SENIOR LEADERSHIP APPOINTMENTS IN THE FIELD

Challenges Forum
Impact of Leadership on UN Peace Operations

28 Feb. – 1 March 2017
SLAS was created in 2007 in the Office of USG DFS as a service provider on senior leadership in the field:

- 59 Posts (in DFS, DPKO, DPA Field Missions)
  - 29 Heads of Mission (USG/ASG) incl. 4 military
  - 30 deputy Heads of Mission (ASG/D-2) – Pol./RoL DSRSG/RC/HC

Secretary-General’s Appointments
The Leadership Life Cycle

- Vacancy
- Selection
- Approval Process
- In-briefings
- Senior Leadership Support
- Performance Management
- Succession Planning

Outreach, Partnership, Pool-Building (LEAD database)
Progress in Gender Representation
As of February 2017

Female Heads of Mission and Deputy Heads of Mission 2006-2017

Heads of Mission
Deputy Heads of Mission
Total
Linear (Total)

19% (Jan. '17)
32% (Jan. '17)
25% (Jan. '17)
3% (Jan. '17)
Projected proportion of Women by 2021
Based on 2006-2016 trend

=> At current rate, gender parity reached in 2038

"By the end of my mandate, we should reach full gender parity at the Under-Secretary-General and Assistant Secretary-General levels, including special representatives and special envoys “
SG Guterres, December 2016
Strategy to Achieve Gender Parity among D/HoMs

Core Objectives

1. Enlarge the pool of female candidates
   => Global Call for nominations + regular outreach
   => New database
   => Special measures (internal pipeline)

2. Attract and appoint more female senior leaders
   => Addressing gender-bias
   =>strengthening selection processes

3. Avoid early departure of high performing women in leadership positions
   => Support programmes to senior leaders
   => Stronger management and appraisal system
Selection of Heads and Deputy Heads of Mission

1. Vacancy identification
2. ToRs & Post Profile
3. Identification of candidates
4. Shortlist endorsed by OUSG
5. Candidates availability established
6. Candidates screening
7. Assessment (interviews)
8. Recommendation to EOSG
9. SG Approval & SC Silence Procedure (HoMs)
The Leadership Life Cycle