



2016

FAO's Junior Professional Programme

A unique experience in a United Nations work environment paving the way for a career in international cooperation.



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The JP Programme (JPP)

The Junior Professional Programme is a recruitment initiative targeted for talented, highly qualified professionals mainly from non- and under- represented developing countries to start a career as an international civil servant with FAO.

Under the supervision of a senior staff member, Junior Professionals (JPs) work with international and national staff and are involved in the identification, design, implementation, monitoring and evaluation of FAO activities. Purposes of assignments vary and may have a country-specific, regional, sector-based or thematic focus.

JPs are offered two-year fixed term contracts subject to a one-year probationary period. This term may be renewed for a period of up to two additional years, subject to satisfactory performance and availability of funds. JPs are appointed at P-1 level and can be assigned to FAO headquarters or to decentralized Offices ([Regional or Sub-regional Offices](#), [Liaison Offices](#) or [FAO Representations](#)).



What are the benefits?

For the JP: Designed for exceptionally qualified and motivated candidates, the Junior Professional Programme provides JPs under the age of 32 an opportunity to gain a valuable on-the-job experience with FAO as well as exposure to international cooperation activities in a highly specialized and challenging environment.

For FAO: JPs are highly qualified, motivated young professionals with an advanced university degree and with a minimum one year of professional experience in a field relevant to the work of FAO. Through this Programme, FAO can rejuvenate its workforce by establishing a pipeline of talented young professionals suitable for future employment.



Who can apply and how?

FAO regularly issues vacancy announcements for JP positions. Candidates are selected on a highly competitive basis. In order to apply, please visit the iRecruitment website at <http://www.fao.org/employment/irecruitment-access/> and complete the on-line application.

The eligibility criteria are the following:

- Age: Candidates should be 32 years of age or younger as of 31 December of the year of application;
- Academic qualifications: advanced university degree (Master's, Ph.D. or equivalent) in a field relevant to the work of FAO;
- Work experience: A minimum of one year of professional experience in a field relevant to the work of FAO;
- Language skills: working knowledge of one of FAO's official languages (English, French, Spanish, Arabic, Chinese and Russian) and a limited knowledge of another, depending on the working language of the duty station;
- Family members: Candidates must not bear any of the following relationships to staff members of the Organization: son, daughter, brother or sister.



Training

An orientation programme for JPs is developed and delivered by the Office of Human Resources (OHR).

JPs are also offered training to develop their skills in various technical areas, languages, IT, etc.

Detailed information on the opportunities available are provided during the orientation programme.

Supervision

The roles and responsibilities of supervisors are multiple, ranging from a general briefing at the beginning of the assignment to the establishment of a work plan, to advising on adequate training and providing guidance throughout the assignment.

A well-structured supervision, coaching and training provided by the immediate supervisors from the time of arrival will ensure a full and early integration, operational effectiveness and learning.



Results of the JP survey

A survey conducted by the Junior Professional Unit, OHR in 2015 has revealed a high level of satisfaction with the programme amongst all stakeholders including the JPs themselves and their supervisors.

All JPs expressed overall satisfaction with the quality of their assignment and declared their strong interest in continuing to work for FAO after the end of their assignment.

The survey also showed that the majority of JPs (almost 90%) were highly motivated thanks to the nature of their assignment and to the opportunity to participate in field missions.

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What our JPs say of their experience



Name: Ny You

Nationality: Cambodian

Duty station: FAO Regional Office for Africa, based in Ghana

I graduated with two Bachelor Degrees, specializing in Business Administration and Media Management. I spent around 3 years working for local NGOs and International Organizations in the field of communication and advocacy policy, rural development and labor compliance before continuing to my Master's Degree at Waseda University in Japan focusing on International Development and Public Policies. Before applying for Junior Professional Programme, I was Research Associate in Economics at Research Department of Asian Development Bank Institute based in Tokyo.

I have been very much passionate on development works since I was young. After the Paris Peace Agreement, Cambodia has had a huge inflow of humanitarian and development workers to assist the country in health, education, agriculture and social infrastructure. Seeing direct benefits from assistances of international development agencies, I have always carried a dream to work in development sector as I feel happy to see someone's livelihood better off.

I decided to apply for FAO's Junior Professional Programme, because FAO is the only UN's specialized agency working on areas of agriculture, food security and nutrition. Improvement in these areas is important to lift millions of people living in developing world from malnutrition, food insecurity and chronic poverty.



Work in the decentralized offices can be challenging and rewarding at the same time. It is challenging as you move to work in a new environment with a multinational workforce and a different culture. And of course, sometimes you cannot find your favorite foods. Also, it can be rewarding on what you are doing at the ground level by meeting stakeholders ranging from rural farmers, private sector, government agencies and other UN sister agencies, especially the Rome Based Agencies of IFAD and WFP. It has no doubt been an effective vehicle to gain a valuable experience for my professional growth.

I have been supporting different technical units at FAO Regional Office as the nature of our work is multidisciplinary and requires a team approach. My recent assignment has been focusing on trade and agricultural policy at the country, sub-regional and regional level. I support the Senior Officer on trade related issues in Africa as well as implementation of continental level commitment to eradicate regional hunger and malnutrition through trade related interventions such as CAADP, Maputo and Malabo Declaration on Accelerated Agricultural Growth and Transformation for Shared Prosperity and Improved Livelihoods.

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A few statements from former JPs and supervisors

“What I liked most was the opportunity to be located close to the people we work for. It’s very rewarding when you go to the field, and see the impact that FAO’s work is having on people’s lives.” (Ms. A. Ali)

“Working at Headquarters, I had the chance to work with a supervisor who really understood and support the JPP. She enabled me to learn exactly what FAO is doing in prevention and response on the transboundary food chain crisis. It reinforced my understanding in food security analysis. I am really motivated by contributing to the establishment and measurement of indicators to show evidence of the results of the work that FAO does.” (Mr. Hervé S.S.Ouedraogo)

“It was good to work with a young and enthusiastic officer ready and eager to learn and deliver. The Organization has also benefited of his knowledge and experience that he has willingly shared with the team. Coming from an African country was also an advantage as he had a lot of information on the region and his native country that he passionately shared with all of us.” (Ms. M. Chaya, Senior Coordinator, AGD)

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JPP

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