



## The IASC Humanitarian Coordination Pool

### INFORMATION SHEET

*"Stronger, more strategic leadership is vital to strengthening the humanitarian sector's ability to prepare for and respond to crises" Emergency Relief Coordinator, Ms. Valerie Amos*

#### What's the HC Pool?

Established in 2009, the IASC Humanitarian Coordination Pool is a roster of high caliber humanitarian professionals from UN agencies, the Red Cross/Red Crescent movement, IOM, and NGOs who are considered by the IASC to be qualified for humanitarian coordination leadership positions:

- ✓ Resident Coordinator/Humanitarian Coordinator (RC/HC)
- ✓ Deputy Special Representative of the Secretary-General/Resident Coordinator/Humanitarian Coordinator (DSRSG/RC/HC)
- ✓ Stand-alone HC
- ✓ Regional HC (RHC)
- ✓ Deputy HC (DHC).

#### How does the HC Pool work?

A call for applications is issued yearly and disseminated widely. Rigorous screening and interview processes are carried out by senior-level IASC panels comprising UN and non-UN representatives.

HC Pool members are encouraged to pass the Resident Coordinator Assessment Centre (RCAC) test, which is a prerequisite for applying for RC-track positions (RC, RC/HC, DSRSG/RC/HC). For non-UN candidates, OCHA can cover the costs of the RCAC.

Once a vacancy arises, HC Pool members are either:

- Proposed by their agency (or OCHA) to the UN Inter-Agency Advisory Panel (IAAP) as candidates for RC, RC/HC, DSRSG/RC/HC positions; or
- Selected by the Emergency Relief Coordinator as stand-alone HC, RHC or DHC.

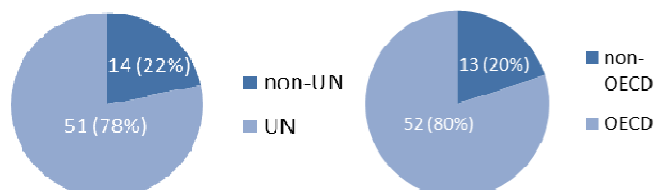


Secretary-General Ban Ki-moon (right) meets with Yacoub El Hillo, Designated UN Resident and Humanitarian Coordinator for Syria.

31 July 2013  
United Nations, New York

#### Who's in the HC Pool?

As of September 2013, the HC Pool includes 65 members from 22 different agencies:



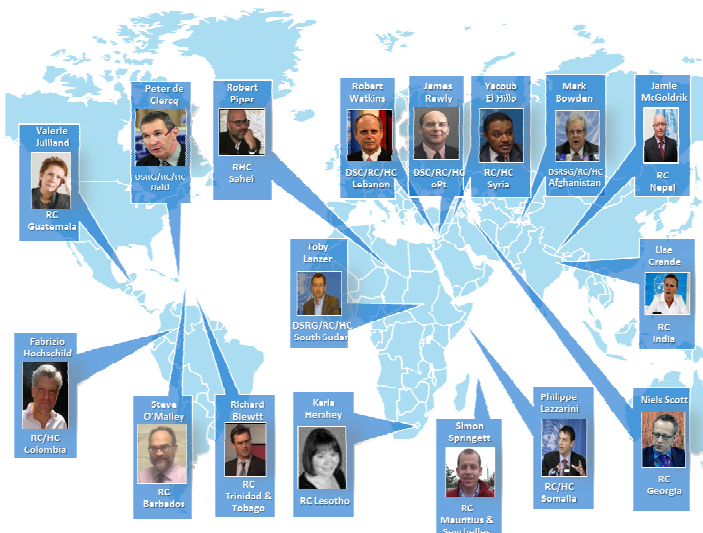
Gender balance within the HC Pool remains unsatisfactory with only 14 women (19%).

#### How has the HC Pool been used?

About 1/3 of currently deployed Humanitarian Coordinators are members of the HC Pool.



Presently, 17 HC Pool members serve in coordinator positions (RC, RC/HC, DSRSG/RC/HC and RHC):



## Why join the HC Pool?



(From left to right) HC Pool members Ms. Lise Grande, Resident Coordinator for India 2012, and Fabrizio Hochschild, Resident and Humanitarian Coordinator for Colombia).

HC Pool members enjoy the full support of the IASC, as they are considered qualified by the humanitarian community to perform humanitarian coordination leadership functions.

HC Pool members are provided with tailored counseling to enhance competencies and knowledge relevant to humanitarian coordination. The HC Pool secretariat may also identify relevant training to meet the specific learning needs of individual members.

HC Pool members are regularly informed of upcoming vacancies for humanitarian coordination leadership posts and provided career advice.

## Who should apply?

Humanitarian leaders with:

- ✓ extensive field-based humanitarian experience (at least 10 years managing or coordinating operations);
- ✓ significant representative experience (at least five years as a country director or representative); and
- ✓ development experience.

Anyone can apply to the HC Pool, whether a staff member of an IASC organization, an NGO not affiliated with the IASC, the UN Secretariat, a UN Specialized Agency, an international organization, a Government, a private sector organization, or an independently employed individual.

Candidates must be nominated, however, by an IASC organization. OCHA, as a member of the IASC, is willing and ready to nominate qualified candidates who are not currently staff members of an IASC organization.

## How to apply?

Visit: <http://www.humanitarianinfo.org/iasc/>

1. If you do not already have one, download from the website and complete the Personal History Profile (PHP).
2. Download the Nomination Letter; fill it out and have it signed by the HR Director of your parent organization, and/or the delegate officer or an IASC affiliated organization.
3. Write a cover letter outlining your motivation for being part of the HC Pool.
4. If you wish to be nominated by OCHA send your PHP and a cover letter to the HC Pool Manager, Mr Stève Damond-Fagot at [damond-fagot@un.org](mailto:damond-fagot@un.org). OCHA's senior management will review your application and if you are considered qualified, nominate you for the selection process.
5. If you are nominated by an IASC organization send your cover letter, the PHP, the supplementary sheet and the nomination letter to the HC Pool Manager.

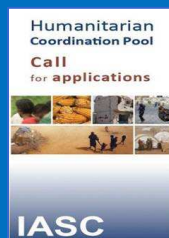
Current and former DSRSG/RC/HCs, RC/HCs, HCs, RHCs and DHCs should simply send a recently updated P11, PHP or CV along with a cover letter to the HC Pool Manager.

## When to apply?

Current and former DSRSG/RC/HCs, RC/HCs, HCs, RHCs and DHCs can apply at any time.

All other applicants can contact the HC Pool Manager at any time to request information on the next call for applications.

## For more information



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