



# Inside the Recruiter's Mind: How Hiring Really Works in the UN and Beyond

04 May 2026

# Today's presenters/facilitators



**Alexandra Marinoiu**  
**Head Learning & Development**  
**Section | ITU**



**Betty Almonte**  
**Talent Management &**  
**Performance Officer | UNHCR**

## Today's Speakers



**Charlotte Deveaux-Jallerat**  
**Senior Associate Director,**  
**Michael Page**



**Rolf Reinhardt**  
**Senior Enterprise**  
**Account Director,**  
**LinkedIn**



**Saima Imtiaz**  
**Chief of Assignment,**  
**Mobility and Transition**  
**Section, UNHCR**

# House Keeping Rules

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

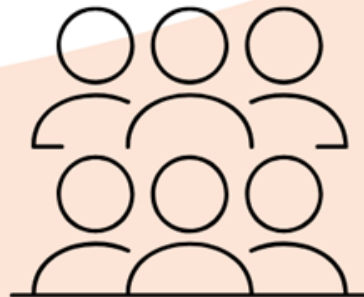
If you have any questions, please submit them through [Zoom Q&A button](#).

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 you understanding.**



# Setting the Scene - The New Rules of the Game

- The Current Marketplace & hyper-competitive hiring
- Large investments in AI & automation
- Continuous self-learning is Non-Negotiable
- Blurring boundaries between sectors (profit & non-profit)
- Acceleration of change in job roles
- Reframe the mindset

POLL – share your response!

**What is the one thing you wish you knew a recruiter was thinking when reviewing your application?**

# Inside the Recruiter's Mind: How Hiring Really Works in the UN and Beyond



**Understanding Recruiter  
Psychology**



**Building a Competitive  
Professional Brand**



**Navigating UN and  
Non-UN Career Paths**

# Understanding Recruiter Psychology



# Understanding Recruiter Psychology

## LET'S HEAR FROM OUR SPEAKERS!

*What information or signals instantly increase your confidence in a candidate, and what signals instantly decrease it?*

# Key Takeaways

**Stay “market-ready” by actively building and nurturing your network, both internally and externally.**

- **Be visible so your work and value are recognized**
- **Build genuine connections**
- **Show up consistently to maintain trust and relevance**
- **Use the “3 Circles” model to intentionally grow and balance your network for long-term career success**

# Understanding Recruiter Psychology

## LET'S HEAR FROM OUR SPEAKERS!

*How do you see the role of AI evolving in recruitment over the next few years and what can candidates do from now to “shine” in possibly agent-driven screenings?*

# Key Takeaways

- **AI is already shaping shortlists; and it rewards skills clarity, not titles**
- **Recruiters use AI as a co-pilot; human judgment stays but first impressions are automated**
- **Prompting is becoming a core career skill – on both sides of the table**

# LinkedIn Recruiter (traditional view)

Analyst > Talent pool > Recruiter search
Private · 1 member

Overview

Talent pool

**Recruiter search** 357

Recommended matches

Hidden candidates

Pipeline

Talent Insights

Post a job

Collapse

357 results [Hide filters](#)

Custom filters

Job titles

Business Analyst +

+Full Stack Developer , +Certified Project Manager

Locations

Geneva, Switzerland +

+Aargau, Switzerland (144)

Skills and Assessments

SQL +

+Angular (7) , +Snowflake (22)

Include: All skills

Companies

+ Companies or boolean

+TRAVELERS INSURANCE COMPANY LIMITED

Keywords

+ Profile keywords or boolean

Qualifications

+ Describe with natural language

Spoken languages

+ Spoken languages proficiency

Advanced search

Clear search

Spotlights

357  
Open to work


150  
Active talent

0  
Rediscovered candidates

0  
Internal candidates

37  
Interested in your company

357 RESULTS [See search breakdown](#) 1 - 25



**AZQORE SA**  
Geneva, Geneva, Switzerland · Financial Services

[Save to pipeline](#) [Hide](#) [✉](#) [⋮](#)


**Experience** 10+ years of Business Strategy Analyst experience

**Business Analyst** at AZQORE SA · 2020 – Present  
 Chef de projet / **business analyst** at Indosuez Wealth Management · 2017 – 2020  
**Business Analyst** at Banque Lombard Odier & Cie SA · 2016 – 2017  
 Show all (11)

**Education** Université Pierre et Marie Curie (Paris VI), DESS · 1995 – 1996  
 Université Pierre et Marie Curie (Paris VI), maîtrise · 1993 – 1995  
 Université Pierre et Marie Curie (Paris VI), licence · 1992 – 1993  
 Show all (4)

**Skills Match** SQL

**Interest** High likelihood of interest  
 Open to work · Engaged in job market · 1 connection



**Senior Business Analyst**  
Geneva, Geneva, Switzerland · Human Resources Services

[Save to pipeline](#) [Hide](#) [✉](#) [⋮](#)

**Experience** 3+ years of Business Strategy Analyst experience · Enhanced by resume

**Senior Business Analyst** @ICRC at KEYTEO · 2024 – 2025  
**Business Analyst** at International Committee of the Red Cross - ICRC · 2022 – 2023  
**Business Analyst (external)** at International Committee of the Red Cross (ICRC) · 2021 – 2022  
 Show all (9)

**Education** Université Paris Dauphine - PSL, Master in Information System Management (ex DESS 220) · 2017 – 2018  
 Institut Mines-Télécom Business School, Preparation of the Master's Degree in Management · 2015 – 2017  
 Classe préparatoire ECS - Lycée La Bruyère, Intensive preparatory program for entrance to top French business schools · 2013 – 2015  
 Show all (4)

**Skills Match** SQL

**Interest** High likelihood of interest

# LinkedIn Hiring AI Assistant (fast emerging)

Project Officer - March 2026 > Talent pool > Recommended Private · 1 member
















Overview  
Talent pool  
Search 1.3B+  
**Recommended**  
Hidden  
Pipeline  
Talent Insights  
Post a job  
Collapse

### Recommended matches

These recommendations are based on your save, profile view, and message activity. Some candidates may appear in multiple categories.

- 67 All recommended matches
- 0 Rediscovered candidates
- 25 Today's top matches
- 25 Based on your pipeline skills
- 25 Open to work

67 RESULTS 1 - 25

-  **Project Manager** - 3rd  
Ukraine  
**Experience** 4+ years of Project Manager experience  
**Project Manager** at Caritas Ukraine · 2022 – Present  
**Project Manager** at Caritas Ukraine · 2022 – 2022  
Project Management Assistant at Caritas Ukraine · 2017 – 2022  
Show all (5)   
**Education** Taras Shevchenko National University of Kyiv, Master's degree · 2006 – 2012  
**Interest** [Company follower](#)  
[Save to pipeline](#)  [Hide](#)  
-  **Sales Representative – MOKAVTO LTD** - 3rd  
Kyiv, Kyiv City, Ukraine  
**Experience** 3+ years of Project Manager experience  
**Project Manager** at Caritas-Spes Ukraine · 2024 – Present  
**Project Manager** at Благодійний фонд "Право на захист" · 2024 – 2024  
Project Assistant at Благодійний фонд "Право на захист" · 2023 – 2024  
Show all (8)   
**Education** State University of Trade and Economics, Марістр · 2018  
[Save to pipeline](#)  [Hide](#)  
-  **Project Manager** — Nova Ukraine - 3rd  
Kyiv, Kyiv City, Ukraine  
**Experience** 11 months of Project Manager experience  
**Project Manager** at Nova Ukraine · 2025 – Present  
Assistant to Country manager at Nova Ukraine · 2024 – 2025  
Client Manager at ArchiCGI · 2020 – 2022  
Show all (4)   
[Save to pipeline](#)  [Hide](#)  

# Building a Competitive Professional Brand



# Building a Competitive Professional Brand

## LET'S HEAR FROM OUR SPEAKERS!

*From your organization's perspective, what defines a strong candidate?*

# Key Takeaways

**Strong candidates are easy to identify, easy to trust, and easy to move forward, if they:**

- **use clear, standardized titles and machine-readable skills**
- **demonstrate key requirements with concrete evidence**
- **signal strong fit through concise, effective communication**

# Navigating UN and Non-UN Career Paths



# Navigating UN and Non-UN Career Paths

## LET'S HEAR FROM OUR SPEAKERS!

*How should UN colleagues think about long-term career planning if they want to remain marketable in both UN and non-UN environments?*

# Takeaways

- **Focus on skills, not roles: Understand hiring differences:** Translate UN experience into clear impact and results, avoiding internal jargon.
- **Maintain dual visibility:** Stay connected internally while building an external presence (e.g., LinkedIn).
- **Leverage mobility strategically:** Use diverse assignments to build resilience, adaptability, and leadership credibility.
- **Own your career:** Continuously assess your skills, their transferability, and your external market value.

- 👉 [UNJobs.org](https://unjobs.org)
- 👉 [UN Careers](https://un.org/careers)
- 👉 Set email alert for jobs in specific UN organizations/agencies
- 👉 Inter-Agency....

# Future-Proof Your Career: Start Here



## The Path podcast

by Ryan Roslansky (CEO LinkedIn)



## Michael Page – Career Advice series



## LinkedIn Career Explorer

Map your skills to new career paths



## Profiler – how strong is your LinkedIn profile?

# From Insight to Action: Free Learnings You Can Start Today

[Employer Branding Masterclass 2026](#)

[Microsoft Virtual Training Days](#)

**Michael Page – 2026 Talent Trends (coming soon)**

[Deloitte – 2026 Global Human Capital Trends](#)

