



International Organizations Recruitment Fair 2020



Date & Time	7 ~ 8 December 2020, 14:00~17:30
Host	Korea FAO Association
Sponsor	Ministry of Agriculture Food and Rural Affairs



FAO KOREA
Korea FAO Association

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www.facebook.com/faokorea www.instagram.com/faokorea



13:30-14:00	Registration
14:00-14:10	Opening Ceremony • Opening Remarks
14:15-14:45	FAO - Lecture on Key Functions, Job Opportunities & Recruitment Process of International Organizations ※ Q&A Session included
14:50-15:20	WFP - Lecture on Key Functions, Job Opportunities & Recruitment Process of International Organizations ※ Q&A Session included
15:30-15:50	Introduction to OASIS Program ※ OASIS: Overseas Agricultural Sector Intern Scholarship
16:00~17:30	1:1 Mock Interview and Career Counseling Session • International Organizations(FAO, WFP) • OASIS Program

Food and Agriculture Organization of the United Nations (FAO) is a specialized agency of the United Nations that leads international efforts to defeat hunger. Our goal is to achieve food security for all and make sure that people have regular access to enough high-quality food to lead active, healthy lives. With over 194 member states, FAO works in over 130 countries worldwide. We believe that everyone can play a part in ending hunger.

FAO's STRATEGIC FRAMEWORK



FAO's 5 Key Priorities

- Help eliminate hunger, food insecurity and malnutrition**
 In spite of progress made over the last two decades, more than 690 million people still suffer from chronic hunger. Meanwhile other forms of malnutrition are also on the rise: overweight and obesity, associated with the development of a significant surge in diet-related non-communicable diseases, affect almost four in ten adults worldwide. Despite a stronger political commitment, investments and policies are not being fully effective in fighting hunger and malnutrition and are not reaching some population groups.
 FAO works in partnership with governments and other development actors at global, regional and national levels to develop supportive policy and institutional environments. We help strengthen countries' capacities to translate their political commitment into concrete action to eradicate hunger, food insecurity and malnutrition worldwide.
- Make agriculture, forestry and fisheries more productive and sustainable**
 Satisfying the food and nutrition needs of an increasingly global population – projected to reach over 9 billion by 2050 – will put significant pressure on the different agricultural sectors, including crops, livestock, forestry and fisheries. Producing more with less to save natural resources, improve resilience and increase net incomes means that we need to make a clear shift away from current policies and practices towards more sustainable approaches. This transition is being mainstreamed through supporting countries to adopt a common vision for sustainable food and agriculture in support of the SDGs.
- Reduce rural poverty**
 Hunger and food insecurity above all are expressions of poverty and most of the world's poor live in rural areas. That's why ending rural poverty is at the heart of FAO's work. Although progress has been made in reducing poverty globally, about 736 million people continue to live in extreme poverty and inequalities are still pervasive. By 2030, UN member countries have committed to eradicating extreme poverty and hunger for people everywhere. FAO is helping countries develop and implement evidence-based pro-poor policies, strategies and programmes that promote inclusive growth and sustainable livelihoods, income diversification, decent employment, access to social protection and empowerment of women and men in agriculture and in rural areas.
- Enable inclusive and efficient agricultural and food systems**
 With increasing globalization, agriculture as an independent sector will cease to exist, becoming instead, just one part of an integrated value chain. The value chain exists both upstream and downstream, or from production through to processing and sales, in which the whole is now highly concentrated, integrated and globalized. This poses a huge challenge for smallholder farmers and agricultural producers in many developing countries where even the most economically valid smallholders can easily be excluded from important parts of the value chain.
 Increasing their participation in food and agricultural systems is critical to achieving FAO's goal of a world without hunger.
- Increase the resilience of livelihoods to threats and crises**
 FAO seeks to strengthen the resilience of agriculture-based livelihoods against multiple hazards. By bringing together humanitarian and development actions, with a deliberate focus on contributing to sustaining peace, FAO addresses the root causes of hunger while meeting the immediate needs of those affected by crisis. This involves: supporting governments and communities to prepare for, mitigate and address threats; monitoring risks and strengthening early warning systems at global, national and local levels, linking these to preventative action; actively working with communities to reduce risks and vulnerability; and providing immediate support to crisis-hit families to save lives, safeguard livelihoods and lay the foundations for more resilient futures.

The International Fund for Agricultural Development (IFAD), a specialized agency of the United Nations, was established as an international financial institution in 1977 as one of the major outcomes of the 1974 World Food Conference to finance agricultural development projects primarily for food production in the developing countries.

IFAD's work is critical to the achievement of the 2030 Agenda for Sustainable Development. IFAD invests in rural people, empowering them to increase their food security, improve the nutrition of their families and increase their incomes. IFAD also helps them build resilience, expand their business and take charge of their own development.

Vision Inclusive and sustainable rural transformation

Overarching Goal

Poor rural people overcome poverty and achieve food security through remunerative, sustainable and resilient livelihoods

IFAD's Strategic Framework

IFAD's Strategic Framework 2016-2025 articulates IFAD's contribution to the 2030 Agenda.

IFAD will pursue three closely interlinked and mutually reinforcing strategic objectives to achieve its goals:

- ✔ Increase poor rural people's productive capacities
- ✔ Increase poor rural people's benefits from market participation
- ✔ Strengthen the environmental sustainability and climate resilience of poor rural people's economic activities

In turn, it will strive to achieve three main outcomes:

- ✔ Enabling policy and regulatory frameworks at national and international levels
- ✔ Increased levels of investment in the rural sector
- ✔ Improved country-level capacity for rural policy and programme development, implementation and evaluation

The World Food Programme (WFP) is the leading humanitarian organization saving lives and changing lives, delivering food assistance in emergencies and working with communities to improve nutrition and build resilience.

Born in 1961 and funded entirely by voluntary donations, WFP works closely with its two Rome-based sister organizations, FAO and IFAD, and partners with more than 1,000 national and international NGOs to provide food assistance and tackle the underlying causes of hunger.

Our Visions : Five Steps to Zero Hunger

- Put the furthest behind first**
To realize the full potential of our globalized economy, national governments must expand social protection schemes for the most vulnerable. Providing this opportunity for equitable economic growth will raise the purchasing power of the poorest 2 billion people which in turn will create incremental demand, generating new jobs and jump-starting local economies. Investing in inclusive development isn't just the right thing to do; it makes good business sense.
- Pave the road from farm to market**
Access to affordable, nutritious food for everyone — all 7 billion of us — is vital. We must innovate and invest in making our supply chains more efficient by developing sustainable durable markets. To support these markets, we must also improve rural infrastructure, particularly roads, storage and electrification, ensuring farmers ability to reach a wider consumer base.
- Reduce food waste**
Of the 4 billion metric tons of food we produce each year, one third is wasted, costing the global economy nearly US\$750 billion annually. In developed countries food is often wasted on the plate, while in developing countries it is lost during production, as crops go unused or unprocessed because of poor storage or because the farmers cannot get their goods to market.
- Encourage a sustainable variety of crop**
Today across the globe, four crops (rice, wheat, corn and soy) represent 60 percent of all calories consumed. Addressing the challenges of climate change, and food availability and food access will require helping farmers explore and identify a more diverse range of crops. To achieve this, we must work with farmers ensure they have access to the necessary tools and skills, and build a market by educating communities about the nutritional importance of eating a wide range of foods.
- Make nutrition a priority, starting with a child's first 1000 days**
Nothing is more important to the development of a child than good health and nutrition, particularly in the first 1000 days (from conception through to the age of two). To prevent stunting and to promote healthy development, we must ensure that children and nursing mothers have access to the required nutritious foods.

WFP's Strategic Objectives

- ✔ End hunger by protecting access to food
- ✔ Improve nutrition
- ✔ Achieve food security
- ✔ Support Sustainable Development Goals implementation
- ✔ Partner for Sustainable Development Goals results

The International Food Policy Research Institute (IFPRI) provides research-based policy solutions to sustainably reduce poverty and end hunger and malnutrition in developing countries. Established in 1975, IFPRI currently has more than 600 employees working in over 50 countries. It is a research center of CGIAR(Consultative Group for International Agricultural Research), a worldwide partnership engaged in agricultural research for development.

Vision and Mission

IFPRI's vision is a world free of hunger and malnutrition. Its mission is to provide research-based policy solutions that sustainably reduce poverty and end hunger and malnutrition.

IFPRI's Strategic Research Areas

Global, regional, and national food systems face major challenges and require fundamental transformations. More than ever, responding to these challenges will require a systems-oriented, multidisciplinary approach to reshape food systems so they work for all people sustainably. IFPRI's Strategy Refresh 2018–2020 builds on the strong base of work developed under the Institute's 2013–2018 strategy and focuses on **five strategic research areas**:

- ☑ Fostering Climate-Resilient and Sustainable Food Supply
- ☑ Promoting Healthy Diets and Nutrition for All
- ☑ Building Inclusive and Efficient Markets, Trade Systems, and Food Industry
- ☑ Transforming Agricultural and Rural Economies
- ☑ Strengthening Institutions and Governance

IFPRI also leads two CGIAR Research Programs (CRPs):

- ☑ Policies, Institutions, and Markets (PIM)
- ☑ Agriculture for Nutrition and Health (A4NH)

Reference : www.ifpri.org/about

1. Junior Professional Programme(JPP)

What is it?

The Junior Professional Programme (JPP) is a recruitment initiative targeted for talented, highly qualified professionals who are 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.

JPOs are offered two years 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. JPs 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.

What are the requirements?

Candidates for the JPP are selected on a highly competitive basis. The qualifications below are required for consideration:

- 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;
- 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;
- Candidates must not bear any of the following relationships to staff members of the Organization: son, daughter, brother or sister

Vacancies and how to apply

Please visit the list of JPP opportunities currently available in the Organization
<http://www.fao.org/employment/become-fao-staff/junior-professional-programme/en/>

2. Associate Professional Officers(APO) Programme

What is APO Programme?

The APO Programme offers a structured learning experience to young graduates as well as exposure to international cooperation activities in a highly specialized and challenging environment. FAO's APO Programme is one of the oldest and largest within the United Nations system. It started in 1954 and now gives nationals from different countries experience in the field of international cooperation, contributing to FAO's mission of building a world without hunger.

Associate Professional Officers are young people selected and sponsored by their own government to work for FAO. The government pays the APO's salary and benefits usually for a period of two to three years. Some resource partners also support APOs from developing countries to ensure that there is a diversity of nationalities in the Programme.

Through a Programme of structured on-the-job learning, APOs apply their technical specialization under the supervision of a senior FAO staff member. This relationship is particularly useful for receiving career guidance and for ensuring that the APO contributes to the Organization's objectives. Furthermore, APOs undertake duty travel in order to have a first-hand experience of FAO field work. They also participate in seminars and workshops as well as training programmes within and outside the Organization.

Vacancies and how to apply

As most of resource partners carry out the pre-selection of candidates, application queries must be addressed directly to the relevant ministry in the donor country.

For additional information, please consult the following link:

<http://www.fao.org/employment/become-fao-staff/associate-professional-officers/en/>

3. Internship Programme

Overview of FAO's Internship Programme

The Internship Programme is a learning opportunity aimed at attracting talented young women and men who are strongly motivated to share their new perspectives, innovative ideas and latest research experience in FAO's domains.

The Internship Programme provides selected students, enrolled in an under-graduate or post-graduate degree programme or recent graduates, with the opportunity to supplement their academic knowledge with a practical work experience in a field related to the work of FAO. It will enable them to gain a better understanding of FAO's mandate and programmes. At the same time, the Programme provides FAO with the assistance of qualified individuals specializing in relevant fields in connection to FAO Strategic Objectives and to UN Sustainable Development Goals.

The eligibility criteria

- Nationality: candidates must be nationals of FAO Member Nations.
- Education: candidates must be students enrolled in an under-graduate or graduate degree programme in a bona fide educational institution at the time of application, or recent graduates. Applicants pursuing their studies in a country where higher education is not divided into under-graduate and graduate stages must have completed at least three years of full-time studies towards the completion of a degree.
- Languages: candidates must have working knowledge of at least one FAO official language (English, French, Spanish, Arabic, Chinese or Russian). Knowledge of a second FAO official language will be considered an asset.
- Age: candidates should be aged between 21 and 30 at the start of their internship (i.e. internship should start before the candidate turns 31).
- Skills: candidates should be able to adapt to an international multicultural environment, have good communication skills and be knowledgeable in the use of basic computer programmes.
- Residence/Visa status: candidates should have appropriate residence or immigration status in the country of assignment prior to the start of the internship assignment.
- Family relation: candidates with family members (defined as brother, sister, mother, father) employed by FAO under any type of contract are not eligible for the Internship Programme.

The duration of an internship assignment is between 3 and 11 months.

How to apply

Apply to the "Call for Expression of Interest", which is published on our career portal.

Interested candidates should apply online through the career portal enclosing a motivation letter and evidence of attendance at a recognized University.

Only selected candidates will be contacted.

For more details, please visit the Internship FAQ page.

(<http://www.fao.org/employment/collaborate-with-us/internship-programme/faq/en/>)

Reference : www.fao.org/employment

1. Junior Professional Officers

Junior Professional Officer (JPO) positions are sponsored by Member States interested in investing in young, university-trained nationals of their own country or other countries. Candidates must meet the following criteria:

- be under 35 years of age;
- hold a first-level university degree. A relevant advanced university degree can be an asset;
- have at least three years of post-degree professional experience; and
- be fluent in English; fluency in other IFAD official languages is an asset.

The JPO programme provides an opportunity for selected candidates to work for two or more years at IFAD. They contribute to IFAD's mission while learning about the organization and its operations, the United Nations and the development context. To apply, send an application to the relevant government office. For detailed information visit www.ifad.org/job.

2. Internship Programme

The Internship Programme (IP) and the Enhanced Internship Programme (EIP) offer a learning experience of six months to recent university graduates or students who are specializing in areas of work relevant to IFAD's mission.

Candidates must meet the following criteria:

- be enrolled in a university or graduate school, have attended courses in the last 12 months, and have completed at least two years of undergraduate studies when joining IFAD through the programme or;
- have recently completed university studies at the undergraduate or postgraduate level;
- be fluent in English; fluency in other IFAD official languages is an asset. In the case of interns recruited in IFAD country office locations, fluency in the main country language may be required;
- be 30 years of age or younger. The EIP, in particular, is designed to enhance geographic distribution of staff at IFAD and is open to candidates who meet the above eligibility criteria and who are not based in Rome.

In addition to a monthly allowance, EIP interns receive a housing and travel allowance.

To apply, register and create a profile in our applicant system.

3. Consultancies

Consultancies play a critical role in the execution of IFAD's mandate and our impact on the ground. Consultancies are designed for junior and senior experts whose skills are required for specific project assignments. Qualifications and experience in the relevant field are required and vary depending on the assignment. Consultants can be recruited for a maximum of 11 months in a 12-month period.

To apply, register your profile in our applicant system at <https://job.ifad.org>

4. Professional

The Professional category demands a high level of analytical and communication skills, substantive expertise and managerial leadership ability. Typically, these positions require the incumbent to make decisions after careful analysis and evaluation of problems involving discretionary choices between alternative courses of action. The incumbent also requires an understanding of an organized body of theoretical knowledge at a level equivalent to that represented by a university degree.

While this knowledge is customarily and characteristically acquired through formal education, it may, in some fields of learning or specialized disciplines, be acquired through other training, self-study or practical experience. Within the Professional category, the Director category represents the highest level of the career staffing structure.

Directors are ultimately responsible for IFAD-supported programmes and projects, provide leadership to formulate and implement the substantive work programme of their division, determine priorities and allocate resources for the completion of outputs and their timely delivery.

5. Other employment opportunities

IFAD partners with other organizations and governments for the recruitment of fellows, special programme officers and other individuals through special agreements. Employment opportunities vary based on the agreement between IFAD and the sponsor.

1. Junior Professional Officer(JPO)

Who are Junior Professional Officers?

WFP's JPOs are highly talented young professionals. Most will already have significant work experience, either in their home countries or abroad. More than 80 percent have had between three and five years' international work experience. Around 90 percent have a master's degree and 2 percent have a Ph.D. In the past six years, 70 percent have been women.

What JPOs do at WFP?

JPOs work in WFP's country offices, regional bureaux, and at our Headquarters in Rome. They assist us in carrying out WFP's mandate to combat global hunger – in emergencies through food aid and logistical support, and in recovery and development contexts through nutritional support, food assistance and resilience-building.

Benefits for JPOs

WFP provides all JPOs with intensive training and mentoring. Our programme is managed to ensure that every individual's potential is maximized. The recruitment process is highly competitive, and candidates who succeed gain unique, hands-on experience in responding to complex emergencies.

Recruitment Criteria

Applicants must:

- be under 32-35 years old, depending on the donor country's selection criteria;
- have a master's degree in a relevant subject;
- be fluent in English. Intermediate knowledge of one or more of the other official UN languages (Arabic, Chinese, French, Russian and Spanish) is highly desirable;
- have 3 to 5 years' professional working experience relevant to their assignment's Terms of Reference. International working experience is highly desirable.

2. Internship

The World Food Programme is always looking for talented, motivated and enthusiastic students from around the world. An internship at WFP is a great opportunity to acquire practical work experience while contributing to the goal of reaching Zero Hunger.

Am I eligible for an internship?

- Currently enrolled in a recognized university or graduated in the last six months
- Completed at least 2 years of undergraduate studies
- Motivated, team player and open to new challenges
- Working knowledge of English (other UN languages are a plus)
- Interested in learning and taking a first step in the humanitarian sector

Keep in Mind

- University records : Once you are chosen for an internship with WFP, please be prepared to provide your recent university record, ie: proof of enrolment or degree, as well as course transcripts.
- Duration and stipend : WFP's internships normally last between two and eight months. WFP contributes to your internship with a stipend that is connected to the specific duty station. The maximum amount is US\$1000 per month.
- Medical Insurance : Before you start your internship with WFP, you will be asked for a proof of medical insurance.
- Travel, accommodation & Visa : You will be responsible for organizing and paying for your travel and accommodation arrangements, however WFP will reimburse travel tickets for candidates who are nationals of developing countries and are pursuing their studies in their home country. It is your responsibility to organize a visa for your internship and cover related costs. WFP can support you with the required documents.

Interested in careers at IFPRI?

IFPRI provides researchers and professionals a collaborative environment to reduce hunger, poverty, and malnutrition worldwide through evidence-based research. The institution has been repeatedly recognized for the quality of the work produced and work environment. The career website INOMICS recently ranked IFPRI #2 among the top institutions for economists to work for, and the Research Papers in Economics (RePEc) group named IFPRI the top research institution in agricultural development.

The International Food Policy Research Institute (IFPRI) is an equal employment opportunity employer - F/M/Disability/Vet/Sexual Orientation/Gender Identity.

Our commitment to diversity includes the recognition that our mission is best advanced by the leadership and contributions of men and women of diverse backgrounds, beliefs and culture. Recruiting and mentoring staff to create an inclusive organization that reflects our global character is a priority, and we encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientations, gender identities, military, protected veteran status or other status protected by law.

Career opportunities can be identified in the positions below :

- Research Positions
- Other Positions
- Internships

농식품 분야 해외 인턴십(OASIS) 프로그램 개요

OASIS(Overseas Agricultural Sector Intern Scholarship) - 대한민국 청년들에게 농식품 관련 국제기구 및 파견 기관별 성격에 맞는 실무 경험 기회를 제공함으로써 농식품 국제 분야에 활발히 진출할 수 있는 발판을 마련하고 청년 일자리를 창출하기 위해 농림축산식품부가 2018년부터 실시하는 해외 인턴십 사업

1. 선발 인원

- 연간 총 〇〇명 내외(상반기, 하반기 2회 모집 예정)

2. 선발 대상

- 만 20세 이상 34세 이하의 대한민국 국적을 가진 해외여행·취업에 결격사유가 없는 자로서 재학생(대학 2학년 이상 및 석·박사과정) 및 졸업생
 - * (국제기구) 만 21세 이상 30세 이하, 졸업 후 6개월 이내(인턴 파견시점 기준)
 - ** 파견 기관별 세부 지원자격 상이

3. 파견 기간 3~6개월

- 해외 코로나바이러스감염증(코로나-19) 상황으로 인해 원격근무로 진행될 수 있으며, 상황 호전시 현지파견 추진 예정

4. 지원 사항

- 해외 체재비/활동비(1인당 최대 150만원/월), 왕복 항공료, 보험 및 비자 등 준비비, 사전교육(안전교육, 식량안보 강의 등) 등
- 체재비는 파견대상국에 따라 차등지급 예정

5. 선발 절차

- 서류전형 >> 1차 국내(역량, 영어) 면접 >> 현지 기관 최종면접
- 최종면접은 스카이프 또는 유선으로 진행

6. 파견기관

구분	파견기관
국제기구	유엔식량농업기구(FAO), 국제농업개발기금(IFAD), 경제협력개발기구(OECD), 세계은행(WB) 등
연구소 및 기업	국제식량정책연구소(IFPRI), 와게닝겐연구소, 코펜하겐대학교, 유기농업연구소(FiBL), 매시대학교(Massey University), 호주연방과학산업연구기구(CSIRO), Pessl Instruments 등

- 선발시점마다 파견기관 및 인원 수가 상이하므로 공고문 확인 요망

7. 준비서류

- 공통 제출서류 : 인턴 신청서(온라인 작성) 및 서명본 1부, 영문이력서 CV 1부, 커버레터 1부, 자기소개서(국문) 1부, 재학(휴학) 또는 졸업증명서(영문) 1부, 성적증명서(영문) 1부, 영어성적확인서 1부
- (*공인영어성적증명서 종류는 아래와 같으며, 해당 기준 점수 이상인 성적증명서)

TOEIC	TOEFL	TEPS	New TEPS	IELTS
700	79	555	300	6.5

- 선택 제출서류 : 인턴 경력 증명서, 제2외국어 성적증명서

8. 공고문 게재 사이트

- 농림축산식품부 : www.mafra.go.kr
- 농림수산식품교육문화정보원 : www.epis.or.kr
- FAO 한국협회 : www.fao.or.kr
- 외교부 국제기구 인사센터 : unrecruit.mofa.go.kr

국제기구 직원이란

직원의 신분

- 유엔 및 각종 국제기구에 소속되어 주어진 공무를 수행하는 직원을 국제공무원 또는 국제기구 직원이라 함
- 국제기구 직원은 직무를 수행하는 데 있어 소속 기관 외의 다른 당국으로부터 어떤 지시도 구하거나 받지 않음을 원칙으로 함(유엔헌장 100조)
- 최고 수준의 전문성과 성실성을 기초로 각 기구의 목표 수행을 위해 가능한 한 중장기 계획을 가지고 기구가 필요로 하는 직무를 수행하는 직원을 국제공무원이라 함(유엔헌장 101조)
- 국제기구 직원은 국제법상 그 직무를 수행하는 데 필요한 국제공무원으로서의 특권 및 면제를 향유함(유엔헌장 105조)

1. 전문직/고위직 (P급 · D급)

- 전문지식이나 기술·경험 등을 활용하여 업무를 수행하는 직종으로 채용은 공석공고를 통해 국제적으로 이루어지며, 채용 즉시 일할 수 있는 전문 인력이 요구됨

직급	필요경력	비고
사무총장	Secretary-General	-
사무부총장	Deputy Secretary-General	-
사무차장	Under Secretary-General	-
사무차장보	Assistant Secretary-General	-
D-2	Director	15년 이상 국장급
D-1	Principal Officer	최소 15년 부국장급
P-5	Senior Officer	최소 10년 선임과장급
P-4	First Officer	최소 7년 과장급
P-3	Second Officer	최소 5년 실무직원
P-2	Associate Officer	최소 2년 실무직원
P-1	Assistant Officer	- 실무직원

※ 직급별 필요경력은 절대적인 기준은 아님

2. 일반직 (GS급)

- 비서, 타이피스트, 운전기사 등 일상적인 일부터 전문업무에 이르기 까지 업무범위가 포괄적이며 대부분은 현지 채용임
- 운전기사/전기 기술자/건물 관리자/인쇄 업자 등(TC), 경비·경호원(S), 관광 가이드(PIA), 언어 강사(LT) 등

3. 현장 전문가 (FS급)

- UN 등 국제기구는 개도국에 대한 기술원조사업의 일환으로 특정기술 분야의 전문가를 원조 수혜국의 요청에 따라 3개월에서 3년 정도 파견 하며, 파견된 현장 직원은 해당 전문분야에 대한 광범위한 지식 및 경험 보유가 필수적임
- 직급 및 급여제도가 전문직 직원과 차이가 있으며 유엔의 경우 FS-4~FS-7으로 직급구분

고용 계약의 종류

- 유엔의 고용 계약은 기간을 정한 근로계약(Temporary, Fixed-Term) 및 계약기간을 정하지 않은 근로계약(Continuing)으로 나뉨(Staff Rules and Staff Regulations of the United Nations (2013) (ST/SGB/2013/3))

인사제도

- 채용은 직원의 퇴직, 기한부 임용, 임기 종료, 다른 국제기구로의 진출, 새로운 보직의 신설 등에 따른 공석 발생시 이루어지므로 부정기적임
- 필드 전문가의 경우에는 원조 수혜국의 요청에 따라 전문가를 모집하는 경우도 있음
- 기존 15개의 고용계약을 3가지(Temporary, Fixed-Term, Continuing)로 단순화하는 “고용계약 조건 단순화”를 2009년 7월 1일부터 시행중
- 유엔시스템 내 국제기구간 직원 이동 활성화

대우 및 처우

1. 신분보장

- 국제기구는 자국여권과 유엔여권을 모두 사용할 수 있으며, 일부 예외적인 경우를 제외하고는 유엔여권(Laissez-Passer)을 가지면 자유롭게 여행할 수 있음
- 국제기구는 이중국적자를 인정하지 않으므로 이중국적자는 임용시 한 개의 국적을 선택해야 함(Staff Rules : St/SGB/2011/1)

2. 급여와 수당

- 전문직 이상 사무국 직원은 회원국 정부 중 가장 높은 보수를 받는 국가 공무원에 상당하는 보수를 지급(Noblemaire Principle)
- 보수의 기본구조 : 기본급여(Base salary) + 지역조정급(Post adjustment) + 각종수당 및 혜택<보수기준은 국제공무원위원회(International Civil Service Commission: ICSC)에서 작성하며 수시로 변동됨>

3. 직원복지 출장 · 전보 등에 따른 수당

- 여행경비, 부임수당, 이사비용 등
- 각종 사회보장 : 건강 및 생명보험, 근무중 사망·부상 및 질병에 대한 보상, 연금 등

4. 직원의 정년

- 정상적 정년(Normal retirement age) 같은 경우 1990년 1월 1일 이전에 유엔에서 운영하는 유엔합동직원연금기금(UNJSPF)에 가입한 사람들은 만 60세, 1990년 1월 1일 이후 가입자는 만 62세이며, 2014년 1월 1일 이후 가입자는 만 65세임
- 각 기관(국제기구)마다 의무적 정년(Mandatory age of separation)에 대한 자체 인사규정이 마련되어 있을 수도 있음

국제기구 직원이 되려면

국제기구 진출의 필요조건

A. 전문지식

- 유엔의 전문직원(P급 이상)은 대부분 석사 또는 박사학위의 전문인력들이므로 국제기구 진출 희망자 먼저 본인의 관심분야가 무엇이고 어떤 분야의 전문가로 국제기구에서 활동하고 싶은지 구체적인 그림을 그린 후 이에 따른 학위 준비 및 전문지식 함양을 위한 꾸준한 노력이 필요함

B. 관련경험과 경력

- 일반 기업과 마찬가지로 유엔과 같은 국제기구에서도 해당 직무와 관련된 경험과 경력이 채용에 유리하게 작용
- 즉, 해당분야의 전문지식과 관련 경력을 가진 지원자가 적합한 후보자로 인정되므로 본인이 희망하는 국제기구가 정해지면 먼저 해당분야의 채용정보(공석 공고)를 찾아보고, 요구되는 자질·학위·경력 등이 무엇인지 파악한 후, 이에 맞추어 본인의 커리어 개발을 구체화할 필요가 있음

C. 어학능력

- 어학능력은 국제기구 진출을 위한 가장 기본적인 사항으로 유엔에서는 영어 이외에도 유엔공용어(불어, 스페인어, 중국어, 러시아어, 아랍어) 구사가 가능한 경우 채용에 유리하니 전문지식 습득, 관련 경험 축적과 더불어 어학능력 배양을 위한 꾸준한 노력이 요구됨

D. 건강한 신체

- 많은 업무량과 잦은 출장 등을 소화해야하는 국제공무원의 경우 건강한 신체는 무엇보다 중요한 요소이므로 평소 꾸준한 체력관리가 필요함
- 특히 아프리카 및 분쟁지역 등 열악한 환경에서 근무할 시에는 새로운 환경에 능동적으로 적응할 수 있는 강인한 체력 및 정신력이 요구됨

E. 열정

- 위에 명시된 자격요건을 모두 충족하더라도 국제사회에 이바지하고자 하는 강한 의지와 열정 없이는 국제공무원으로서 근무하는 것에 한계가 있을 수 있음
- 국제공무원은 오지 근무 및 가족과 떨어져 지내는 어려운 상황들을 동시에 고려해야 하므로, 본인의 확고한 의지와 열정이 기본적으로 필요함

국제기구 진출 경로

A. 공석 공고

직원의 퇴직, 전출, 보직신설 등으로 결원이 발생하고 내부에 책임자가 없는 경우 국제적으로 공모함

B. 국제기구 초급 전문가(JPO : Junior Professional Officer)

JPO 제도는 국제기구 진출을 희망하는 우리 젊은 인재(만 32세 이하)를 선발, 정부의 경비부담 하에 일정기간(2년) 유엔 및 국제기구에 수습 직원으로 파견하는 제도(파견기간 종료 후 자동적으로 직원으로 채용되는 것은 아님)

C. 젊은 전문가 프로그램

(YPP : Young Professionals Programme)

- 유엔사무국 YPP
- 유엔아동기금(UNICEF)의 New and Emerging Talent Initiative(NETI)
- 유엔교육과학문화기구(UNESCO)의 YPP
- 경제협력개발기구(OECD)의 YPP
- 그 외에도 YPP 프로그램을 운영하는 국제기구가 있으며, 금융관련 국제기구의 YPP 프로그램은 기획재정부 국제금융국 국제기구과에 문의하거나 국제금융기구 채용정보 홈페이지 참조

D. 인턴십

- 전문 분야 경력이 부족한 대학(원)생들이 국제기구 근무가 본인의 적성에 맞는지 미리 경험해 보고 인적 네트워크를 형성할 수 있는 기회
- 각 기구별 또는 지역 사무소에 따라 인턴 대상 · 자격 요건 · 선발 시기가 다르므로 평소 관심 있는 국제기구 홈페이지를 수시로 방문하여 확인

E. 유엔자원봉사단(UNV : UN Volunteers)

- 유엔 내 봉사기구로, 전문 봉사단원을 선발 · 파견하여 인도주의적 구호, 재건사업, 인권 보호, 선거관리와 평화구축 등을 위해 활동
- 현재 외교부는 UNV와 협력하여 ‘UNV 청년봉사단’ 및 ‘UNV 전문봉사단’ 파견 프로그램 운영

※출처: 외교부 국제기구인사센터 웹사이트(<http://unrecruit.mofa.go.kr/new/>)