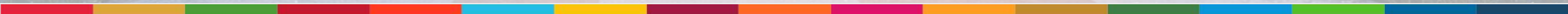




Beyond the algorithm

Preparing your career for Life 3.0
From Task Execution to Impact Design



Today's facilitators



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Talent Acquisition Officer
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Associate Fellow

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Talent Development Assistant

OSCE

House Keeping Rules

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

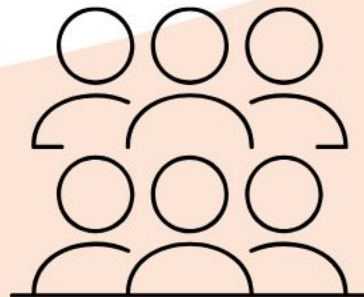
If you have any questions, please submit them through **Zoom Q&A button**.

The session will be **recorded**. The recording and presentation will be available on: [Inter-Agency Career Week 2026 webpage](#)



Due to the large number of participants in this session, we might not be able to respond to all of your questions.

Thank you for your understanding.



Skills Trends

The Skills Reality by 2030

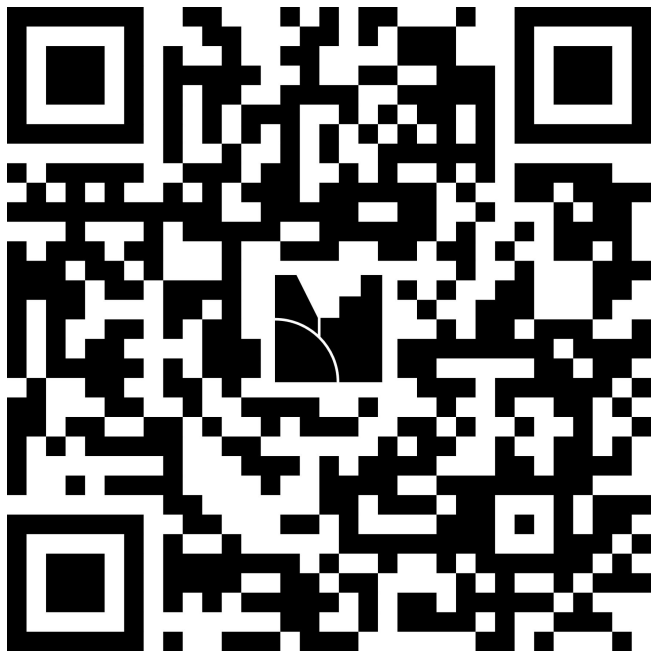
- **170 million new jobs created**
- **78 million net increase globally**
- **39% of skills will change**

The question is not *if* your role will change — but *how fast*?

Ref. [The Future of Jobs Report 2025 | World Economic Forum](#)

Our Reality

Organizations are evolving. The real question is — are we evolving with them



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or click the link in the chat

What is **one trend** you think
will significantly **impact**
your career now or in the
near future?



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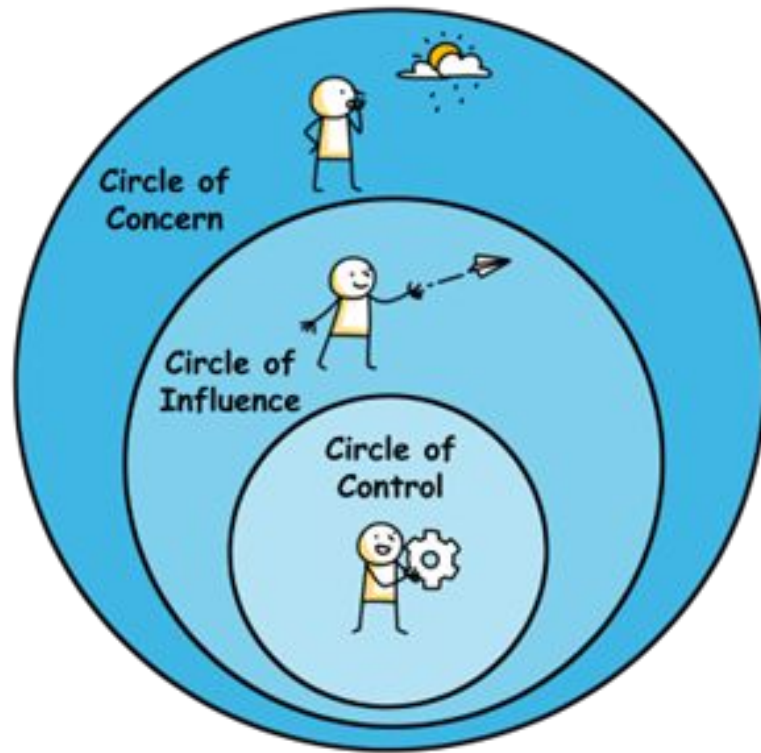
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Select which slide to add



Our Reality

Your career is built in the Circle of Control — not in the Circle of Concern



- What is changing in your field today?
- What will become obsolete in 3–5 years?
- What must you start learning now?

Skills Trends

Technical skills what got you here — human skills will make you indispensable

Top 3 Growth Areas

1. **AI & Data Literacy** → understanding, not just using
2. **Creative Thinking & Resilience** → adapting under pressure
3. **Leadership & Social Influence** → working through people

Ref. [Organizational Transformation in the Age of AI | World Economic Forum](#)

Driven purely by instinct and DNA. No ability to redesign body during lifetime.

Zero Agency



We choose our careers, beliefs, and knowledge. Mind is reprogrammable.

Partial Agency



You don't just learn a new skill; you design or orchestrate AI agents that handle the routine "Life 2.0" tasks like data analysis, drafting routine reports, or managing logistics. This frees you to focus on the "Human Value" that technology cannot replicate: ethical judgment, complex orchestration, and building deep trust with beneficiaries.

Full Agency



Life 1.0

(~4 Billion Years Ago – Present)

Biological Era: Hardware and software both evolved through natural selection. Even though we have moved past this, our basic biological functions (breathing, heartbeat,



Life 2.0

~100,000 Years Ago – Present

The Human Age: This is the world we currently live in. We cannot naturally grow wings or change our DNA (Life 2.0 hardware is fixed), but we can "install" new software by learning to be doctors,



Life 3.0

Technological Era: Life that can design both its software and its hardware.



The Future

In Life 3.0, we don't just learn new skills; we design the AI tools that automate our tasks and potentially redesign our own biological limitations (through bionics or genetic

fight-or-flight instincts) are still

engineers, or artists.

engineering)

Ethics = Your Competitive Advantage

Machines are
"Consequentialist" (focused
on outcomes)

Humans must be "Virtue
Ethicists"

- AI optimizes for **efficiency**.
- Humans must optimize for **fairness**
- AI makes decisions
- Humans ensure **trust building** and **justice**

In the UN, impact is not measured by efficiency alone, but by equity.

Ethics example

- **The Machine Logic:** An AI optimizes delivery routes to reach the maximum number of people at the lowest cost. It may skip a remote, high-risk village because it "lowers the efficiency score".
- **The Human Edge:** The UN Officer applies the principle of "**Leaving No One Behind.**" They override the algorithm to ensure aid reaches the most vulnerable, regardless of cost.
- **Competitive Advantage:** Human ethics ensure beneficiaries are treated as "**Ends, not Means**"

How this relates to UN 2.0

From Staff Member → Impact Architect

Life 2.0 (The Staff Member):

Primarily focuses on "Cultural" development: learning existing technical skills and operating within established organizational "hardware" (traditional bureaucracy). Their agency is partial because they are users of a system they did not design.

Life 3.0 (The Impact Architect):

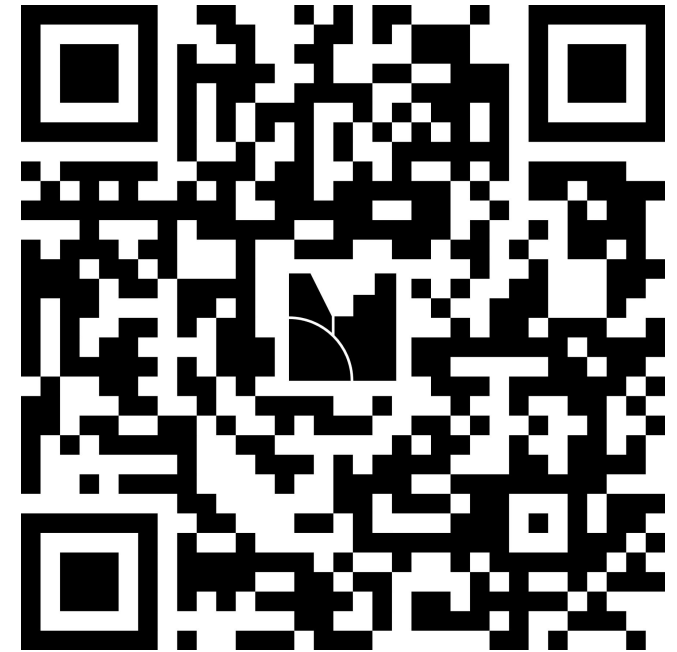
Operates with "Full Agency". They do not just follow the manual; they use technological tools to redesign the "software" (workflows) and "hardware" (systems) of the UN to solve global problems more effectively.

Identity (the “Being”)

Identifies the Territory (The decisions where human judgment is mandatory)

Look at your daily to-do list:

Which decisions on your to-do list carry a **weight of responsibility** that you would never allow an algorithm to sign off on?



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Which decisions on your to-do list carry a **weight of responsibility** that you would never allow an algorithm to sign off on?

Responses can be up to 200 characters and will appear here.

You can group responses if you get more than 10.

Turn on voting so people can flag their favorite responses.



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Select which slide to add



Utility (the “Doing”)

Identifies the **Tool** (The specific human value you use to navigate that territory)

On the previous slide, we identified the moments where your **Rational Agency** is irreplaceable.

Now, we must define the **Professional Signature** you leave on those moments.

If the technical 'heavy lifting' is gone, what is the human value that makes you indispensable to this Rational Agency?



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Select which slide to add



Designing your “Bold Move” for Life 3.0

Careers don't grow by chance — they grow by design

- **Skill Investment**
 - Focus on "Human-AI Collaboration" rather than just isolated technical skills.
- **Visibility Action**
 - Proactively demonstrate "Human Judgment" (Rational Agency) in your department.
- **Portability**
 - Use ethics and universal principles (Deontology) to make your value "Agency-agnostic" across the UN system

Designing your “Bold Move” for Life 3.0

Careers don't grow by chance — they grow by design

Design Your Bold Move – What action will you take in the next few weeks?

A bold move is a deliberate action that significantly increases your visibility, impact, or career

- **Reality Check / Skill Upgrade (Future-Proofing)**
 - Which skills are becoming less critical?
 - Which skills remain or will become the most essential for your career?
 - What would make you portable across agencies/departments?
- **Visibility Move (Be Seen)**
 - Where will you *demonstrate* your value publicly?
- **Strategic Relationship (Be Connected)**
 - Who can *accelerate* your growth or open doors?
- **Courageous Action (Be Bold)**
 - What are you *avoiding* that could change your trajectory?
- **Impact Move (Be Known For Something)**
 - What do you want people to associate your name with?

Simulation

Designing your “Bold Move” for Life 3.0

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Design your own Bold Move

What would make the next few weeks a breakthrough period for you?

How could you measure this progress?

Clarity drives action.

Reality Check / Skill Upgrade (Future-Proofing)

- What high-value skill will make you more *relevant*?

Visibility Move (Be Seen)

- Where will you *demonstrate* your value publicly?

Strategic Relationship (Be Connected)

- Who can *accelerate* your growth or open doors?

Courageous Action (Be Bold)

- What are you *avoiding* that could change your trajectory?

Impact Move (Be Known For Something)

- What do you want people to *associate* your name with?

In a world shaped by AI,
your greatest advantage is being human

The future will not be defined by technology alone —
but by the people who choose how to use it.

When a beneficiary is in crisis, they don't want an efficient
answer; they want a trusted one.

	Monday, 04 May	Tuesday, 05 May	Wednesday, 06 May	Thursday, 07 May	Friday, 08 May
03:00-04:00 (New York) 09:00-10:00 (Europe) 10:00-11:00 (Nairobi) 14:00-15:00 (Bangkok)	Pres (E) - From the UN to the Private Sector: Skills that enable Career Transition	Pres (E) - Thriving in Uncertainty	Pres (E) - Beyond the algorithm: Preparing your career for Life 3.0	Pres (E) - Habits under Pressure: working more intentionally	Pres (E) Behavioural Science for Career Development: Evidence-Based Steps for Action
04:30-05:30 (New York) 10:30-11:30 (Europe) 11:30-12:30 (Nairobi) 15:30-16:30 (Bangkok)	PD (E) - Inside the Recruiter's Mind: How Hiring Really Works in the UN and Beyond	PD (E) - Private Sector Unlocked: How to Enter, Adapt, and Succeed	Pres (E) - Upskilling for the Future: How to Stay Marketable Inside and Beyond the UN	Pres (E) - Becoming a UN Volunteer; What is in it for you? The Hidden Benefits of Volunteering.	PD (E) - Beyond the UN Blue: Navigating Your Career Transition to Other IGOs
06:00-07:00 (New York) 12:00-13:00 (Europe) 13:00-14:00 (Nairobi) 17:00-18:00 (Bangkok)	PD (E) - Talent on the Move: Growing your career through mobility	Pres (F) - Recherche d'emploi optimisée par l'IA : éthique, sécurisée et tournée vers l'avenir	Clinic (E) - AI for Your Career: Practical Tools and Prompts for Career Management	Pres (E) - Leading from Within: Self-Awareness, Authenticity, and Inner Resilience	Pres (F) - Maîtriser les entretiens d'embauche: Transformer son expérience en levier de réussite
07:30-08:30 (New York) 13:30-14:30 (Europe) 14:30-15:30 (Nairobi) 18:30-19:30 (Bangkok)	Clinic (E) - Mapping Your Motivators for Career Choices	Pres (E) - Mapping Professional Achievements to Job Application and Interview	Pres (E) - Breaking Down Job Descriptions	Pres (E) - What remains when everything changes: Insights from Third Culture and Global Nomad Research	Clinic (E) - The skills shift: What skills-based hiring and AI agents might mean for a UN career
09:00-10:00 (New York) 15:00-16:00 (Europe) 16:00-17:00 (Nairobi) 20:00-21:00 (Bangkok)	Pres (E) - Your Career, Your Conversation	Pres (E) - Strengthening Your Adaptability Muscles - AQ: The Adaptability Quotient	Pres (E) - Managing Your Saboteurs: Removing Barriers to Your Career Growth	Pres (E) - Use Your Strengths to Boost Your Career	Pres (E) - Activating Inner Resources in Uncertain Times
10:30-11:30 (New York) 16:30-17:30 (Europe) 17:30-18:30 (Nairobi) 21:30-22:30 (Bangkok)	Pres (E) - A Mind-Blowing Tour of AI Tools to Accelerate Your Career	Pres (E) - From Sat Nav to Compass: Navigating Your Career in a Changing UN System	Pres (S) - Construye tu Asistente de Carrera con IA	Pres (E) - Building a winning profile from application to interview	Pres (E) - Mentoring 2.0: From Top-Down to All-Around
13:00-14:00 (New York) 19:00-20:00 (Europe) 20:00-21:00 (Nairobi) 00:00-01:00 ¹ (Bangkok)	Pres (F) - Opportunités de carrière aux Nations Unies pour les jeunes professionnels et conseils pour réussir sa candidature	PD (E) - Thriving Globally - The human side of relocation	Pres (E) - Career Development: How you can turn a Psychosocial Hazard into a Thriving Strategy	Pres (E) - Youth Engagement: Put in Practice! (Young Talents in the UN System)	Pres (E) - Working for Justice
14:30-15:30 (New York) 20:30-21:30 (Europe) 21:30-22:30 (Nairobi) 01:30 ¹ -02:30 ¹ (Bangkok)	Pres (E) - Mastering Job Interviews: Turning Your Experience into Impact	Pres (S) - Cómo dominar las entrevistas de trabajo: refleja tu experiencia con impacto	Clinic (S) - Desarrollo de habilidades y redes profesionales a través de la mentoría	Pres (E) - Make career moves with confidence using the 5i Framework	Pres (E) - Own your Future, Make your Role Matter



THANK YOU!

The presentation, recording and other resources will be shared on our dedicated [Inter-Agency Career Week Page](#).

Please fill out the **Evaluation**.

Your feedback matters to us!

If you have any questions, please reach out to learning@osce.org.

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