General information
Languages: The working languages of the Secretariat are English and French. The official languages of the United Nations are Arabic, Chinese, English, French, Russian and Spanish.

Salary and benefits: The Organisation offers attractive remuneration packages and benefits. Starting salaries are based upon academic and professional qualifications, as well as the level of the post.

Diversity: Article 101 of the United Nations Charter stipulates that "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible".

Useful links

un.org
jposc.org
unic.un.org
reliefweb.int
unsystem.org
careers.un.org
icsc.un.org/joblinks.asp

“The paramount consideration in the employment of the staff... shall be the necessity of securing the highest standards of efficiency, competence, and integrity”
Charter of the United Nations, Chapter XV, Article 101
About us
The United Nations is an international organization committed to maintaining international peace and security, developing friendly relations among nations and promoting social progress, better living standards and human rights, and finding solutions to a host of global problems.

The key to its success and its greatest strength is the quality of its staff. In the effort to prepare the Organisation to meet the challenges of the 21st century, much importance has been given to the employment of persons with the highest standards of efficiency, competence and integrity and to the achievement of gender and geographical balance and genuine diversity of the staff members world-wide.

UN Recruitment
There is more than one way of getting a job with the UN. This brochure will cover six main avenues:

- United Nations Volunteers
- General UN recruitment
- Recruitment through examinations
- JPO & Associate Expert Programmes
- Short Term Contracts
- Internships with the UN

United Nations Volunteers
The United Nations Volunteers (UNV) programme is the UN organisation that promotes volunteerism to support peace and development worldwide.

Furthermore the UNV created a program where volunteers can take action for sustainable human development by supporting the activities of development organisations over the Internet.

For more information visit unv.org and onlinevolunteering.org

General UN recruitment
The United Nations maintains a hierarchal staffing structure, originally based on common civil service structures at the time of its creation. The structure allows for two main avenues of recruitment:

- **Local or General Service (GS) positions**
  - Restricted to specific locations, including those in the trades and crafts, security and safety, secretarial and other support positions.
  - Recruitment based on skills and relevant degree.
  - Competitive exam required to move to Professional level.

- **Professional (P2 – P5) positions**
  - Internationally recruited staff.
  - Entry level and experience based recruitment.
  - National quota system.

For more information go to careers.un.org

Short term contracts (STC)
The 15 specialised UN agencies, its 24 programmes, funds and other bodies often conduct their own recruitment to fill short term positions.

To find these positions research or contact the specific agency or program of interest to you.

For more information visit icsc.un.org/joblinks.asp

Internships with the UN
Most United Nations Offices, Funds and Programmes have separate internship arrangements, including the UN Headquarters in New York. Those interested should contact the respective offices directly.

For more information on internships at the UN Headquarters visit careers.un.org

JPO & Associate Expert Programme
The Junior Professional Officer (JPO) programme provides young professionals pursuing a career in development with hands-on experience in multi-lateral technical co-operation.

Not all nationalities are eligible to apply to the JPO Programme, check on the official website for eligibility.

Candidates for the JPO programme are selected on a highly competitive basis. They are usually under 32 years of age and have a Master’s degree (or equivalent) in a development-related discipline amongst other things.

For more information visit jposc.org

Recruitment through examinations
The Young Professionals Programme (YPP), provides an opportunity for employment at the P1 to P3 level, is held yearly in countries that are selected on the basis of their representation quotas in the Secretariat:

- Examination is open to men and women, qualified women are particularly encouraged to apply.
- Applicants should hold at least a first-level university degree relevant to the discipline in which they would like to take the examination.
- Applicants should not be more than 32 years old on 31 December of the year the exam is taken.
- Fluency in either English or French is required.

For more information go to careers.un.org/YPP

The Secretariat also offers competitive language examinations. For more information visit careers.un.org or www.un.org/Depts/OHRM/examin/exam.htm