



Chief Executives Board for Coordination

HIGH LEVEL COMMITTEE ON MANAGEMENT

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Inter-Agency Mobility Statement

This brochure contains the policy statement adopted by the Executive Heads
of all organizations of the United Nations System in October 2003



CEB Statement on Inter-Agency Mobility

Inter-agency mobility is critical for strengthening the cohesiveness and effectiveness of the UN System's response to global challenges. It builds unity of purpose, a common culture and shared values. It promotes the sharing of knowledge and experience which enhance organizations' capacity to meet their operational requirements. It opens up a wider scope of opportunity for personal and professional growth and career development. It builds a competent, versatile, multi-skilled and experienced international civil service.

Executive Heads affirm their commitment to inter-agency mobility and to ensuring that policies and monitoring mechanisms are developed and implemented in the context of their human resources management strategies.

To this end, Executive Heads will actively promote inter-agency mobility by

- Fostering staff members' appreciation that they are part of one United Nations System;
- Encouraging movement of individual staff members between organizations;
- Valuing experience gained in UN System organizations;
- With due regard for organizations' placement, rotation and internal mobility policies, giving staff members of all UN common system organizations equal access and consideration for employment opportunities on a competitive basis;

- Creating an administrative framework that supports mobility;
- Addressing work/life issues that impede mobility.

These objectives may be achieved through

- Building awareness among staff members that they belong to one UN System *inter alia* through induction programmes;
- Announcing employment opportunities through the UN System Extranet;
- Recognizing UN System experience in job profiles, vacancy announcements and selection mechanisms;
- Promoting system-wide learning programmes, particularly through the UN System Staff College;
- Supporting mobility of managers, including through the development of the Senior Management Service;
- Creating systems to maintain close links with staff on inter-agency release in the context of their career development;
- Ensuring that effective incentives are in place to facilitate the movement of staff across the System, in particular to difficult and high-risk duty stations;
- Facilitating dual careers through spouse/partner support such as career counselling and job search assistance.

The High Level Committee on Management (HLCM) of the Chief Executives Board for Coordination (CEB) will be responsible for monitoring and reporting progress in respect of system-wide implementation of these measures to the Chief Executives Board for Coordination on a regular basis.

