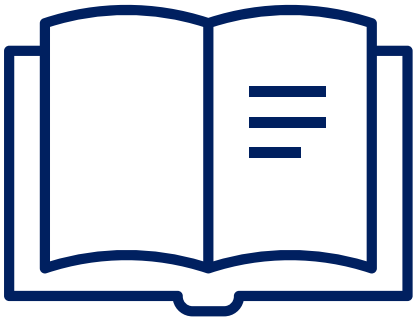
REFLECTION_MODULE 5

Turn to page 19 of your Career Transition Workbook

3. Capture what you found

	CAREER SCENARIO 1	CAREER SCENARIO 2
Realistic compensation range		
Overall package		
What looks attractive		
What gives me pause / I still need to understand		

Looking at both scenarios, what stands out?



REFLECTION_MODULE 5

Turn to page 19 of your Career Transition Workbook

5. What does this mean for you?

Now look at your scenarios as possible futures, not just compensation packages.

Which scenario looks more or less attractive now? Why?

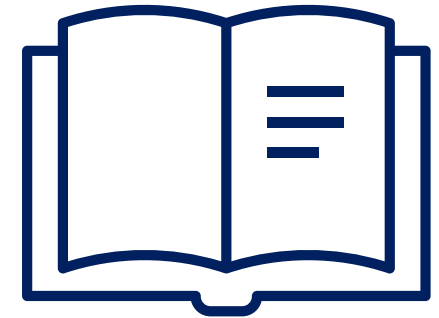
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What would matter most to you? What might you be willing to trade?

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How does compensation compare with the other things that matter to you in your career and life?

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“Where is my mind”
Maxence Cyrin

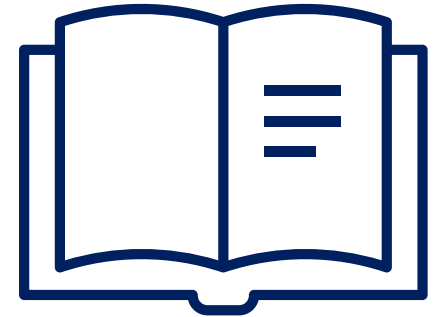


*If you have time to spare you may start with
Continue Your Journey questions directly
below*

Post-work or homework

CONTINUE YOUR JOURNEY

Turn to page 21 of your Career Transition Workbook



CONTINUE YOUR JOURNEY

Turn your compensation prototype into real market intelligence.

Choose one or two people you identified in the exercise and reach out to them. Use the conversation to test your assumptions and fill the gaps that published salary data could not answer. You might ask about:

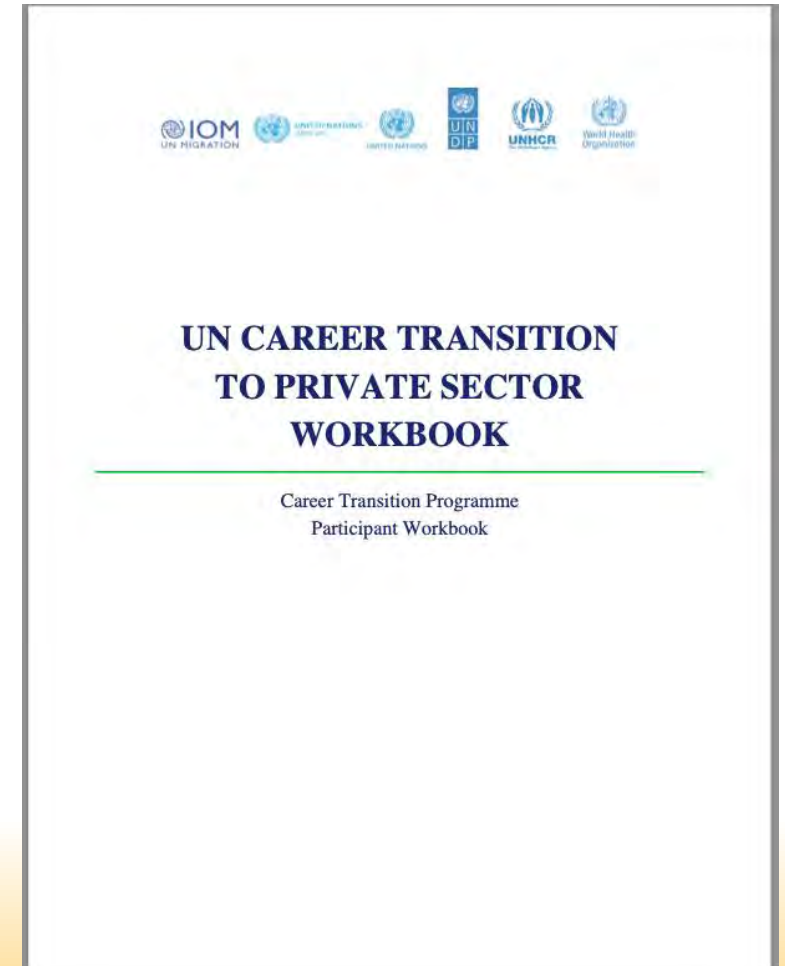
- What a realistic compensation range looks like for your target role and market.
- How compensation is typically structured beyond base salary.
- Which elements of the package tend to be negotiable.
- What someone entering this market from the UN might not know or misunderstand.

Then update your compensation prototype with what you learn.

CONTINUE YOUR JOURNEY BEYOND

Make the most of your Career Transition Workbook

When in doubt, go to the Roadmap



CAREER TRANSITION READINESS PROGRAMME

We did it!



Q&A_Compensation



Zoom Q&A Feed
Moderated by

ROSA YLIMAULA
UNOG



**Today's Guest
& Instructor**

TERESA CALLEJO



“Thank you for your active participation. We are now opening the floor for your questions.”

Survey Form

Let us know your thoughts
about the session!



Career Transition Series

PIVOTING OUTSIDE THE UN SYSTEM

Thanks for your participation!



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