International Humanitarian Careers:  
A Career in The United Nations  
or with System Organizations and  
working in NGO‘s
Welcome

► Introductions

► Who has previously participated in Career Centre events or appointments?

► Who has had an International Humanitarian experience before?

► Let’s begin . . .
United Nations IQ Quiz

Which of these statements is a UN Millennial Goal?
A) To improve inter-country co-operation
B) To improve maternal health
C) To develop a viable global economic model

Where is the UN’s largest Mission
Democratic Republic of the Congo

Who are these people
UN Secretary Generals
Kofi Annan 97-07
Ban Ki-moon 07-11
Activity Debrief

Take a moment to write down some of the thoughts or feelings you had when you were asked to change locations.

How did you feel when you were asked to move to a new location for the first time?

How many people felt uncomfortable leaving belongings behind?
Goals for Today

► On a piece of paper write down your goals for attending this session

Consider what drew your attention
What you hoped to learn
What type of experience you were seeking
Session Goals and Agenda

► Provide a framework for a model of effective Career Planning and Decision Making

► Begin to discover if a career in international humanitarian services is the right career for you

► Identify some of the key steps in preparing for this type of career and relevant resources

► Introduce you to options for working in the United Nations or with an International Humanitarian Organization
A Career in International Humanitarian Services

Career Navigation

▶ Group Discussion: Take a minute to identify what you think are some of the key steps in determining if a career is the right career?
Effective Career Planning

5 Steps in Successful Career Planning

1. SELF AWARENESS
2. CAREER AWARENESS
3. CAREER IMMERSION
4. CAREER REFLECTION
5. PLANNING
Successful Career Planning

How do you know what is the right Career for you?

First Steps in Successful Career Planning:

Gathering, assessing and understanding information about **yourself** and your **options**
First - Self Awareness

Why are you considering a career in international humanitarian services?

Do you feel called to help others?
Do you seek adventure?
Do you want to have an impact?
Understanding who you are

What are some of the factors you might consider when making career decisions?

More Static
Your perception of these may change

- Interests
- Activities
- Core Skills
- Personality

More Fluid
The importance of these may change

- Values
- Work Setting
- Lifestyle Preferences
- Motivators

Complete a Values Exercise
How would you describe yourself?

On a piece of paper write down 5 career relevant traits you would attribute to yourself

Video
Sara Maki

- Sara Maki is a Laurier alum with a degree in Global Studies and a Masters in International Relations at England's Sussex University.

- Sara spent time in South America and Sri Lanka as part of her early international career.
On a piece of paper take a moment and record your reaction to this video

Discuss in your group:
- What did the video make you think about?
- How would you describe Sara?
- What do you think would be involved in undertaking a task such as this?

How would you describe the ‘traits’ of an international humanitarian service worker?
Traits of People Who Work Internationally:

- Confident ability to cope
- Risk Takers
- Open minded
- Persistent
- Independent
- Self disciplined
- Resourceful
- Assertive
- Emotionally Stable
- Ability to deal with stress
- Observant
- Prepared to adjust
- Flexible
- Have you developed self awareness
Career Awareness

“Working abroad can be wonderful, but not all of us are cut out for it--being far away from our home, family and, most of all, our culture."

“It's important that you be well informed before you make a commitment."


Jean-Marc Hachey, Author,

*The BIG Guide to Living and Working Overseas*

http://www.workingoverseas.com/wlu
Step 1 - Self Awareness

Are you still wondering about your own Self Awareness?

The CDC offers assistance with assessing and evaluating your individual preferences.

Assessment Tools include:
- Skills and Interests Inventories
- Personality or Psychological Typing
An International Humanitarian career requires a strong psychological profile and a high level of commitment -

Take the time to assess yourself before you embark on any career journey
Effective Career Planning

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Second - Career Awareness

Researching a Career with the UN or International Humanitarian Organizations
What is Career Awareness?

Understanding your Career options: Gather information from a variety of sources so you are fully informed of your options

How would you begin to become Career Aware?

Research, Research, Research

1. Read Information
2. Talk to People
3. Do Things
Learn More First

• Learn what careers are available and understanding what these careers involve

• Do Not choose a career based on limited amount of information and little personal experience

1. What careers/jobs have I NEVER even heard of which may be a great match for me?

2. What careers/jobs or industries/sectors have I heard of but do not realize would be a great match?
Career Awareness Research

What information are you looking for?

**Requirements**
- Education
- Experience
- Skills

**Career Trends**
- Future Prospects
- Labour Market
- Career Path

**Job Details**
- Job Titles
- Organizations
- Wages

**Work Environment**
- Day to day duties
- Working Conditions
- Lifestyle implications
Career Awareness Research

Where can you gather this information?

Research

Career Cruising
Username: wlu   Password: laurier

Vault Online Career Library

Read real postings and opportunities
http://www.transitionsabroad.com
What our research has found:

Key Skills and Traits

- Organizational
- Leadership skills
- Project planning skills
- Diplomacy and tact
- Developed interpersonal skills
- Tolerance and Sensitivity
- Listening and observing skills
- Nonverbal communication skills
- Knowledge of a second language

Name the 6 official languages of the UN?

- English
- Chinese
- French
- Arabic
- Russian
- Spanish
KEY Skills:

ORGANIZING PEOPLE AND LEADERSHIP SKILLS.

- Demonstrate these through work and volunteer experience, preferably with an international group, organizing an event, or as an executive member of a committee.

INTERCULTURAL COMMUNICATIONS ABILITIES.

- Demonstrate these by being conversant in describing patterns of behaviour in cross-cultural work and social environments. Learn to professionally describe these real-life experiences.

COPING AND ADAPTING ABILITIES.

- Demonstrate these with examples of how you coped when living away from your support structure of family and friends.
KEY Skills

ECONOMIC AND GEOGRAPHIC KNOWLEDGE OF THE WORLD.
- Gain a solid knowledge of the political and social forces shaping the planet. Start by regularly reading news magazines such as The Economist.

WRITING AND ANALYTICAL SKILLS.
- Demonstrate these skills outside of course work by participating in a research project, write a brochure, publish an article in a magazine, or writing for a website.

COMPUTER SKILLS

BUSINESS SKILLS

MANAGEMENT SKILLS
An international IQ is an important component of an international career.

What is an International IQ?
Awareness and ability in the following areas:
- Political, economic and geographic knowledge
- Knowledge about the international aspects of your field (career focus)
- Cross-cultural knowledge and skills
About Humanitarian Careers

- An international humanitarian career is not unlike any other job, it offers a salary and career advancement possibilities.

- The environment in which international aid is carried out is increasingly difficult and challenging.

- You will need to acquire clarity about your career field (what job do you want) and about the organizations (employer) when selecting this type of career.
Guest Speaker

Introductions by
Andrea McArthur
(MSW Student at Laurier)

Dr. Vera Eames,
International Delegate – Canadian Red Cross
Vera is a veterinarian who graduated in 1983 from the Ontario Veterinary College, University of Guelph with a DVM (Doctor of Veterinary Medicine) degree.

Currently she works on a contract basis with the Canadian Red Cross, seconded to the International Committee of the Red Cross, based in Geneva. She has worked several years in general practice as well as in the international humanitarian field.

Vera was not initially drawn to the humanitarian sector until after graduation and does not have any formal education in that field. She was first introduced to it when visiting her brother – a then CUSO volunteer (now called CUSO - VSO) in Thailand. Vera also later became a CUSO volunteer in Thailand where she stayed from 1985-1988. She then worked in Cambodia from 1988-1991 - first as a volunteer and then for FAO - Food and Agriculture Organization of the UN.

Vera returned to general veterinary practice in Canada and England until 2005, when she started working for the Canadian Red Cross and has continued since this date.

As Vera knows first hand, the most important qualification required to become an international delegate for the Canadian Red Cross is relevant experience which is why volunteering in this field is so important. Another important qualification is speaking a second language, especially French, Spanish, or Arabic. Vera’s most valuable qualification is her technical expertise.
Learning about your Potential Career
Career Immersion

- Career Immersion is an opportunity to connect with people in a career field
- Provides you with an opportunity to get first hand information and even try out a role, skill, environment before committing
- During your immersion experience you can ask lots of questions and reflect on what the experience means as it relates to your career journey

What might career immersion involve?
- Speaking with people in a career at length
- Job shadowing
- Participating in training opportunities
- Working (part-time, internship or co-op placement)
- Volunteering
WORK INTERNATIONALLY FOR 2–6 MONTHS.
有益于INTERNATIONAL WORK EXPERIENCE

- As an intern, co-op student or volunteer, preferably in your field of expertise. Try for two professional internships over the course of your studies.

STUDY ABROAD FOR ONE OR MORE SEMESTERS.
有益于STUDY ABROAD EXPERIENCE

- Study abroad in your field and learn a new language. Most universities have exchange programs that help you study abroad for credit.

TRAVEL FOR 2–6 MONTHS or TAKE A GAP YEAR
有益于TRAVEL EXPERIENCE

- Do not underestimate the value of travelling on your own
- Consider travelling in Africa, Asia, the Middle East, Eastern Europe, South and Central America rather than the traditional choices of Western Europe, Australia or New Zealand.
The Value of Volunteering

What can you learn by participating in an international volunteer experiences?

- The types of activities, jobs involved in overseas experiences
- The work environment, conditions, values
- The personality/psychological components required for an international career
- The financial realities of international opportunities
Finding Opportunities

- Think about what you want to do, where you want to go, how long you want to go and what you can afford to do
- Know your interests and the skills you can offer
- Research and evaluate your options

- World Association of NGO’s
  [http://www.wango.org/default.aspx](http://www.wango.org/default.aspx)
- Directory of Development Organizations
- Volunteer Canada
Potential gain from Immersion Experiences

- Heightening your understanding of what is going on in the world and redirecting your career as a result
- Cross-cultural employment exchanges and adventure
- A experience of a lifetime
- Unique learning opportunities abroad while you work
- Discovering things you never knew about yourself
- Incredibly rewarding career opportunities which may or may not result in a UN career, but with one as equally exciting
A Career in the United Nations or United Nations System Organization
How many applications are commonly received for a UN vacancy posting?

Every single United Nations vacancy posted online receives upwards of **200,000** applicants from around the world.

That is your competition.
Q. How many American and Canadian citizens are currently employed at the United Nations?

Approximately 10,000 Canadian and US employees

- In terms of real employment opportunities for citizens of Western countries, the job market in international aid offers at any given time no less than 100,000 posts spread over a very broad range of professional profiles.

- At the lower end we find the short-term missions as a paid volunteer for an NGO and at the top end, we find the life-long career as an international civil servant with the large organizations.

- Between these two layers is an almost infinite range of variations in terms of mission length, requirements, salaries and career possibilities.

Points to Ponder: “Working in International Development and Emergency Aid” by Angela Higney - Piero Calvi-Parisetti GIGnos Institute 2004 - Geneva, Switzerland (unfortunately no longer in print)
Researching a Job with the United Nations

- Research the organization and its system organizations
- Focus on areas where you feel the most connection with your skills, education and interests
- TAKE TIME becoming familiar with your field of endeavour and what is available out there in the different system organizations

UN Millennium Project – 8 Goals

http://www.unmillenniumproject.org/goals/index.htm
Educational Requirements?

**A GRADUATE DEGREE:** A PREREQUISITE FOR MOST INTERNATIONAL POSITIONS. This is especially true in the social sciences, pure sciences and business. It may be less important in health careers, engineering and computer science.

**A BACHELORS DEGREE** IN ANY FIELD WITH OUTSIDE ELECTIVES BROADENS YOUR SKILLS INVENTORY.

个人观点，例如，一名科学专业的学生应有四门国际性的社会学科课程；一名历史专业的学生应有四门金融或管理课程。应将语言技能融入各种类型的专业中。

**EXPAND YOUR ACADEMIC EXPERIENCES**

个人观点，应参加或组织一个会议；参与教授指导的研究项目；担任助教；为学术期刊撰写书评；申请奖学金和奖项；参与学术竞赛；成为导师；制作公开演讲；主动寻求参与团队项目，并且最好与国际学生合作。
# Professional Fields within the United Nations

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<td>INFORMATION SYSTEMS, COMPUTER, EDP</td>
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STARTING YOUR GENERAL SEARCH:

- BEST of unofficial UN-jobs website: http://unjobs.org
- Overview of what is available around the world
- Searchable by organization, duty station, etc.
STARTING YOUR GENERAL SEARCH:

OFFICIAL United Nations Human Resources webpage: https://jobs.un.org/ (known as “Galaxy”)

- Compendium of vacancies by occupation, peacekeeping mission, duty station, etc., with advanced search capabilities with clear job titles identifying what you need to do to get qualified
- Take time to SEARCH/click on appropriate opportunities to give you a feel for what will be required

KEY:
- G=General Service (Bachelor degree required; Masters better; hiring is at the duty station only)
- P=Professional (Masters required and/or vast experience)
- D=Director (PhD required or equivalent in terms of experience and responsibility in the UN and on behalf of home country; e.g., former Ambassador, former Foreign Affairs Minister, etc.)
- FO/Multiple Duty Stations=Field Office/Various Peacekeeping Operations
What is the United Nations?
http://www.un.org/

What is it all about?
http://www.un.org/aboutun/

Which organizations are part of the UN system of organizations?
http://www.unsystem.org/
Researching a Job with the United Nations

CROSS-REFERENCING YOUR SEARCH:

Different agencies often advertise the SAME post. Research the vacancy notices to determine the necessary skills and qualifications as the information may differ between them.

For example, the United Nations actively seeks out Canadian field experts through CANADEM.

What is CANADEM? CANADEM is a non-profit agency dedicated to advancing international peace and security through the recruitment, screening, promotion and rapid mobilization of Canadian expertise: experienced election monitors, former UN staff, military, specialized language experts, etc.

http://www.canadem.ca
A Career in the United Nations

- If you are still interested in a career in the United Nations and its System Organizations you will need to begin gaining relevant experiences and skills to make you a viable candidate as soon as possible.

- Use this time in your life to determine if it is a career you want or if you are interested in contributing in other ways such as through short-term experiences.
Summary

- An International career in humanitarian service can be fulfilling

- A significant commitment will be required

- Be certain this is the path you want to follow before making a long-term commitment

- You do not need to make this your full career commitment to still play a role to make a contribution
Next Steps

- If you want to explore yourself or your career options further, you are welcome to attend our Career Planning 101 sessions and meet individually with Career Consultants.

- Take the time to talk to professionals in the field and begin asking questions and gathering information.

- Find an experience, locally or internationally; get involved.
International Humanitarian Careers: A Career in The United Nations and/or Humanitarian Organizations

Thank you for your Interest

Thank You to Monalisa Wessel, former UN employee and international volunteer for her invaluable contributions to this presentation
Addendum

Additional slides with further information and links for your information
Career Awareness Research

Volunteer to begin this research
Select a type of career or job
Search for requirements and skills

http://www.worldaccord.org
http://www.transitionsabroad.com
Canadian International Development

- Youth.gc.ca
- Cross Cultural Solutions
  http://www.crossculturalsolutions.org/
- Youth Challenge International
  http://www.yci.org/
- World University Service of Canada
  http://www.wusc.ca/working/

Canadian International Development Agency (CIDA)
Organizations working with CIDA

- **Africa Inland Mission International (AIM)** [http://www.aimint.org/can/](http://www.aimint.org/can/)
- **Canadian Crossroads International** [http://www.cciorg.ca/welcome.html](http://www.cciorg.ca/welcome.html)
- **Compassion** [http://www.compassioncanada.ca/](http://www.compassioncanada.ca/)
- **London Cross Cultural Learner Society** [http://www.lcclc.org/home.htm](http://www.lcclc.org/home.htm)

- **AI ESEC Laurier** (Canadian website) [www.aiesec.ca](http://www.aiesec.ca)
Selecting the Right Experience

What questions do you need to ask organizations?

Make sure that when you compare the prices of different programmes, you uncover as many hidden costs as possible.

- Is medical and rescue insurance provided?
- What expenses are included: meals, accommodation and flights. What other expenses might I incur? Is there an Application fee?
- Where will I live?

Assess the credibility of the organization.

- Will you provide me with email contacts for past participants?
- Who will help me in case of an emergency?
- How can people get in touch with me while I am overseas?
- How many years has your organization been operating?
- Where and how do I make my payments?
Keep asking questions!

Here are some more task-oriented questions that are generally useful. You may have more based on your personal goals and expectations.

- How do you make sure that the placement you select for me is appropriate?
- What kind of training is provided to help me prepare for my placement?
- What support is provided before I leave home?
- What happens if I want to leave my placement?
- Who are the staff in the country?
- Will there be Western staff working with my group?
A Guide to a Career with the United Nations

May be a bit out of date, but very helpful and uniquely relevant.
NOTE:

Not all UN system organizations use the “Galaxy” employment application system

- e.g., World Health Organization (WHO): http://www.who.int/employment/vacancies/en

- e.g., United Nations Development Programme (UNDP): http://jobs.undp.org/cj_view_jobs.cfm
Specific UN/NGO international relief/humanitarian jobs:
http://www.reliefweb.int/rw/res.nsf/doc212?OpenForm

UNITAR POCI provides distance training to peacekeepers, potential peacekeepers, police, and humanitarian workers world-wide through e-learning and printed courses that are standard, common, universal and low-cost.

http://www.unitarpoci.org/index.php
Multilateral Work Opportunities

Technical Advisor through a United Nations Agency
http://www.reliefweb.int

Junior Professional Officer with the United Nations

Volunteer with the United Nations (UNV)
http://www.unv.org/
http://sofi.unv.org/