



**Career Tips Thursdays: Session 28**

# **GS staff: Getting into the international professional category – Moving to a different UN Organization**

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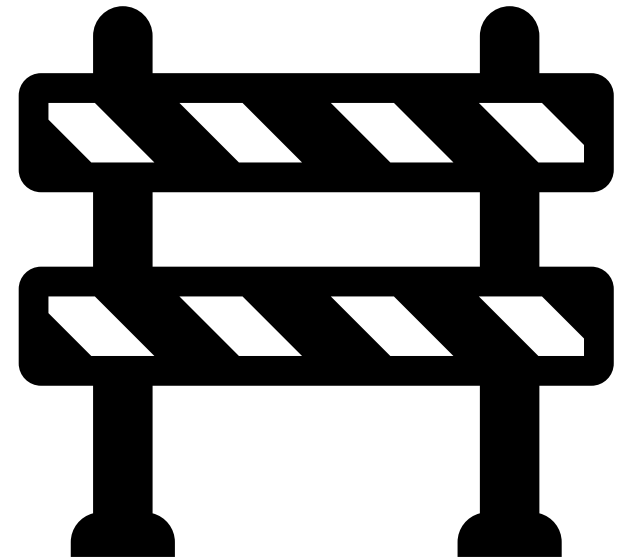


# Agenda

- **Welcome**
- G to P Barriers- **Game Shifter**
- How to move from G to P in **different UN and related Organizations** (UNDP, WIPO, UNICEF and WTO)
- Panel discussion with **successful G to P staff** from different UN Organizations
- **Q&A** session

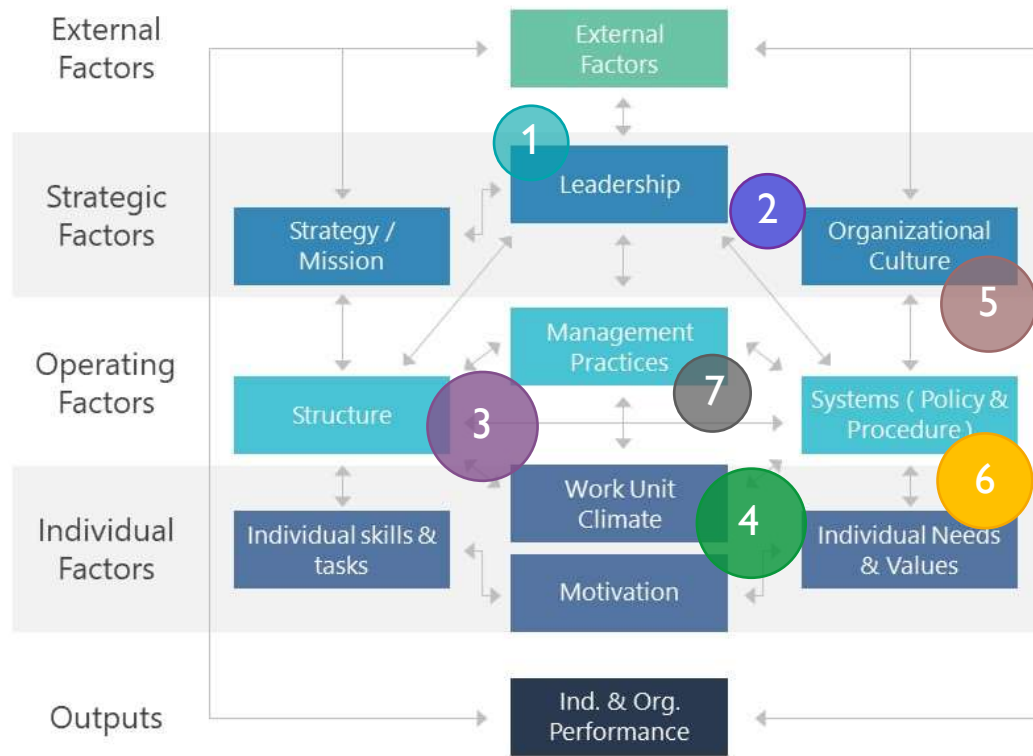
# G to P Barriers

- **G to P exam in UN Secretariat**
- **CTT Session on 23 February 2023 available on Career Tips Thursday [website](https://learning.unog.ch/career-tips-thursday) (<https://learning.unog.ch/career-tips-thursday>)**
- **Other barriers?**



# Unlocking the system to leverage the power of General Service staff

## The Burke-Litwin Change Model



1 Leadership

2 Perceptions

3 Depth and breadth of work

4 Professional development

5 Rewards and recognition

6 Career advancement

7 Management practices



- Mix of virtual and in-person sessions to tap to the leadership potential of GS staff at all levels.
- Launched by UNOG in 2022, with 8 completed cohorts and 2-3 more in 2024.
- Available in three UN official languages (E, F, S).
- Expanded to ILO and ITU and other UN entities.
- Interested Organizations should contact [clm\\_mc@un.org](mailto:clm_mc@un.org) through their learning focal point.





**G to P movement in different  
UN and related Organizations**

# UNDP – Who and where we are



Workforce  
21,174 (Jan. 24)

Countries  
170

Locations  
480+

Nationalities  
180+



# UNDP's Various Entry Paths



## Staff

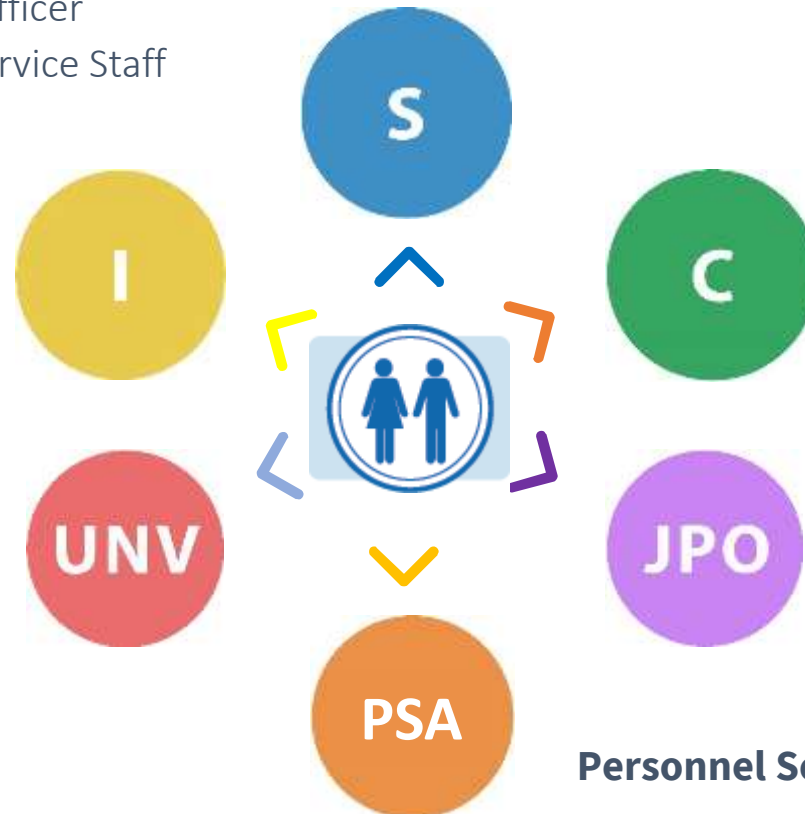
- Professional and Director Staff
- National Officer
- General Service Staff

## Interns

- Outstanding graduate-level students
- Country office/Regional center/HQ

## United Nations Volunteers

- Committed to the ideals of volunteerism



## Consultants

- In an advisory or consultative capacity
- Short-term assignments

## Junior Professional Officer

- Sponsored by their respective governments

## Personnel Service Agreement

- Local (NPSA)
- International (IPSA)

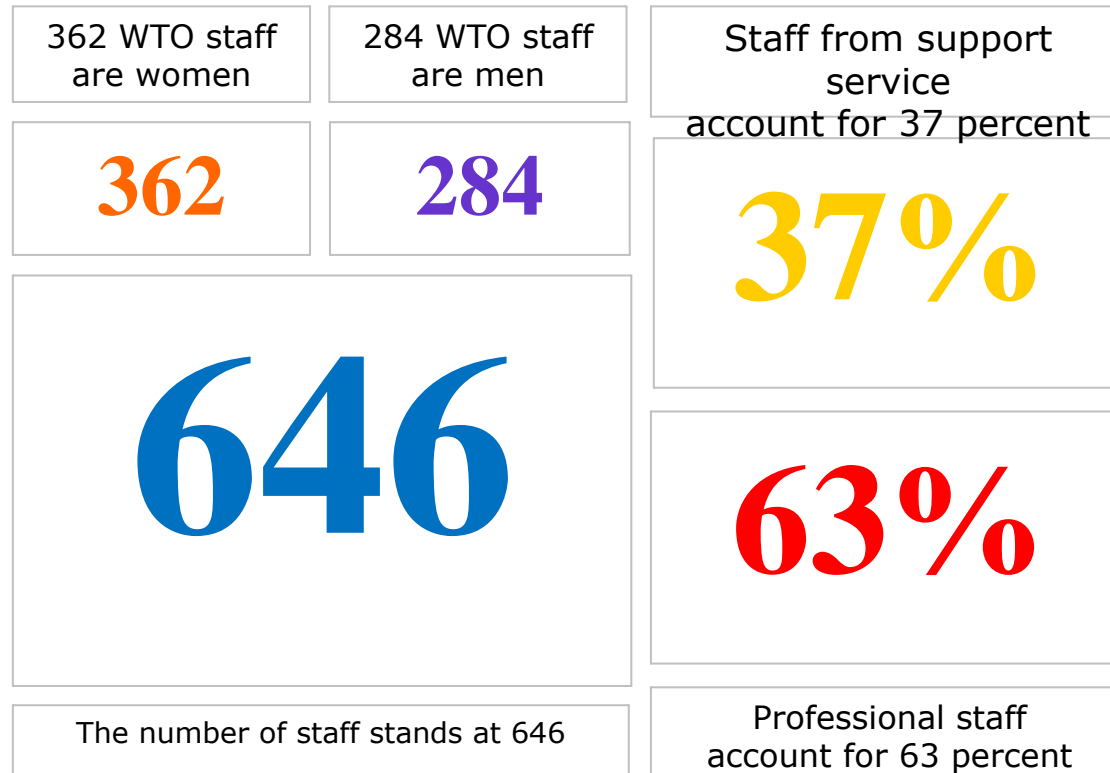


# World Trade Organization

Patricia Losada

Recruitment Specialist, Human Resources Division

The World Trade Organization (WTO) operates the global system of trade rules, guaranteeing WTO member governments important trade rights.







**A diverse workforce based in Geneva, Switzerland**



## Positions

- **Fixed-term positions**
- **Young Professionals Programme**
- **Internship programme**
  - WTO Internship
  - China Accessions Internship Programme (supported by China)
  - WTO Support Programme for Doctoral Studies (“PhD Internship programme”)
- **Temporary positions** (short term, consultants)

## Single grade structure

Covering professional and support jobs, from grade 1 to 10:

- Support jobs: grade 1 to 7
- Professional jobs: grade 6 to 10
- Director positions: grades 11 and 12

	12		
	11		Director
	10		
	9		
	8		
Support	7		
	6	Professional	
	5		
	4		
	3		
	2		
	1		



## Where to apply

### WTO career website

<https://wto.wd3.myworkdayjobs.com/External>

### LinkedIn

<https://www.linkedin.com/company/world-trade-organization/life/ed281199-04e0-47b2-a3cf-d6d4acfc4065/?viewAsMember=true>



# Panel Discussion



# Panelists

- 1. Pierre Noel, UNDP, Copenhagen**
  - Career Specialist
- 2. Heidy Martinez, UNICEF, New York**
  - Administrative Officer, Sustainable and Inclusive Operations
- 3. Katarina Posa, IAEA, Vienna**
  - Learning and Development Officer

# Pierre NOEL - UNDP



Current Position Career Specialist (P3) - UNDP

Former Position Communications Associate (G6) - UNDP

Strengths:

Communications  
Continuous Learning Mindset  
Languages

Challenges:

Opportunities  
Dual Careers  
New York and Young family

## Heidy Martinez - Administrative Officer (P2), Sustainable and Inclusive Operations (UNICEF, New York)

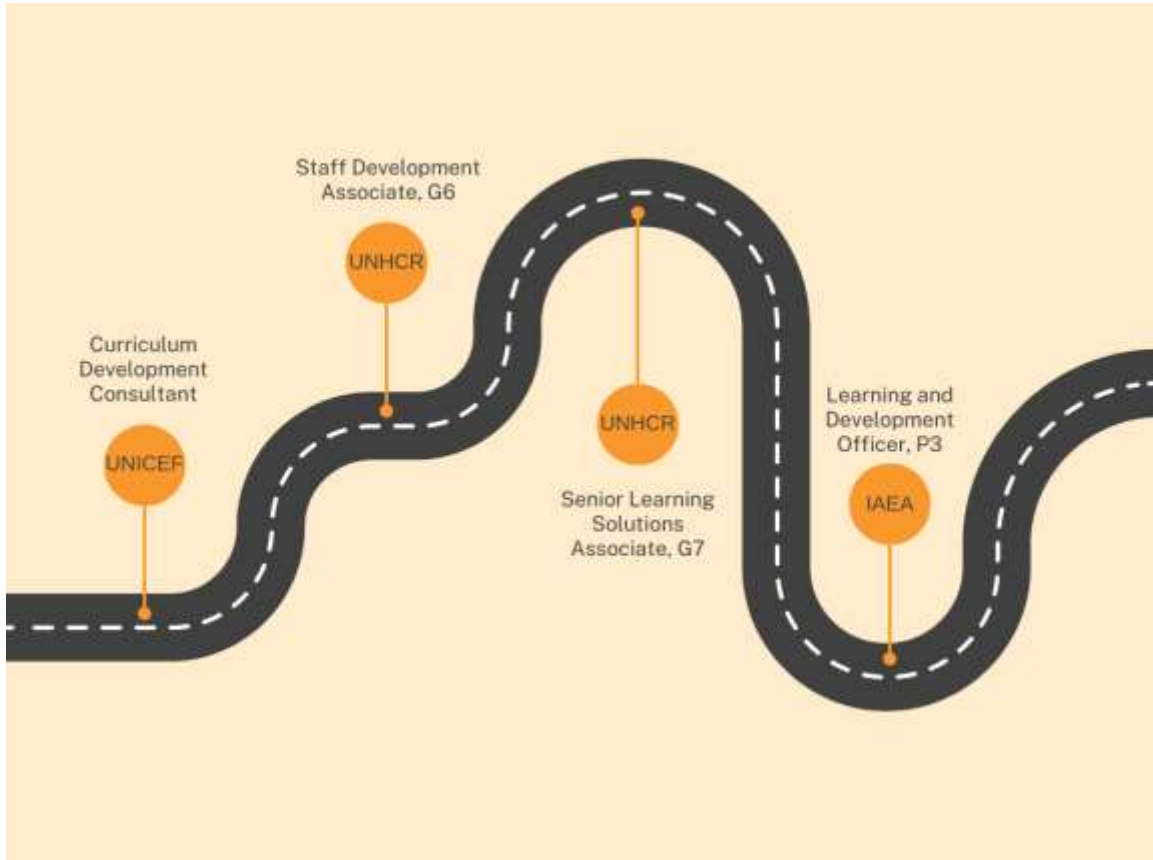


- Previous position in the G category: G5 Programme Assistant, UNICEF
- **Identify gaps**, proactively propose solutions and offer ways to fill the gaps
- **Volunteer** and make yourself visible
- **Don't get distracted by the level!** Prioritize your work area of your interest
- **Network** actively with colleagues working in your field of interest
- **Seize the opportunities** such as temporary assignments, mentoring and shadowing opportunities
- Once you get to the professional level, **moving horizontally is ok** if it gets you closer to where you want to be

*"The size of your success is measured by the strength of your desire; the size of your dream; and how you handle disappointment along the way." — Robert Kiyosaki*



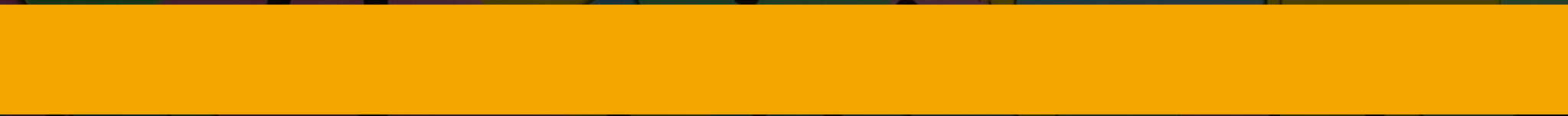
# Katarina Posa (Kata)



Bloom  
where you  
are  
planted.



# Q&A Session



# Upcoming Career Tips Thursday sessions

**22 March 2024**

A Holistic Approach to Career Development, with Michael Emery, Director of Human Resources, IOM

**25 April 2024**

Writing your Next Career Chapter, with Rob Nathan and Kate Mansfield, Career Counselling Services