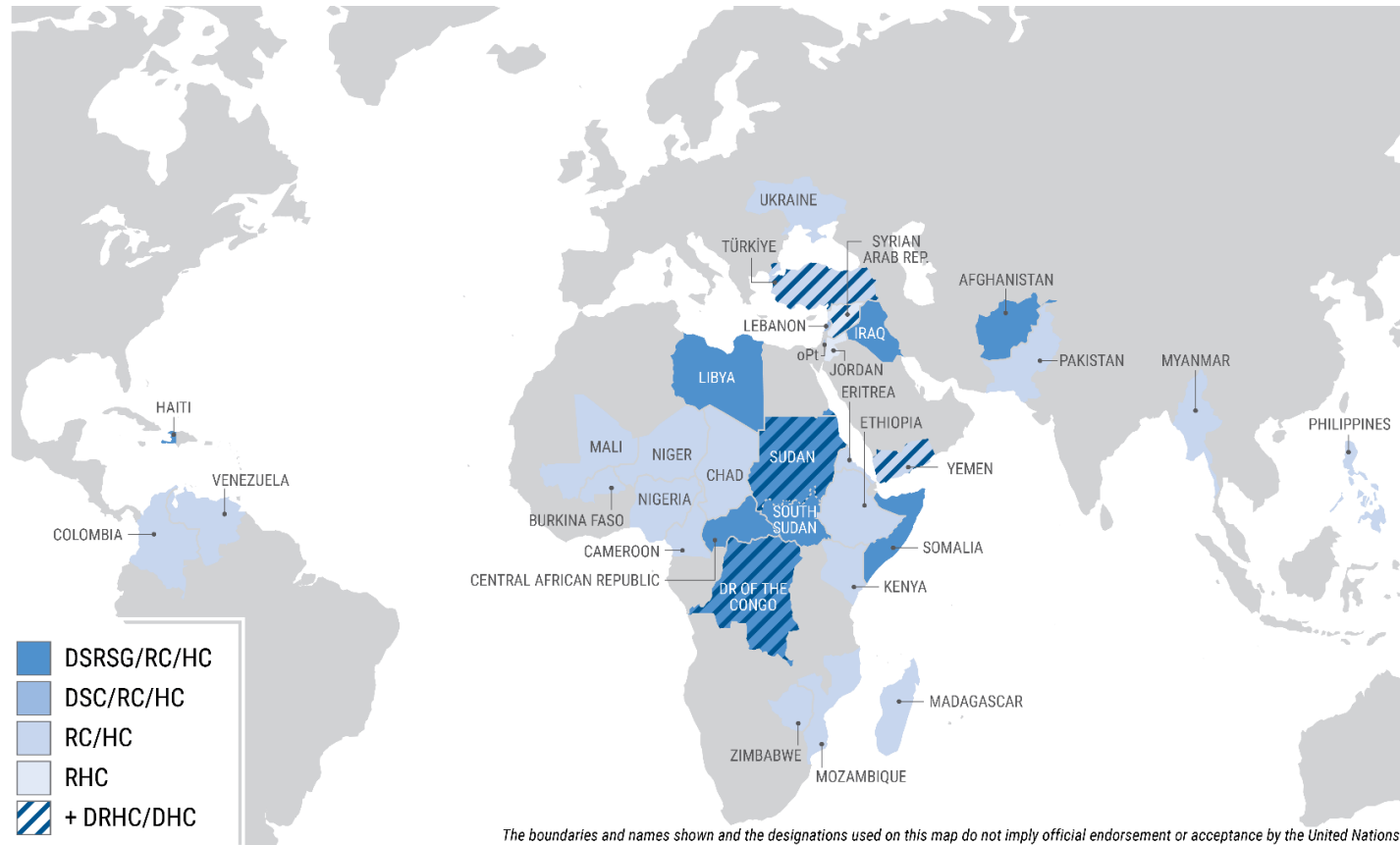


OVERVIEW

There are currently 33 field humanitarian leaders coordinating humanitarian response in 30 countries. This includes 10 Deputy Special Representatives of the Secretary-General/Resident Coordinators/Humanitarian Coordinators (DSRSG/RC/HC) and Deputy Special Coordinators/RC/HCs, 1 Regional HC (RHC), and 18 RC/HCs. This also includes 4 Deputy HCs (DHCs).

HUMANITARIAN COORDINATORS ON THE MOVE

oPt: Mr. Thomas White completed his assignment as DHC.



The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the United Nations.

30

Number of countries with presence of field humanitarian leaders

33

Number of field humanitarian leaders currently supporting operations

9

Number of field humanitarian leaders who are female – 27% of total

19

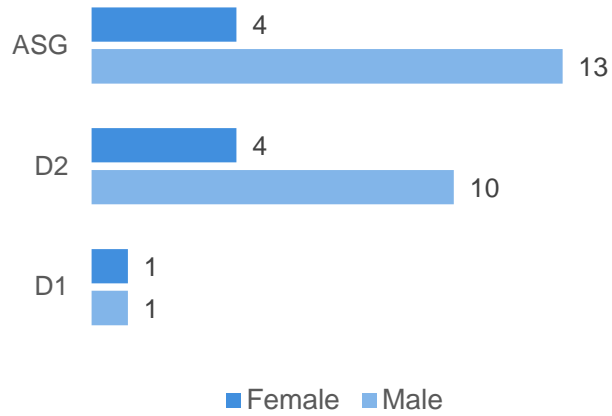
Number of field humanitarian leaders who originate from countries historically underrepresented – 57% of total

4

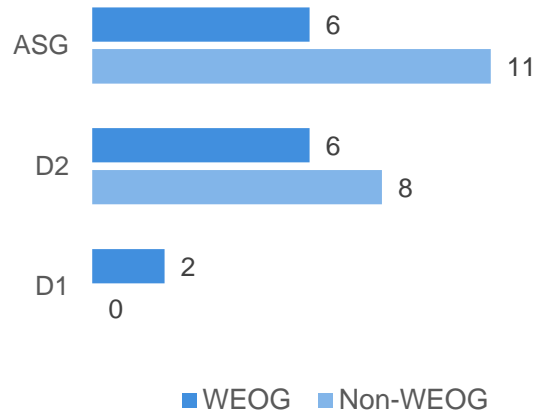
Number of Deputy Humanitarian Coordinators

FIELD HUMANITARIAN LEADERSHIP CHARACTERISTICS

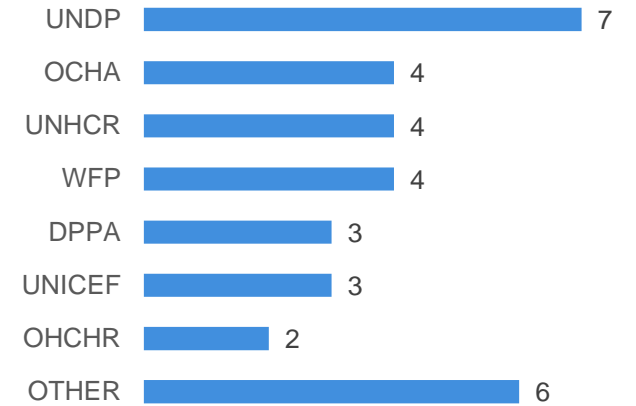
Grade and Gender



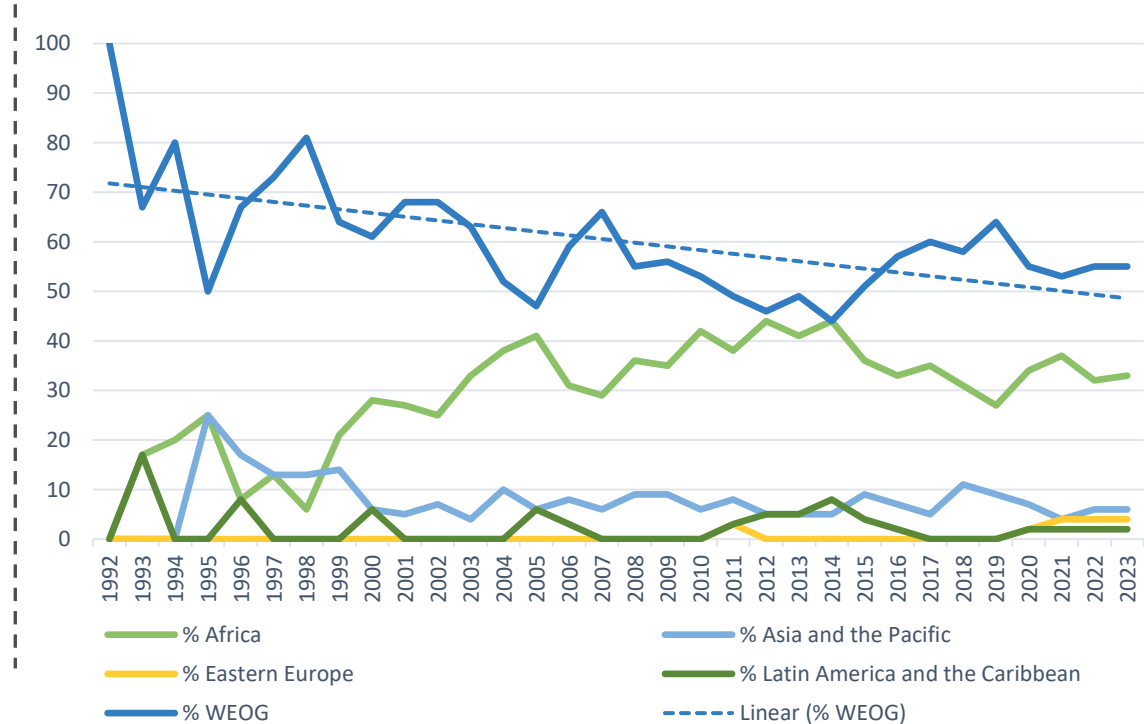
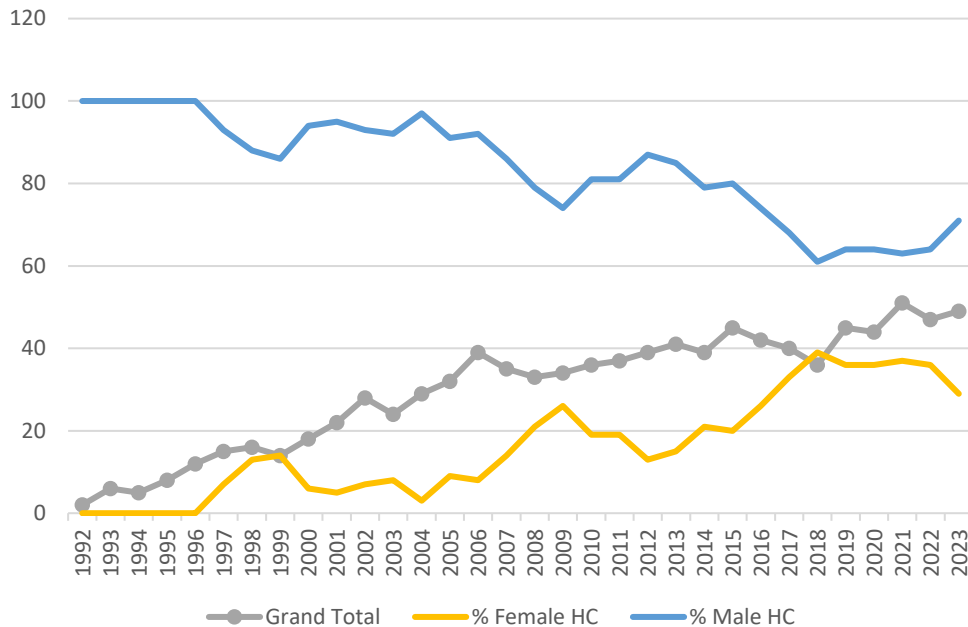
Country of origin



Agency of origin



FIELD HUMANITARIAN LEADERSHIP TRENDS



IASC Humanitarian Coordination Pool – Results of the Second Call for Applications

Overview

In 2023, HLSS launched two calls for applications for the IASC Humanitarian Coordination (HC) Pool. The first call, launched in March 2023, focused on candidates already in the Resident Coordinator Pool. A total of 53 applications were received, resulting in 16 admissions to the HC Pool. The second call, launched in August 2023, was open to all suitable candidates and aimed at deepening the pool of candidates for the various IASC humanitarian coordination leadership positions, especially with respect to gender, geography, and agency of origin. The selection process for the second call was concluded on 7 March 2024.

Outcomes

A total of 70 applications were received for the second call. The candidates underwent a thorough review against the eligibility criteria outlined in the call for applications. Among them, 35 candidates (50 per cent) met the minimum requirements set out in the eligibility criteria. Following an interview process led by the Panel comprising the IASC Emergency Directors, **11 new candidates have been admitted, making it a total of 27 members currently in the HC pool.**

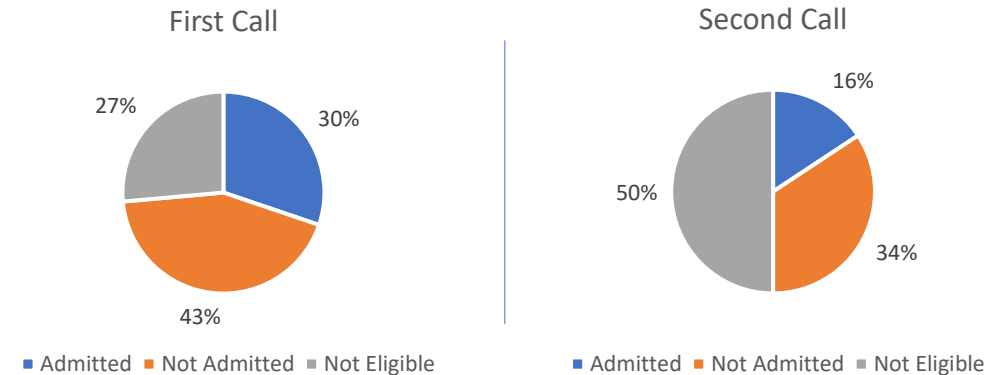
Of the 27 members, 11 are women, 15 from non-WEOG countries, and 3 came from organizations outside the UN system. The results speak to the challenges faced during the admission process and to the efforts applied to achieving the gender and geographical balance.

Future Applications

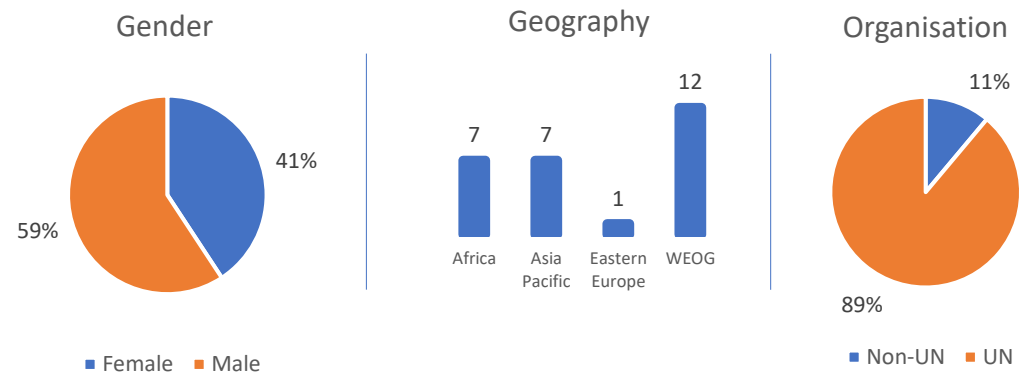
HLSS intends to launch a new call for applications in the fourth quarter of 2024, with dedicated focus on active talent scouting to enhance the diversity, including of gender and geography. Substantial efforts will be invested in this process to identify the most qualified candidates to lead humanitarian operations in the field.

Key Figures

123 total applications



27 total HC Pool members



LIST OF FIELD HUMANITARIAN LEADERS

DSRSG/RC/HC, DSC/RC/HC, RC/HC

	Country	Duty Station	Name	Position
1	Afghanistan	Kabul	Indrika Ratwatte	DSRSG/RC/HC
2	Burkina Faso	Ouagadougou	Alain Akpadji	RC/HC OiC
3	Cameroon	Yaoundé	Siaka Coulibaly	RC/HC <i>a.i.</i>
4	Central African Republic	Bangui	Mohamed Ag Ayoya	DSRSG/RC/HC
5	Chad	N'Djamena	François Batalingaya	RC/HC
6	Colombia	Bogota	Mireia Villar Forner	RC/HC
7	Democratic Republic of the Congo	Kinshasa	Bruno Lemarquis	DSRSG/RC/HC
8	Eritrea	Asmara	Nahla Valji	RC/HC
9	Ethiopia	Addis Ababa	Ramiz Alakbarov	RC/HC
10	Haiti	Port-au-Prince	Ulrika Ulfsdotter Richardson	DSRSG/RC/HC
11	Iraq	Baghdad	Ghulam Isaczai	DSRSG/RC/HC
12	Kenya	Nairobi	Stephen Jackson	RC/HC
13	Lebanon	Beirut	Imran Riza	DSC/RC/HC
14	Libya	Tripoli	Georgette Gagnon	DSRSG/RC/HC
15	Madagascar	Antananarivo	Issa Sanogo	RC/HC
16	Mali	Bamako	Alain Noudéhou	RC/HC
17	Mozambique	Maputo	Catherine Sozi	RC/HC
18	Myanmar	Yangon	Marcoluigi Corsi	RC/HC OiC
19	Niger	Niamey	Nicole Kouassi	RC/HC OiC
20	Nigeria	Abuja	Mohamed Fall	RC/HC
21	oPt	Jerusalem	Jamie McGoldrick	DSC/RC/HC <i>a.i.</i>
22	Pakistan	Islamabad	Mohamed Yahya	RC/HC

23	Philippines	Manila	Gustavo Gonzalez	RC/HC
24	Somalia	Mogadishu	George Conway	DSRSG/RC/HC
25	South Sudan	Juba	Anita Kiki Gbeho	DSRSG/RC/HC
26	Sudan	Khartoum	Clementine Nkweta-Salami	RC/HC
27	Syrian Arab Republic	Damascus	Adam Abdelmoula	RC/HC
28	Ukraine	Kyiv	Denise Brown	RC/HC
29	Venezuela	Caracas	Gianluca Rampolla del Tindaro	RC/HC
30	Yemen	Sana'a	Julien Harneis	RC/HC
31	Zimbabwe	Harare	Edward Kallon	RC/HC

REGIONAL Humanitarian Coordinators

	Country	Duty Station	Name	Position
32	Syrian Arab Republic	Amman	Muhannad Hadi	RHC

DEPUTY Regional Humanitarian Coordinators

	Country	Duty Station	Name	Position
33	Syrian Arab Republic	Gaziantep	David Carden	DRHC

DEPUTY Humanitarian Coordinators

	Country	Duty Station	Name	Position
34	Sudan	Darfur	Toby Harward	DHC
35	Democratic Republic of the Congo	Goma	Suzanna Tkalec	DHC
36	Yemen	Aden	Diego Zorrilla	DHC

Highlight from the Handbook for Humanitarian Coordinators

Every month, HLSS brings forward highlights from the “Handbook for Humanitarian Coordinators” which was updated in 2023 and published in February 2024. The Handbook outlines the roles and responsibilities of the RC, whether designated as a HC or not, and those of the HC in leading and coordinating inter-agency humanitarian action in support of the host Government and local actors. This month’s highlight focuses on the [Primary Leadership Responsibilities of the HC](#) found on pages 9-10 of the Handbook.

Coordination

“Humanitarian leadership entails improving strategic coordination among relevant organizations involved in humanitarian action and actively facilitating cooperation among them, recognizing that coordination is a collective endeavour.”

Leadership Responsibilities:

- Accountability to the affected people, in respect of the mandates and authority of all relevant organizations and, importantly, of the host Government.
- Support the State to help ensure that humanitarian actors work together to achieve shared strategic objectives and deliver assistance in a principled, effective and complementary manner.
- Build trust and acceptance among the parties, communities and beneficiaries.

Protection

Protection is enshrined in the principle of humanity and is a prime objective of humanitarian action. The Inter-Agency Standing Committee (IASC) Principals define protection as:

“the protection of the rights of individuals under IHL, IHRL and IRL, and it underpins all aspects of humanitarian preparedness and response.”

Leadership Responsibilities:

- Ensuring that the common goal of securing better protection outcomes for crisis-affected people remains central to humanitarian decision-making and response strategies.

Duty of Care

The UN’s High-Level Committee on Management defines Duty of Care as:

“a non-waivable duty on the part of the Organization to mitigate or otherwise address foreseeable risks that may harm or injure its personnel and their eligible family members.”

Leadership Responsibilities:

- Delivering on programmatic mandates.
- Ensure that humanitarian actors remain physically and psychologically safe.
- Establish an appropriate balance between carrying out essential work in high-risk environments, while at the same time preserving the safety and security of personnel.

This is a short extract of leadership responsibilities. Please access the HC handbook [here](#) to read the complete chapter.

RESOURCES

[Inter-Agency Standing Committee](#)

[OCHA Humanitarian Leadership Strengthening](#)

[Leadership in Humanitarian Action: Handbook for Humanitarian Coordinators](#)

[LEADING AN EMERGENCY RESPONSE: A Concise Guide for the UN Resident Coordinator](#)

[RC/HC Talent Pipeline](#)

[Humanitarian Leadership stories](#)

CREDITS

The Humanitarian Leadership Snapshot is maintained by OCHA's Humanitarian Leadership Strengthening Section.

The report is circulated on a monthly basis.

CONTACTS

For all enquiries contact: hlss@un.org