

Junior Professional Programme – General Information

Designed for exceptionally qualified and motivated candidates, the Junior Professional Programme provides young professionals with an opportunity to gain valuable, on-the-job experience with FAO.

Candidates for the Junior Professional Programme should have experience in one or more of the following fields: Agriculture (agro-industry, agricultural economics, etc.), Fisheries/aquaculture, Natural resources management, Climate change, and Communication. For the details of duties and required areas of expertise, please go to <http://www.fao.org/employment/empl-opportunities/junior-professional-programme/en/>

GENERAL REQUIREMENTS

- Candidates must be 32 years of age or younger as at 31 December 2012;
- Candidates must hold an advanced university degree (Master's, Ph.D., or equivalent) in a field relevant to the work of FAO;
- Preference will be given to candidates with at least one year of experience in a field relevant to the work of FAO;
- Candidates must possess a working knowledge of one of FAO's official languages (English, French, Spanish, Arabic, Russian, or Chinese) and a limited knowledge of another;
- Applicants must not bear any of the following relationships to staff members of the Organization: son, daughter, brother, or sister; and,
- Applicants are subject to the Organization's spouse employment policy.

Applicants should apply to the Junior Professional Programme only if they fulfill the above general requirements and the minimum requirements indicated on the specific Vacancy Announcement that they are interested in. People who do not meet the eligibility criteria can opt to provide their service via FAO's other employment opportunities, or FAO's **Internship** or **Volunteer** programmes.

REMUNERATION

Junior Professionals will be staff members of FAO under fixed-term appointments for the duration of their assignment. The terms and conditions (e.g. salaries, allowances, and benefits) applicable to professional staff holding fixed-term appointments shall apply.

Junior Professionals will generally be employed at P-1 step 1 level on initial appointment and will move to P-1 step 2 level for the second year of their assignment. Junior Professionals may be employed at a higher P-1 step on initial appointment if this can be justified on the basis of the skills, qualifications, and experience of the programme participant.

For information on UN salaries, allowances and benefits, please visit the UN International Civil Service Commission website: <http://icsc.un.org/rootindex.asp>

CONDITIONS OF SERVICE

Successful applicants will be employed within the framework of the JPP for an initial period of two years, subject to a one-year probationary period.

Participants selected for the JPP are treated as staff members who may apply and be selected to fill a regular staff position. If not selected for a regular staff position, the Junior Professional appointment will expire automatically on the expiration date specified in the letter of appointment.

Junior Professionals can be assigned at FAO headquarters or in decentralized offices (Regional or Sub-regional Offices, Liaison Offices or FAO Representations). Participants will be assigned to one primary host area for the duration of the programme. Junior Professionals are eligible for training activities, including the Organization's orientation programme, language, IT, and technical training.

For more information about FAO's Junior Professional Programme, please contact: JPP-Queries@fao.org

HOW TO APPLY

Please visit the iRecruitment website at <http://www.fao.org/employment/irecruitment-access/> and complete the on-line application. In order for your candidature to be properly evaluated, please complete the on-line application in all sections. If you experience problem, please contact iRecruitment@fao.org

Please check the deadline for each Vacancy Announcement.

FAO is a bias-free working environment. Applications from qualified nationals of **non-and under-represented member countries**, preferably from developing countries, as well as from qualified women, are encouraged.

Persons with disabilities are equally encouraged to apply

All applications will be treated with the strictest confidence.

Thank you for your interest in the Junior Professional Programme.