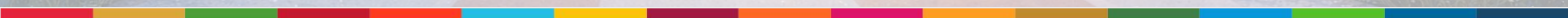




The Skills Shift

From traditional pathways to capability led, AI augmented careers



Today's presenters



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House Keeping Rules

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

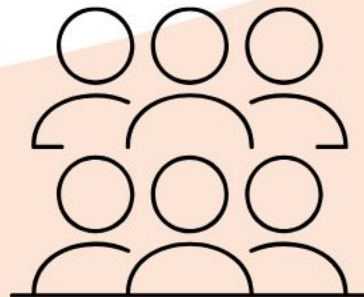
If you have any questions, please submit them through **Zoom Q&A button**.

The session will be **recorded**. The recording and presentation will be available on: [Inter-Agency Career Week 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.



Why This Moment Is Different

The Forces Reshaping the UN Environment



Funding pressures

Doing more with less.

Relevance under
constraint.



AI Disruption

Automation +
augmentation of
every workflow.



Escalating Complexity

Faster pivots,
adaptive skills, new
demands.



UN 2.0

Digital and data skills
now system wide.

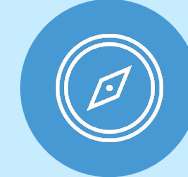
What this means for your UN career



Skills
- currency
across the
agencies



AI agents
automate and
augment tasks







**Portfolio
careers** replace
linear pathways

Technical tracks move fastest - skills didn't exist 10 years ago

Poll

Which factor do you think AI is already influencing most in your area of work?

-  How work is produced (drafting, analysis, reporting)
-  How fast work moves
-  What skills matter most
-  I don't see an impact yet

Skills-Based ≠ Buzzword

Where “skills-based” already shows up in the UN system



**Workforce
Planning –**
Capability maps



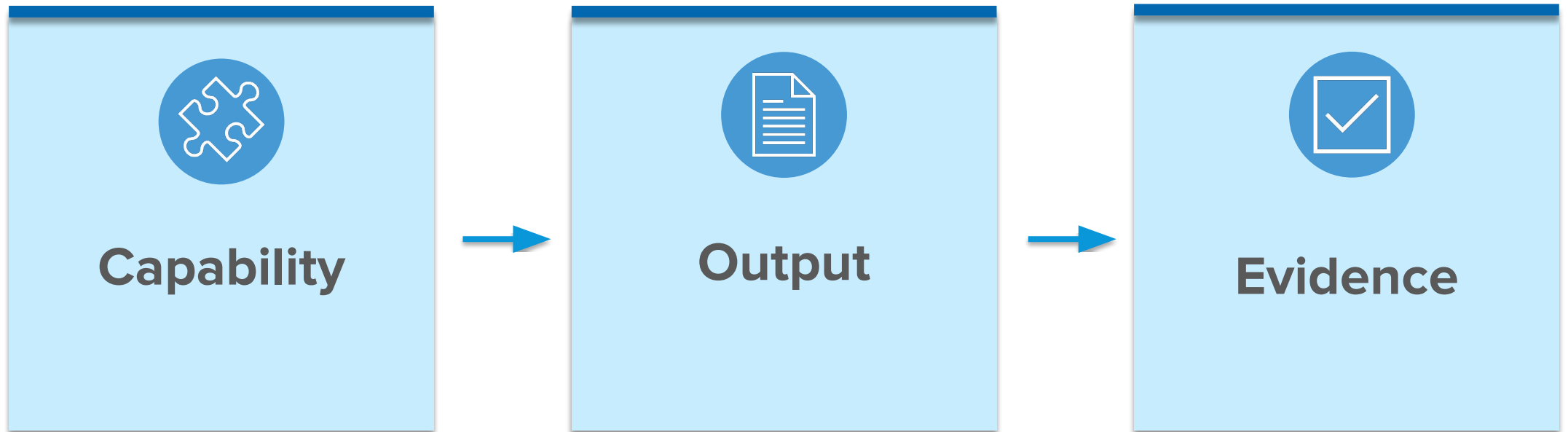
Roster Reforms
–
Skills evidence



Panel practice
–
Structured
criteria and AI

What Skills-Based Hiring Actually Means

Panels & systems now look for



Signals of digital fluency and adaptability

Why skills matter more than roles

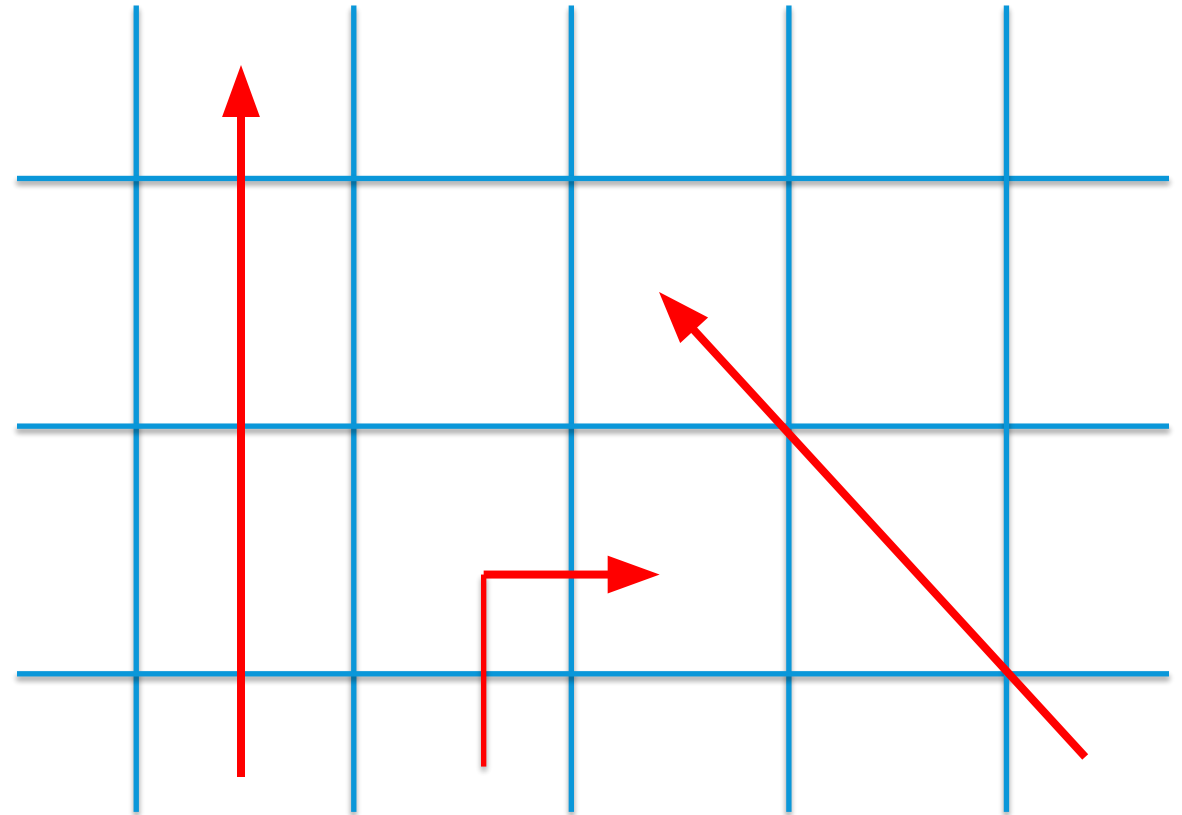
Skills-based system reward people who can:

Pivot across teams

Demonstrate impact

Show transferable capabilities

Learn new tools and responsibilities quickly



How AI amplifies Hiring Signals

↑ Amplified in skills based hiring

- ▲ Capability language
- ▲ Evidence
- ▲ Outcomes
- ▲ Digital habits

↓ Diminished in skills based hiring

- ▼ Experience
- ▼ Duty lists
- ▼ Tenure
- ▼ Certificates only

AI does not decide what matters — it amplifies what the system is configured to value.

Using AI is Now Part of The Assessment

The question is no longer whether candidates use AI — but how well they use it.



OLD: *“Did you use AI?”*



NOW: *“How did you use AI – and why?”*



Intentional Use

Clear prompting, verification, iteration.



Judgement

What to trust, adapt, or discard.



Transparency

Open about AI assistance.



Appropriateness

AI as support, not substitution.

What AI Agents Actually Do

Human implication: *Work shifts toward judgment, collaboration & strategy*



AI

Draft
Coordinate
Analyse
Schedule
Summarise
Report

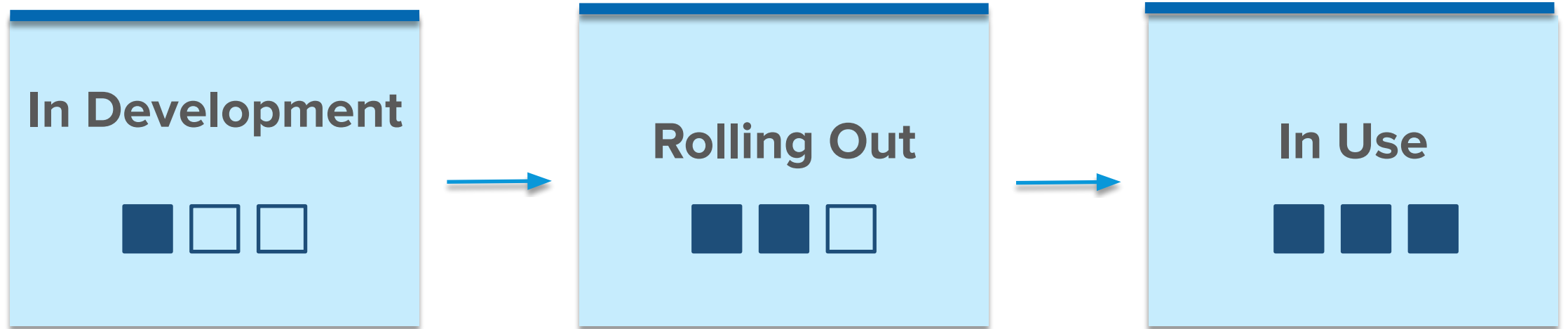


HUMAN

Orchestration
Strategy
Judgement
Ethics

AI Capability Is a Moving Target

AI skills are not something you acquire once — they require continuous adaptation.



AI Skills That Boost Your Mobility

You don't need to be technical – but you need to be AI fluent.



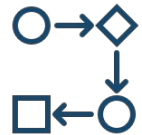
Prompting

Optimise prompts to get accurate, safe, and context-relevant outputs.



Data Interpretation

Understanding data patterns to inform accurate conclusions and decisions.



Process automation

Implement technologies and processes to reduce manual effort



AI augmented analysis & writing

Using AI to enhance analysis, drafting, and clarity of content.



Summarisation workflows

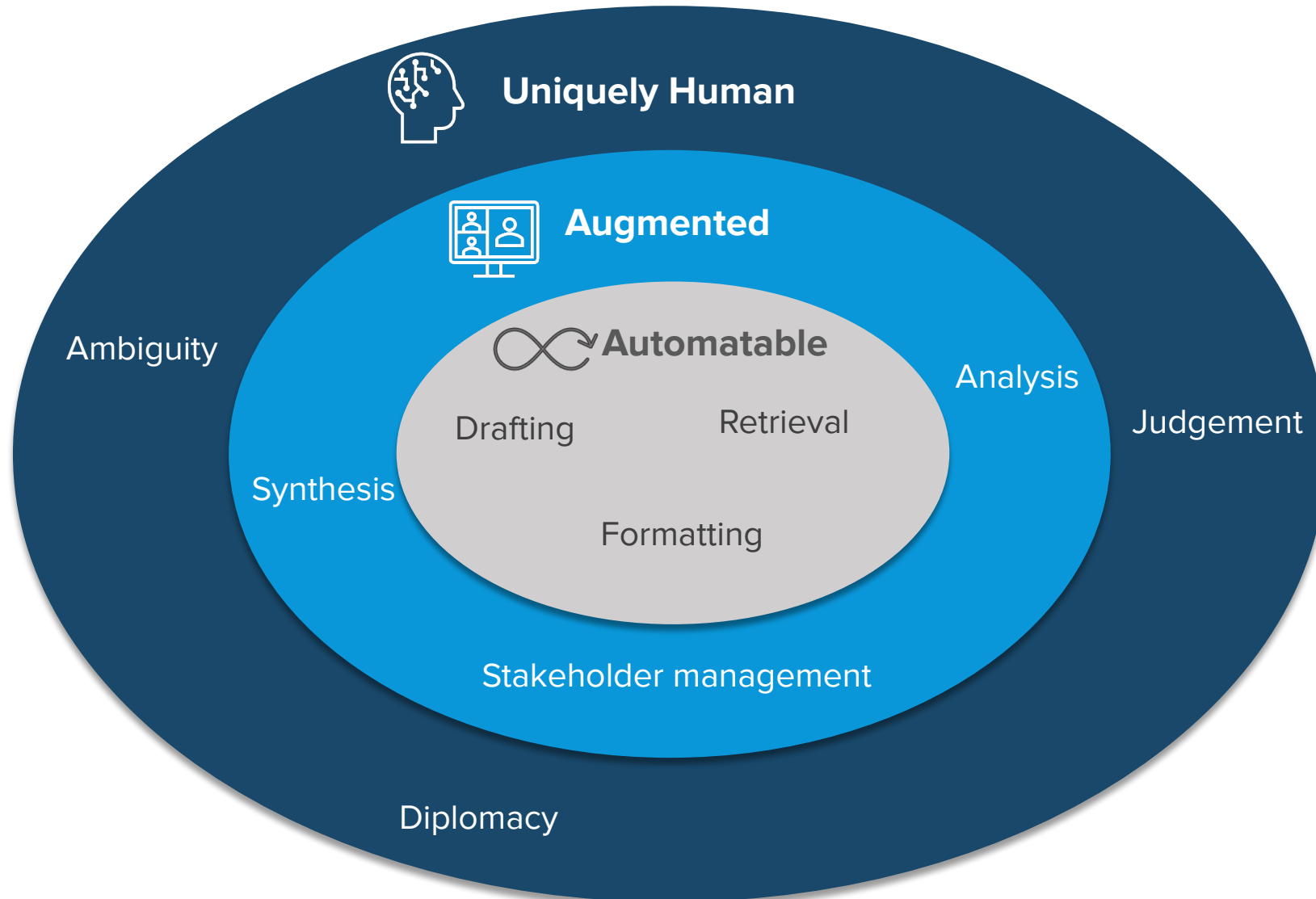
Create processes to summarise information into actionable, clear workflows.



Ethical AI awareness

Recognizing biases, risks, and responsibilities in responsible AI use.

The Unbundling of Your Job



The New Skills Premium

Not all skills age the same. AI accelerates this divergence.

↑ INFLATING IN VALUE

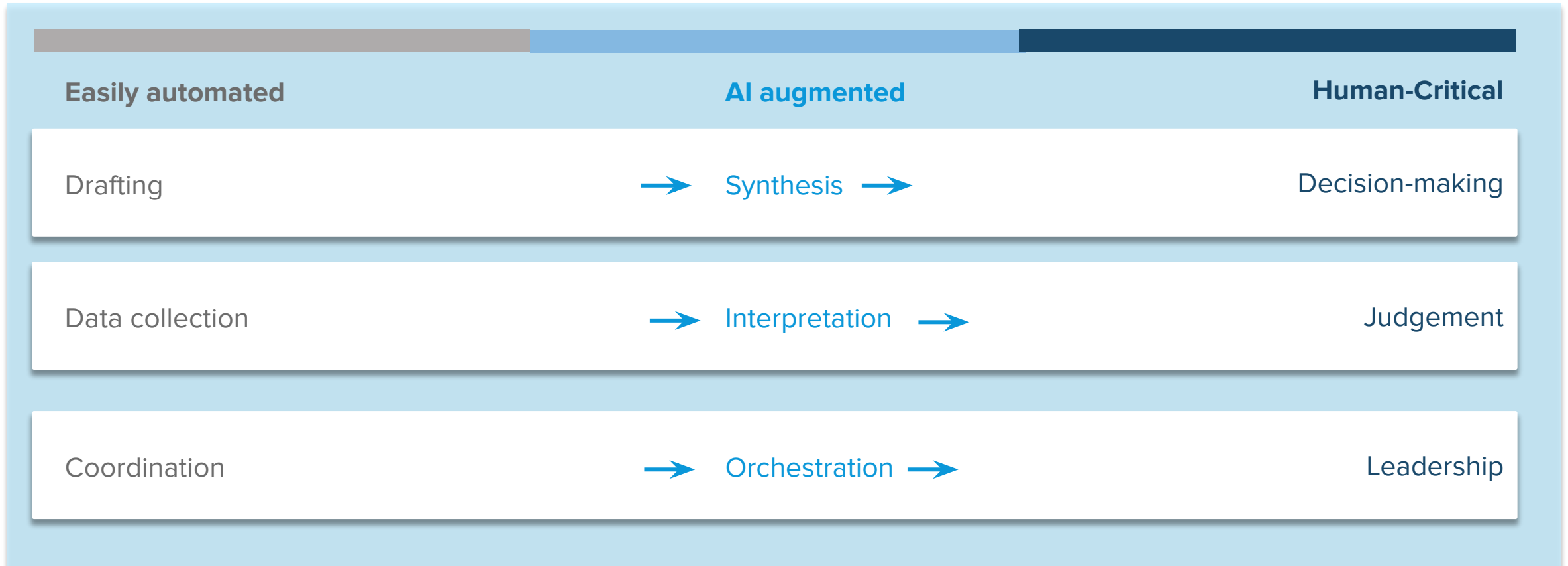
- ▲ Judgement & prioritization under ambiguity
- ▲ Sensemaking & synthesis across domains
- ▲ Stakeholder navigation & influence
- ▲ Political & organisational acuity
- ▲ Ethical reasoning & risk framing

↓ DEFLATING IN VALUE

- ▼ First-draft production
- ▼ Information retrieval
- ▼ Routine coordination
- ▼ Standard reporting

Where Your Skills Sit on The Spectrum

Think of skills on a continuum, not a binary.



Where do most of your current tasks sit today?

How the Skill Shift Hits Different Roles

AI raises the premium on judgment everywhere — but the shape of that shift depends on your role.

Programme/Policy

▼ **COMPRESS**

Drafting
Background research

▲ **EXPANDS**

Problem framing
Stakeholder
alignment
Narrative judgement

Data/Digital

▼ **COMPRESS**

Basic builds
Manual analysis

▲ **EXPANDS**

Product thinking
Integration
Governance

Ops./Coordination

▼ **COMPRESS**

Routine admin
Scheduling
Status chasing

▲ **EXPANDS**

Orchestration
Exception handling
Service quality

Leadership

▼ **COMPRESS**

Info chasing
First-pass analysis

▲ **EXPANDS**

Strategic
prioritization
Risk ownership
People judgement.

INTERACTIVE SELF-ASSESSMENT

AI Career Readiness Scorecard

Take 2 minutes to assess where you stand.
Your results feed our live dashboard.



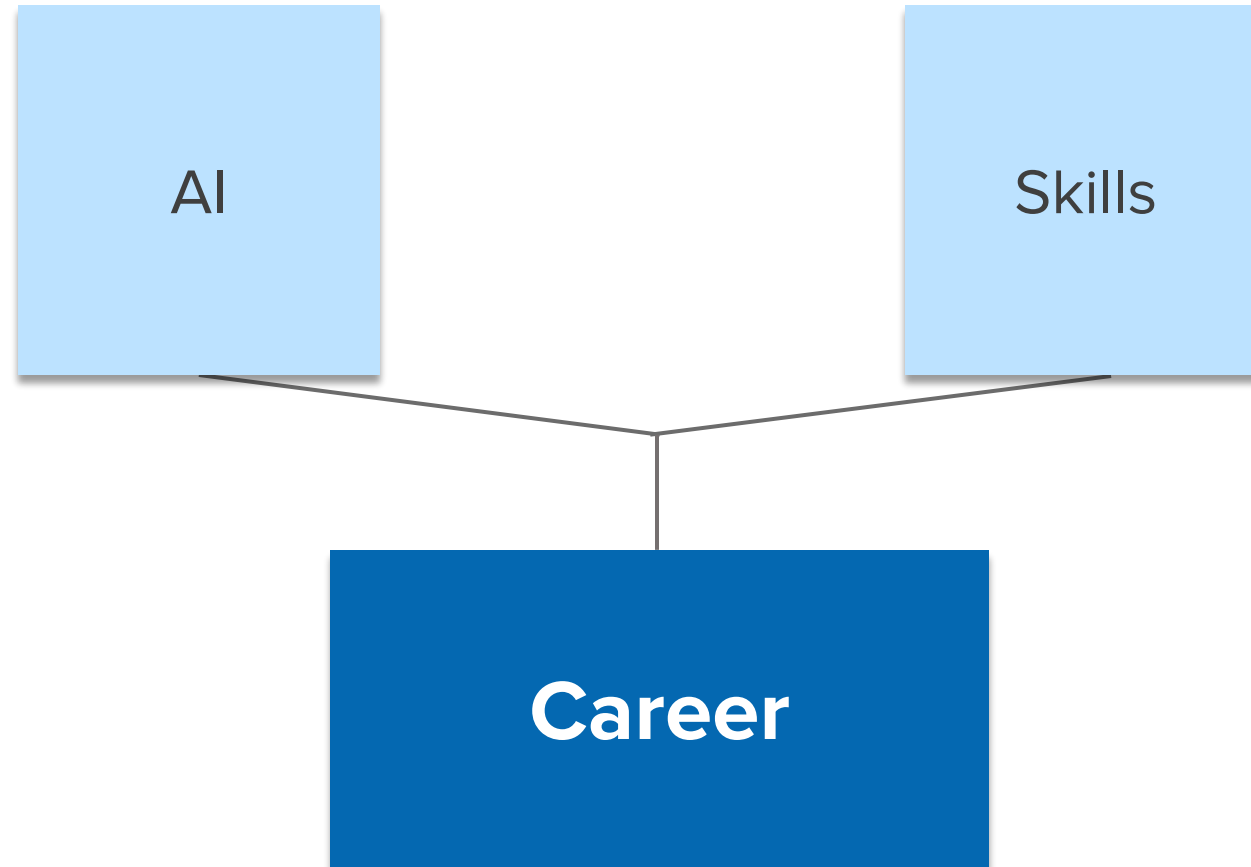
- Personalised AI readiness profile
- Your skills on the inflating/deflating spectrum
- Three tailored 90-day actions



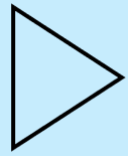
Live Now

Bringing it together

Build portable capabilities, prove them with evidence, and keep refreshing as tools evolve.



Q&A + 90 day Runaway



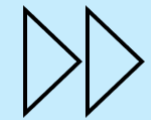
START

Using AI tools
weekly



STOP

Assuming years
at grade =
readiness



CONTINUE

Building
evidence based
stories

	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