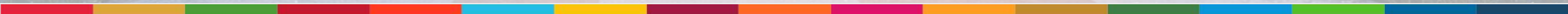




From the UN to the Private Sector: Skills that enable Career Transition

Lara Martinez Gonzalez



Session Blueprint

Section	Description	Activity	
Intro	Who am I Agenda		10 minutes
Defining your career objective	Different ways to grow your career Surface fears and concerns about the private industry	Menti	5 minutes
Look In	Identify what you have to offer	Video Menti	10 minutes
Look Out	Identify what is around you	Menti	5 Minutes
Look about	Identify how to close the gap	Menti	10 Minutes
Next steps	Close up with actionable items		5 minutes
Q&A			10 minutes

Today's presenter



Lara Martinez Gonzalez

Global Director Talent Intelligence

Zoom Support Team



Gabriel Tuan

Manager, Learning Development
UN Women



Silvia Märkli García

Human Resources Business Partner
UN Women

House Keeping Rules

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

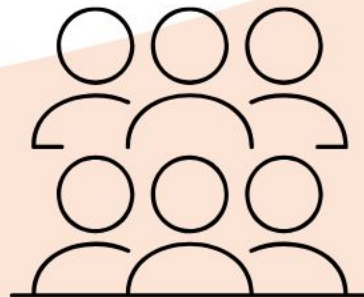
If you have any questions, please submit them through **Zoom Q&A button**.

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 your questions.

Thank you for your understanding.



Agenda

1 Identifying your career objective

2 Look In

3 Look Out

4 Look About

5 Next steps



Job-based view



Global Director Talent Intelligence

Tasks in current job

- Design Global Talent Policies
- Implement HR AI Technology
- Generate Workforce Insights
- Engage with stakeholders

We are more than our Job Descriptions

Skills-based view



Career Development Architect

Skills for current job

- Talent Management
- AI literacy
- Strategic Thinking
- Stakeholder Management

Skills from previous job

- Change Management
- Design Thinking
- Learning & Development
- Project Management

Skills from personal life

- Networking
- Multiple Languages
- Creativity
- Agile Mindset

Skills I want to learn

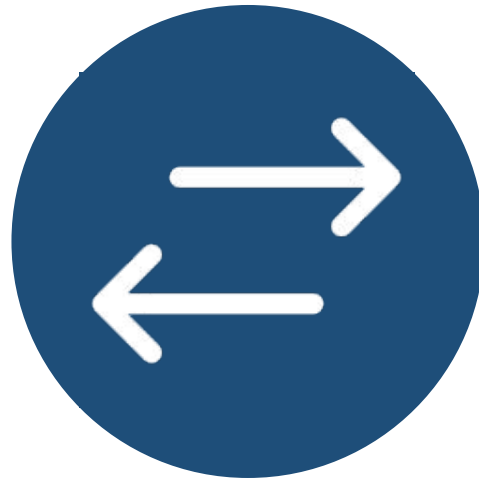
- Sailing
- Public Speaking
- Storytelling
- Chinese

Career development takes different flavours



Vertical Move

Seeking a more senior role with increased responsibility



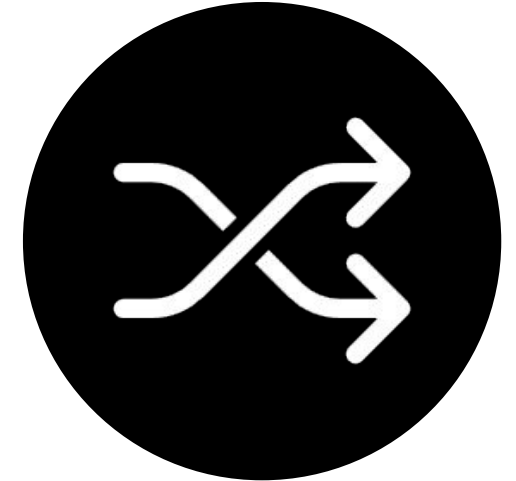
Lateral Move

Moving across the organization to find a better fit



Realignment Move

Moving to re-specialize, position for future moves, or balance work, life, and other goals



Enrichment

Growing in place; highly visible/stretch assignments, upskilling

As well as opportunities

By Size



Consultant or entrepreneur



Small or medium size



Large Organizations

By Scope



Local



Country or regional



Global

What do you think may be the main differences between the international public and the private sector? (multiple choice)

Purpose: public service vs profit

Pace: slower vs faster decision-making

Processes: Rules, procedures, and compliance vs flexibility and agility

Drivers: political/public scrutiny vs market pressure

Transforming Limiting Beliefs into Empowering Reframes

IDENTIFYING LIMITING BELIEFS

Recognizing internal doubts like 'too niche' or 'lack commercial skills' is the first step to transformation.

REFRAMING NICHE EXPERIENCE

Specialized expertise and purpose-driven work are highly valued by private sector.

TRANSLATING YOUR SKILLS

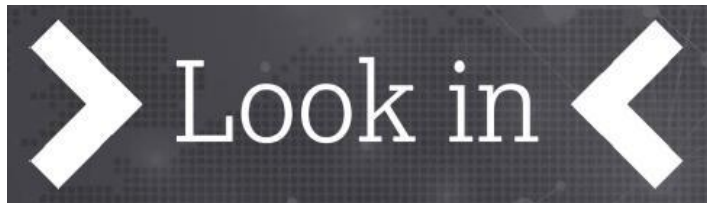
Public sector competencies like outcomes, resource prioritization, and stakeholder management align with private sector needs.

REDEFINING STABILITY

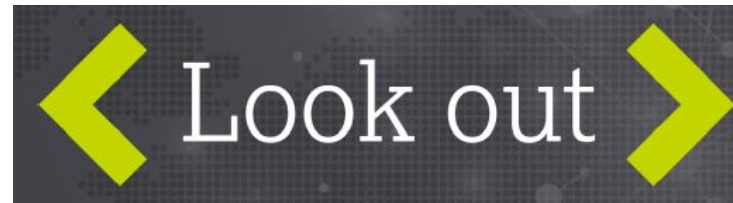
Stability means employability through adaptable skills, proven results, and a strong professional network.



Your journey starts with self-reflection



What do you know
about **yourself**?



What is happening
in the **industry**?



What opportunities do you
have **around**?

Bringing skills transferability to life



2-What core skills may be transferable between the public and the private sector?
(multiple choice)

Influencing and stakeholder management

Leadership and people management

Project and program management

Problem-solving and critical thinking

Strategic thinking and planning

Digital literacy - AI

Learning and adaptability

Examples of transferable skills

Transferable Skills

- Stakeholder coordination across cultures and functions
- Risk & compliance rigor; policy-to-execution translation
- Crisis response and ambiguity navigation
- Program governance, vendor and grant management
- Communication in high-stakes settings; storytelling with data

Potential gaps to focus on

- Product thinking and customer orientation
- Business acumen & language
- AI - Digital fluency
- Agile delivery
- Organic change management

POLL PLACEHOLDER

What roles may be a close proxy for what you do today?

Potential roles in the private sector



- ESG, sustainability reporting, responsible sourcing



- Risk, compliance, safety, quality, or regulatory operations



- Partnerships/Alliances, account management, customer success



- Program/Project Management Offices (PMO), Transformation, Change



- Social impact, corporate foundation, inclusive hiring, DEI, external affairs



- NGOs, Healthtech, climate tech, supply chain resilience, AI governance,
data privacy

Telling your story: defining your value proposition

DOING YOUR RESEARCH

Investigate different types of organizations and industries looking for values, ways of working and purpose.

REFRAMING RESPONSIBILITIES

Translate UN duties into business language emphasizing leadership, accountability, and measurable results.

VALUE AND OUTCOME-BASED NARRATIVES

Shift from listing activities to highlighting impact on time, cost, risk, quality, or scale. Think about the value that you bring.

ALIGNING WITH PRIVATE SECTOR

Make UN experience compelling by focusing on value creation and return on investment.

ENHANCING EMPLOYABILITY

Position UN professionals as high-impact operators in complex, high-stakes environments.





What should you expect when applying in the private sector

1

Personal branding and networking is key

2

Your resume as your entry ticket

3

Multiple rounds of interviews

4

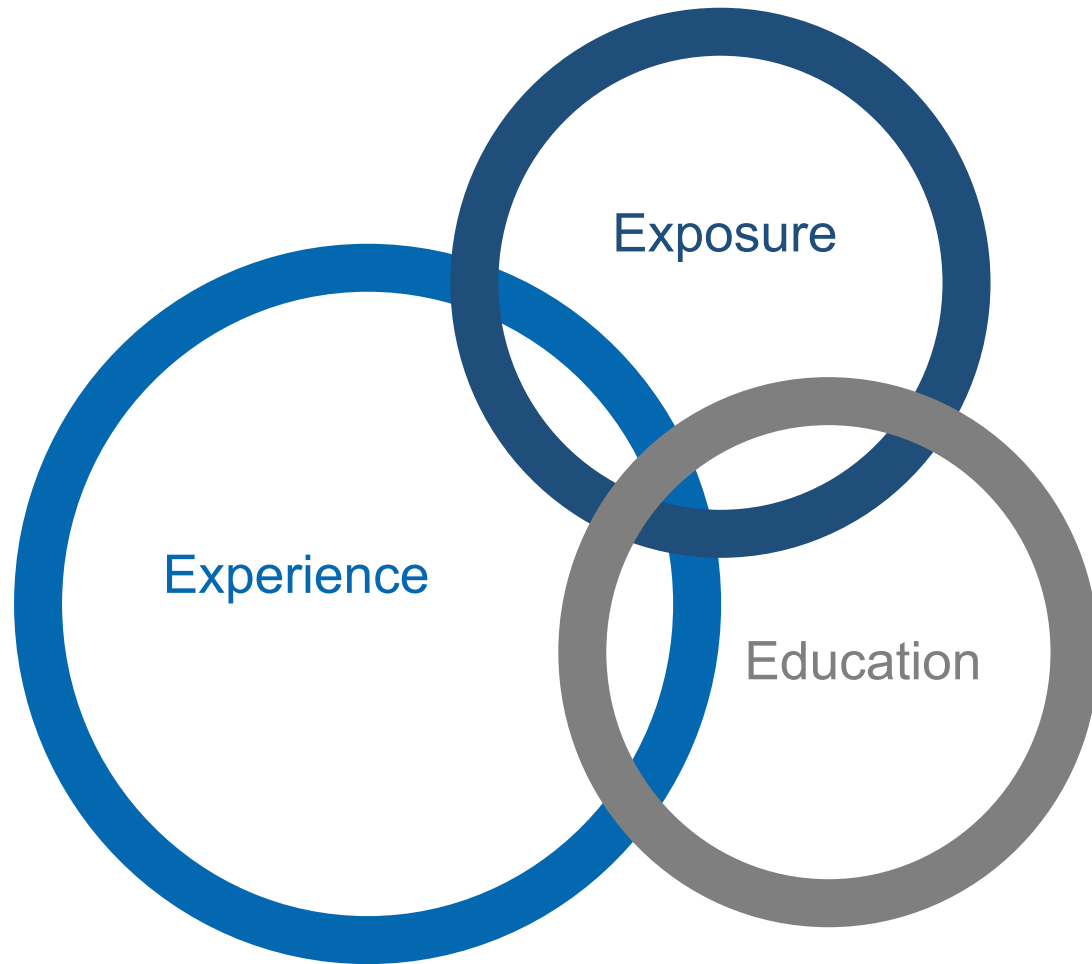
Assessments and tests

5

Requests for references

KNOW YOUR WORTH!

How can you start looking for opportunities?



- Professional associations and organizations
- Conferences
- Webinars and Online Courses
- Fixed term, Consulting or Contractor roles
- Newsletters and Industry reports
- Social media and networking
- Regulatory updates
- Podcasts and webcasts
- Collaboration and Networking

4-What can you do RIGHT AWAY to acquire education, exposure and experience? (multiple choice)

Join a cross-team project or action-learning sprint
(Experience)

Identify organizations in your area to volunteer (Experience)

Ask your friends and family about their organizations
(Exposure)

Join an event / network / community of practice / peer circle
(Exposure)

Build a personal learning plan + block time in your calendar
(Education)

Binge-learn smartly (webinars/videos + reflection) (Education)



What can you do next?

1

Reflect on your career objective and your own beliefs

2

Look in, look out, look about for opportunities

3

Identify what gaps you may have and to close them via Education, Exposure and Education

4

Practice retelling your story with private business lenses (e.g. resume, LinkedIn)

Q&A

	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

