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United Nations Office
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Resident Coordinator/Humanitarian Coordinator (RC/HC) Talent Pipeline Application Guide

January 2025



Photo: X/ Friberg-Storey
United Nations Resident Coordinator in Thailand, Ms. Michaela Friberg-Storey, visits a school in Bangkok, Thailand, together with the UN Special Envoy on Road Safety, Mr. Jean Todt.

RC/HC Talent Pipeline

Application Guide

January 2025

Jointly managed by the United Nations Development Coordination Office (DCO) and the United Nations Office for the Coordination of Humanitarian Affairs (OCHA), the Resident Coordinator/Humanitarian Coordinator (RC/HC) Talent Pipeline aims to build a diverse pipeline of high-calibre candidates for Resident Coordinator positions, including for posts carrying a Humanitarian Coordinator designation. Through the pipeline, selected members will be offered opportunities to further develop their knowledge, competencies and experience in order to better prepare them for these roles. Placement in the RC/HC Talent Pipeline does not guarantee an invitation to the Resident Coordinator Assessment Centre (RCAC), which remains a prerequisite for applying to RC and RC/HC job openings.

ELIGIBILITY CRITERIA

The RC/HC Talent Pipeline includes candidates who are ready for the RCAC as well as candidates who have the potential of meeting the minimum eligibility requirement and being ready for the RCAC within 3 years of entry into the Pipeline.

In line with the above, candidates to the RC/HC Talent Pipeline must meet the following minimum criteria at the time of application:

- Be at the P-5 level and above, or equivalent level of seniority outside of the UN system.
- Master's degree – or equivalent postgraduate qualification – in development studies, international relations, political science, economics, social sciences, human rights, law, or closely related fields¹.
- A minimum of twelve (12) years of substantive experience and results in leadership roles at the international level with a focus on development, human rights, peacebuilding, political affairs and/or humanitarian work, including at least two (2) years of senior representational experience at the country level² (e.g. Country Director, Representative, Head of Office) in the past ten (10) years, preferably outside of one's own country.
- Ability to serve for at least the maximum duration of one tour of duty (i.e. 5 years) before reaching the mandatory age of separation (65 years)³ at the time of RCAC participation, if invited.
- Fluency in English and fluency in another UN official language than English and/or fluency in a local language of the countries where RCs and RC/HCs serve⁴.
- Rating of "Fully met performance expectations" or equivalent in the last two performance appraisals, where applicable.
- Record of good standing; candidates will not be considered if they have committed violations of international human rights law, violations of international humanitarian law, sexual exploitation, sexual abuse, or sexual harassment, or if there are reasonable grounds to believe that they have been involved in the commission of any of these acts.
- Commitment to fully engage in RC/HC Talent Pipeline activities with the intention of pursuing an RC or RC/HC role within the next 1-3 years, if successful at the RCAC.

Additionally, eligible candidates may be evaluated against the following desirable criteria:

¹ For otherwise suitably qualified candidates, a first level university degree with a relevant combination of academic qualifications and experience may be accepted in lieu of an advanced post graduate university degree.

² Country-level experience is defined as experience working directly with governments and other national and international partners on a day-to-day basis preferably in situ.

³ DSRSG/RC/HC and RC/HC posts at the ASG level are not subject to staff rules and regulations on the mandatory age of separation. As such, candidates at the D-2 level who demonstrate substantive high-level inter-agency coordination experience in the field and wish to be considered only for ASG-level DSRSG/RC/HC and RC/HC positions will exceptionally be considered regardless of age.

⁴ The list of countries where RCs and RC/HCs serve can be found on the [Countries and Territories page of the UNSDG website](#).

- Experience serving on UN Country Teams (UNCTs)/Humanitarian Country Teams (HCTs), or equivalent.
- Experience in inter-agency coordination, or equivalent.
- Experience in developing strategic partnerships with governments, intergovernmental entities, private sector and other stakeholders.
- Experience working in or with Small Island Developing States (SIDS).
- Experience working on development and humanitarian financing, and SDG transitions (food systems, energy access and affordability, digital connectivity, education, jobs and social protection, climate change, biodiversity loss and pollution).

Due regard will be paid to the importance of selecting candidates on as wide a geographical basis as possible. The United Nations Secretariat is committed to achieving 50/50 gender balance in its staff. Female candidates are strongly encouraged to apply. Candidates with disabilities are strongly encouraged to apply. The United Nations places no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs. The United Nations is committed to creating a diverse and inclusive environment of mutual respect. The United Nations recruits and employs staff regardless of gender identity, sexual orientation, race, religious, cultural, and ethnic backgrounds, or disabilities. Candidates, both internal and external to the UN system, will receive equal treatment.

APPLICATION PROCESS FOR UN SYSTEM CANDIDATES

Candidates should fill out the [online application form](#) and upload their two most recent performance appraisal reports, or equivalent. Once candidates have submitted their application in the system, it will be redirected to the HR team of their organisation for HR review and endorsement.

UN entities that are members of the United Nations Sustainable Development Group (UNSDG) and /or of the Inter-Agency Standing Committee (IASC) can endorse up to ten (10) candidates. All other UN entities can endorse up to three (3) candidates.

Entities are strongly encouraged to support the Secretary-General's commitment to gender parity, diversity and inclusion when proposing candidates for consideration. It is recommended that entities' endorsements include half or more female candidates and half or more candidates from programme countries, non-Western Europe and Other States Group (non-WEOG) countries, or/and unrepresented countries in the RC track. In addition, entities are encouraged to put forward the names of persons with disabilities to help meet system-wide goals on disability inclusion.

All candidates must apply before **Thursday, 13 February 2025 (17:59 EST)**. The RC/HC Talent Pipeline Team will then share candidates' applications with their respective UN entities. Endorsements of candidates by UN entities must be received by **Friday, 28 February 2025 (23:59 EST)**.

For internal UN applications, it is at the discretion of each UN entity to decide which of their eligible candidates are endorsed and to validate their list of endorsed candidates with the RC/HC Talent Pipeline team.

The RC/HC Talent Pipeline team does not inform nor provide feedback to candidates who have not been endorsed. If candidates have not received an invitation to participate in the online assessment **by end-March 2025**, they are encouraged to contact their HR team for feedback on their application.

Candidates are encouraged to apply well in advance to allow sufficient time for assistance should any technical issues arise. For any technical issues and requests for reasonable accommodation for the application process and online assessment, candidates should write to rhc.talentpipeline@un.org for assistance.

APPLICATION PROCESS FOR CANDIDATES EXTERNAL TO THE UN SYSTEM

External candidates should fill out the [online application form](#) and upload their two most recent performance appraisal reports or equivalent by **Thursday, 13 February 2025 (17:59 EST)**.

Candidates are encouraged to apply well in advance to allow sufficient time for assistance should any technical issues arise. For any technical issues and requests for reasonable accommodation for the application process and online assessment, candidates should write to rchc.talentpipeline@un.org for assistance.

ELIGIBILITY VALIDATION

While it is the responsibility of the UN entity and of external candidates to ensure that applications meet the eligibility criteria outlined above, DCO and OCHA will review the eligibility of the candidates based on the information provided in the candidates' application form and performance appraisal reports. Candidatures that do not clearly meet the eligibility criteria in full will not be considered.

ASSESSMENT & ADMISSION PANEL

The RC/HC Talent Pipeline is highly competitive. Eligible candidates will be invited to participate in a more extensive assessment in order to better measure their potential vis-à-vis the [RC Leadership Profile](#). This assessment may include written exercises, interviews, reference checks and other methods, which may be offered in alternative formats and made accessible for persons with disabilities.

Based on a thorough review of these assessment results by the Admission Panel, and with consideration given to the needs of the RC and RC/HC tracks, candidates demonstrating the highest potential will be placed in the RC/HC Talent Pipeline. DCO and OCHA will inform the UN entities and external candidates of the outcome.

All assessment outcomes are final and are not subject to rebuttal by the candidates or the candidates' entities.

PLACEMENT IN THE RC/HC TALENT PIPELINE

Admitted candidates will be offered opportunities to address their specific developmental needs to better prepare them for the RC role. The length of a member's stay in the RC/HC Talent Pipeline will vary based on individual readiness but should not exceed three years. During that time, members are expected to actively participate in the pipeline activities.

Placement in the RC/HC Talent Pipeline does not guarantee an invitation to the RCAC.

RCAC AND NEXT STEPS

A periodic review of the RC/HC Talent Pipeline members will be conducted to assess their readiness for the RCAC. Only members found to be ready and eligible will be encouraged to apply to the RCAC.

Candidates who successfully pass the RCAC will be placed in the RC Pool, which is a prerequisite for applying to RC and RC/HC vacancies.

FOR CANDIDATES EXTERNAL TO THE UN SYSTEM: ADDITIONAL INFORMATION ON THE COMPENSATION OF AN RC

The salary of an RC is calculated on the basis of a worldwide scale, along with benefits that consider dependents and the cost of living at the RC's duty station. For further details, please refer to the [pay and benefits webpage](#) of the United Nations, specifically the section for "Professional and Higher Categories" staff. Please visit the ICSC's [Common System Compensation Package Portal](#) to calculate your estimated remuneration.

Questions on the process should be addressed to rchc.talentpipeline@un.org.



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