



# Inter-Agency mobility

# Information and Career Conversation

# Inter-Agency Career Week 16 - 20 June 2025

# Today's hosts



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# 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 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.



# Objectives for this session

- Explore the key principles of the Inter-Agency Agreement
- Understand the definitions of loans, secondments, and transfers
- Highlight practical implications and procedural steps for staff mobility
- Recognize best practices

# Mentimeter questions 😊

Tell us about yourselves:

- Have you ever moved agencies? (yes/no)
- What do you think are the benefits of inter-agency mobility?  
(open space)



Join at [menti.com](https://menti.com) | use code 8748 8283

# Background

- The UN common system promotes mobility for collaboration and workforce flexibility
- The Inter-Agency Agreement standardizes these procedures
- It is signed by UN entities to ensure fair employment terms
- The Inter-Agency Agreement is non-binding

- ❖ United Nations and its funds and programmes
  - ❖ FAO
  - ❖ IAEA
  - ❖ ICAO
  - ❖ IFAD
  - ❖ ILO
  - ❖ IMO
  - ❖ ITU
- ❖ UNESCO
  - ❖ UNIDO
  - ❖ UPU
- ❖ UNWTO
  - ❖ WHO
  - ❖ WIPO
  - ❖ WMO

# Key principles of the agreement

- Transparency: Fair and consistent procedures for three key movement options: Loans, Secondments and Transfers
- Non-disruption of staff rights, if applicable
- Facilitates the coordination between the entities
- Boosts career development by supporting growth and new learning of staff of the UN common system



# Eligibility

- Usually: regular budget staff members who have passed probation
- Minimum: fixed-term contract of at least one year
- Some agencies may have additional eligibility criteria such as minimum time of service

# Loans

- Short-term (normally up to one year)
- Staff remain on releasing organization's payroll
- Staff benefits continue to be managed by parent organization
- Often used for technical expertise sharing following a temporary selection process

# Secondments

- 1 to 2 years, with possibility of extension
- Staff on receiving organization's payroll
- The administrative responsibilities regarding staff benefits and entitlements shift
- Clear agreement on entitlements like Annual leave accruals, home leave accruals, rest & recuperation etc.

# Transfers

- Permanent employment change, often for career progression and after an initial secondment
- New contract with the receiving organization
- Seniority/benefits may be retained (if agreed)
  - In the UN Secretariat no continuing/permanent appointments will be retained
  - Very few agencies can reinstate continuing appointments after candidates have successfully passed probation.

# Eligible or not - what to consider?

- Salary: confirm step on entry, also in case of change of grade
- Annual leave: can it be carried? What is the maximum?
- Home leave: different duty station, different periodicity?
- Education grant: check how to settle the grant before you leave and how changing schools affects your entitlement.
- Pension fund: ensure your pension number remains the same
- Health Insurance: ASHI entitlement, any change in entitlements, accruals can be carried over?

# Eligible or not - what to consider?

- Any outstanding payments or financial obligations: settled?
- Notice period: not all agencies share the same policies, expectations may vary
- Family members: will they join you at the duty station immediately
- What if I wish to return to my organization ?
  - General right of return
  - Lien to a post (specific right to return)
  - Need to apply to return (maintain internal candidate status)
  - No return right

# Moves outside the UN system

- Temporary moves to non-UN organizations may occasionally be possible (e.g. World Bank Group) with re-entry rights
- The Inter-agency Agreement will not apply – case by case
- UNJSPF: transfer agreements exist with non-UN entities

<https://www.unjspf.org/for-clients/transfer-agreements/>

# Procedural steps

1. Application and selection for a temporary or a regular job opening at the receiving organization
2. Staff or receiving organization initiate the request for a loan, secondment or transfer
3. Agreement: Terms of an MoU will be defined
4. Documentation: MoUs will be signed by all stakeholders involved
5. Implementation: Administrative and payroll setup



# Best practices

- Create a job alert for the type of positions you are interested in
- Once selected, allow for early planning with releasing and receiving organization
- Use standard template or draft template of a previous move between the organizations
- Monitor your situation: ask a lot of questions!
- Share your own suggestions with your HR Department during and after your inter-agency movement

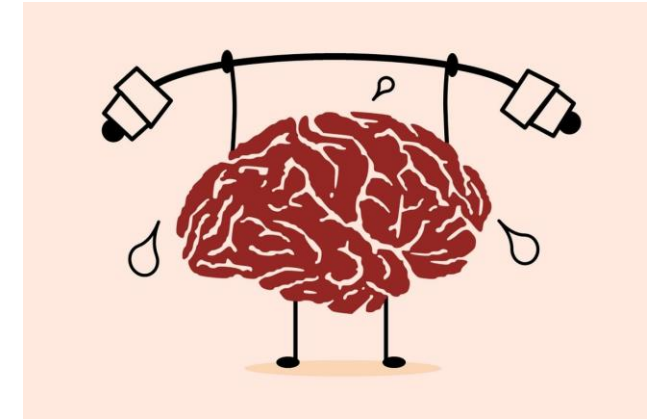
# Two years in Colombia



**Deep connection to the UN's  
Peacekeeping and Special  
Political mandate**



**New networks and ways of  
implementing human  
resources policies**



**New resources of personal  
resilience, judgement and  
creativity**



# 25 years in the system...



... no geographical moves



Five jobs



Two agencies

- (international) Dual Career Couple required Career Compromises
- Career Satisfaction through lateral and local moves and working on inter-agency projects



# Now what?

- The International Civil Service Commission has a job page including different UN common system organizations: **<https://jobs.unicsc.org>** (You can filter by location, grade and job network)
- The UNJobNet: **<https://www.unjobnet.org>**
- UN Secretariat positions: **<https://careers.un.org>** including UN Peacekeeping Missions and the UN Resident Coordinator System
- ILO: **<https://jobs.ilo.org>**





# UN Inter- Agency Career Week 2025 Agenda

16 - 20 June



	Monday, 16 June	Tuesday, 17 June	Wednesday 18 June	Thursday 19 June	Friday, 20 June
03:00-04:00 (New York) 09:00-10:00 (Europe) 10:00-11:00 (Nairobi) 14:00-15:00 (Bangkok)	Pres (E) - Embracing Your Career Journey in a VUCA World - Unlocking the Power of Learning Agility	Pres (E) - Your career is more than your next job	PD (E) - Career Conversations with colleagues on Inter-Agency mobility	Pres (E) - Skills for the Future of Work	Pres (E) - NextGEN Talent Acquisition: Insights from Recruiters
04:30-05:30 (New York) 10:30-11:30 (Europe) 11:30-12:30 (Nairobi) 15:30-16:30 (Bangkok)	Pres (E) - Charting your Blue Ocean: Identifying Emerging Opportunities and In-Demand Roles	PD (F) - Conversation de Carrière (Parcours Leadership)	Pres (E) - Navigating Inter-agency moves: key questions to consider	PD (F) - Conversations de carrière avec des collègues sur la mobilité inter-agences	Pres (E) - Demystifying Job Searching in the UN System
06:00-07:00 (New York) 12:00-13:00 (Europe) 13:00-14:00 (Nairobi) 17:00-18:00 (Bangkok)	Clinic (F) - Optimisez votre PHP : Clés pour une Candidature Réussie	Clinic (F) - Entretien basé sur les compétences pour les candidats	Clinic (F) - Réseautage Stratégique : Créer des liens, créer des chances	Pres (E) - Your application and the process	PD (E) - Recruitment for Global Impact: Insights from Purpose-Driven Organizations
07:30-08:30 (New York) 13:30-14:30 (Europe) 14:30-15:30 (Nairobi) 18:30-19:30 (Bangkok)	Clinic (E) - Successfully crafting your Personal History Profile / P11	Clinic (E) - CBI for applicants	Clinic (E) - Demystifying Networking for Career growth	Clinic (E) - Career Pivot into the Private Sector	PD (E) - How Volunteering Shapes Future Careers
09:00-10:00 (New York) 15:00-16:00 (Europe) 16:00-17:00 (Nairobi) 20:00-21:00 (Bangkok)	Keynote Speakers (E) - Pursuing your Success : Skills for Career Development	Keynote Speakers (E) - Unlocking Career Potential: The Power of Continuous Learning and Training	Keynote Speakers (E) - A holistic approach to career development	Keynote Speakers (E) - Onto the Balcony: Leadership Insights from a Personal Journey	Keynote Speakers (E) - Keynote Address by David Bearfield (UNDP)
10:30-11:30 (New York) 16:30-17:30 (Europe) 17:30-18:30 (Nairobi) 21:30-22:30 (Bangkok)	Pres (E) - Your Personal Journey	PD (E) - The Leadership Equation: Integrity, Innovation, and Impact	PD (E) - Getting into the international professional category - Moving to a different UN Organization	PD (E) - Career Conversations with colleagues on Interns and Fellows	Pres (E) - Creating Your Personal Learning Strategy
12:00-13:00 (New York) 18:00-19:00 (Europe) 19:00-20:00 (Nairobi) 23:00-00:00 (Bangkok)	Pres (S) - El CV como herramienta de impacto	Pres (E) - Branding from the Inside Out: Authenticity and EQ in Action	Clinic (S) - Desmitificando el Networking para el Crecimiento Profesional	Pres (E) - From Federal to Civilian: Resumes & Job Search Strategies	Clinic (S) - CBI para solicitantes
13:30-14:30 (New York) 19:30-20:30 (Europe) 20:30-21:30 (Nairobi) 00:30 <sup>-1</sup> -01:30 <sup>-1</sup> (Bangkok)	Pres (E) - A Mind-Blowing Tour of AI Tools to Accelerate Your Career	PD (S) - Voces de Impacto: Liderazgo que Transforma	Pres (E) - Resilience and Adaptability in times of change: "Bending without breaking"	PD (E) - Navigating and supporting the careers of women in the UN system	Pres (E) - CV writing - transforming tasks into achievements
15:00-16:00 (New York) 21:00-22:00 (Europe) 22:00-23:00 (Nairobi) 01:00 <sup>-1</sup> -02:00 <sup>-1</sup> (Bangkok)	Pres (S) - Entrevistas de trabajo eficaces en el sistema de las Naciones Unidas	Pres (E) - Effective Interviewing Skills in the UN	Pres (S) - Cómo completar un perfil para solicitar un puesto de manera efectiva	Pres (E) - Step Into your Future: How to set big goals and unlock your potential as a leader	Pres (E) - Reset and Recharge: Reconnecting with what grounds us



# THANK YOU! MERCI ! ¡GRACIAS!

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

Please fill out the [Evaluation Survey](#). Your feedback matters to us!



If you have any questions, please reach out to [capability@ilo.org](mailto:capability@ilo.org).