

## **Selection, appointment and competency-based management of the United Nations Resident Coordinator**

The current selection procedure for Resident Coordinators are helping to objectively identify the specific qualifications, aptitudes, experience and behavior that make up the profile of Resident Coordinator. One of the elements in this process is the competency assessment which was launched in consultation with CCPOQ.

**The Competency Assessment** has been designed especially to help determine suitability of potential candidates as United Nations Resident Coordinators (the competencies are listed below) and is one of several criteria for selection of candidates. Other key criteria are knowledge, background, field experience, performance and relevant languages.

When Resident Coordinator vacancies occur, the UNDP Administrator invites United Nations agencies to present candidates for the Competency Assessment. The feedback given to the candidate is confidential and it is up to the candidate to share this assessment with the agency. If the candidate would like to pursue his/her application, the agency reviews the outcome of the competency assessment and determine whether to proceed with the submission of the candidacy to the **Inter-Agency Advisory Panel (IAAP)**.

The IAAP consists of 11 agencies. In addition representatives from OCHA, UNHCR, UNSECOORD and DPI will be requested to participate in the work of the panel when it discusses Resident Coordinator appointments to countries facing complex emergencies and for countries where Resident Coordinators are concurrently UNIC Directors.

The IAAP have the responsibility for reviewing the suitability of pre-assessed candidates for specific posts. The IAAP recommends suitable candidates to the UNDP Administrator who makes a selection for nomination. Candidates that have been found suitable by the IAAP, but not selected for a specific post, comprise a pool for future vacancies.

Before reaching decisions on nominating Resident Coordinators to the Secretary-General, the Administrator will first consult with the Executive Heads of the UNDG Executive Committee. The Administrator will then seek the views of the UNDG members and others normally consulted in the selection process. Following endorsement of the candidate by the Secretary-General, the ACC members who are not members of the IAAP will be asked to clear the candidate on a no-objection basis. The candidacy is then forwarded to the respective missions for their Government's clearance.

Vacancies are announced by UNDP, and agencies follow their internal procedures for nomination of candidates to the IAAP.