



United Nations  
Educational, Scientific and  
Cultural Organization

Bureau of  
Human Resources Management

# The Young Professionals Programme (YPP) 2021

Bureau of Human Resources Management

Meeting of National Commissions  
29 April 2021

# Objectives of UNESCO's Young Professionals Programme

The Young Professionals Programme (YPP) provides the opportunity for young university graduates and young qualified professionals under or equal to the age of 32 years from non- and under-represented Member States to join UNESCO early in their professional career.

The objectives are two-fold:

## Geographical Representation

Improving the geographical representation of the Secretariat

## Rejuvenation

Contributing to the rejuvenation of the staff



## Who are we looking for ?



- **Nationality**  
Non- or under-represented Member States in UNESCO.
- **Age**  
Age limit is 32 years old maximum (i.e., not born before 1<sup>st</sup> January 1990).
- **Education**  
Advanced University degree (Master's or equivalent) in in the following areas: Education, Culture, Communications, Social and Human Sciences, Business Administration, Accounting/Finance, Law, International Relations.
- **Languages**  
Fluent English or French. Knowledge of both working languages would be an asset. Knowledge of Arabic, Chinese, Russian or Spanish would be an additional asset.
- **Experience**  
Initial professional experience is an asset, but not mandatory.
- **Values**  
Integrity, professionalism, respect for diversity and a strong commitment to UNESCO's mission.
- **Applications**  
Candidates must apply via their respective National Commission.



# Eligibility Requirements for the YPP 2021: Nationality

## Under-represented Member States (62) (May 2021)

Antigua and Barbuda	Guinea-Bissau	Oman
Austria	Haiti	Papua New Guinea
Belarus	India	Peru
Belize	Indonesia	Poland
Bosnia and Herzegovina	Iran (Islamic Republic of)	Russian Federation
Botswana	Iraq	Rwanda
Brazil	Kazakhstan	Sao Tome and Principe
China	Kyrgyzstan	Saudi Arabia
Cook Islands	Lesotho	Serbia
Costa Rica	Liberia	Sierra Leone
Croatia	Malawi	Singapore
Cyprus	Maldives	Slovakia
Djibouti	Mauritania	Somalia
Dominica	Montenegro	Switzerland
Eritrea	Myanmar	Thailand
Estonia	Namibia	Togo
Eswatini	New Zealand	Turkey
Fiji	Nicaragua	Turkmenistan
Gabon	Nigeria	Venezuela (Bolivarian Republic of)
Grenada	North Macedonia	Yemen
Guatemala	Norway	

## Non-represented Member States (41) (May 2021)

Andorra	Micronesia (Federated States of)
Angola	Monaco
Armenia	Nauru
Bahamas	Niue
Bahrain	Palau
Barbados	Panama
Bhutan	Qatar
Brunei Darussalam	Saint Vincent and the Grenadines
Cabo Verde	Samoa
Central African Republic	San Marino
Chad	Solomon Islands
Dominican Republic	South Sudan
El Salvador	Sri Lanka
Equatorial Guinea	Suriname
Guyana	Tajikistan
Iceland	Timor-Leste
Kiribati	Tonga
Kuwait	Tuvalu
Luxembourg	United Arab Emirates
Malta	Vanuatu
Marshall Islands	

Title	Sector / Unit	Duty Station
1. Associate Education Policy Analyst (PA)	Education Sector (ED), International Institute for Educational Planning (IIEP)	UNESCO Office Dakar
2. Associate Programme Specialist	Communications and Information Sector (CI), Media Relations	UNESCO HQs, Paris
3. Associate Liaison Officer	Priority Africa and External Relations Sector (PAX)	UNESCO HQs, Paris
4. Associate Legal Officer	Sector for Administration & Management (ADM), Bureau of Human Resources Management (HRM)	UNESCO HQs, Paris
5. Associate Finance and Administrative Officer	Sector for Administration & Management (ADM), Support and Administration	UNESCO Field Office
6. Associate Programme Specialist	Culture Sector (CLT), Section for Movable Heritage and Museums <i>(as of October 2022)</i>	UNESCO HQs, Paris
7. Associate Programme Specialist (PA) <i>(TBC)</i>	Social and Human Sciences Sector (SHS)	

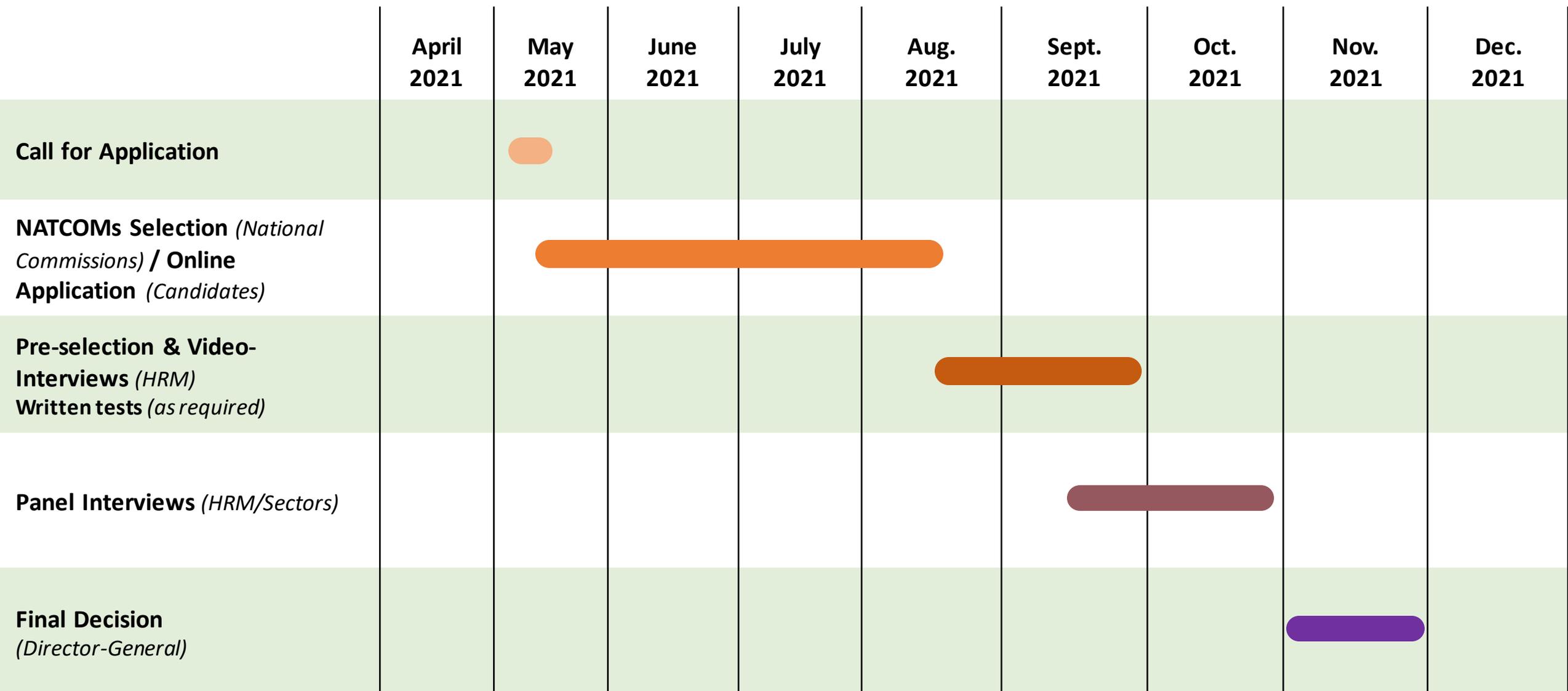
# Roadmap of Young Professionals Programme 2021

Steps	Actions	Date
<b>Call for Application</b>	Call for applications to National Commissions of non- and under-represented Member States, cc Permanent Delegations	<b>mid May 2021</b>
<b>NATCOMs Selection</b> <i>(National Commissions)</i>	Submission of up to maximum 15 candidatures by each National Commission (Excel template provided) – Email address: <a href="mailto:YPP@unesco.org">YPP@unesco.org</a> Each candidate to submit his/her application on UNESCO's Career Website (HRM will communicate a specific link)	<b>mid August 2021</b>
<b>Pre-selection &amp; Video-Interviews</b> – <i>Written tests (as required)</i> <i>(HRM/Sectors/Services)</i>	<ul style="list-style-type: none"> <li>• HRM pre-selection against requirements of the YPP Programme</li> <li>• In consultation with Sectors/Bureaux, HRM establishes a list of candidates invited to hold a <b>video-interview</b></li> <li>• HRM informs NATCOMs on candidates retained and not retained for video-interviews</li> </ul>	<b>September 2021</b>
<b>Panels Interviews</b> <i>(HRM/Sectors/Services)</i>	<ul style="list-style-type: none"> <li>• HRM short-lists candidates to be interviewed by Panel, in consultation with Sectors/Bureaux</li> <li>• HRM informs NATCOMs on non retained candidates</li> </ul> <p><b>Panels interviews</b> with short-listed candidates by video-conference:</p> <ul style="list-style-type: none"> <li>• Panels chaired by HRM with representatives of Sectors/Services</li> <li>• Recommendations by HRM, in consultation with Sectors/Bureaux</li> </ul>	<b>September / October 2021</b>
<b>Final Decision</b> <i>(Director-General)</i>	Submission of final <b>recommendations</b> to the Director-General for appointment decision	<b>November 2021</b>
<b>Appointment</b>	<p><b>Appointment</b> of selected candidates:</p> <ul style="list-style-type: none"> <li>• HRM informs NATCOMs, Perm. Delegations of appointment of successful candidates and informs of not retained candidates</li> <li>• HRM informs successful candidates of their appointment</li> </ul>	<b>December 2021</b>



United Nations  
Educational, Scientific and  
Cultural Organization

# Timeline of Young Professionals Programme 2021



# Call for Application for the Young Professionals Programme 2021

## Deadline

- 15 August 2021

## Candidatures

- A maximum of 15 qualified candidatures per Member State



## Documents to submit

- One copy of the Curriculum Vitae of each candidate (2 pages max.) (in English or French)
- Candidates' information list (template attached)

On line guidance for interviews will be proposed by HRM

## Contact

- [YPP@unesco.org](mailto:YPP@unesco.org)
- Annick GRISAR, Coordinator YPP 2021





United Nations  
Educational, Scientific and  
Cultural Organization

спасибо

Thank You

谢谢

Merci

شكرا لكم

Gracias