

Why join the HC Pool ?



Membership in the HC Pool indicates that the concerned individual is considered by the main stakeholders of the humanitarian system as fully qualified to perform humanitarian coordination leadership functions, and enjoys the full support of the IASC.

HC Pool members are provided with structured training opportunities to enhance competencies and knowledge relevant to humanitarian coordination. The HC Pool secretariat can also identify tailored training to meet the specific learning needs of individual members. HC Pool members are regularly informed of upcoming vacancies for humanitarian coordination leadership posts in countries of concern.

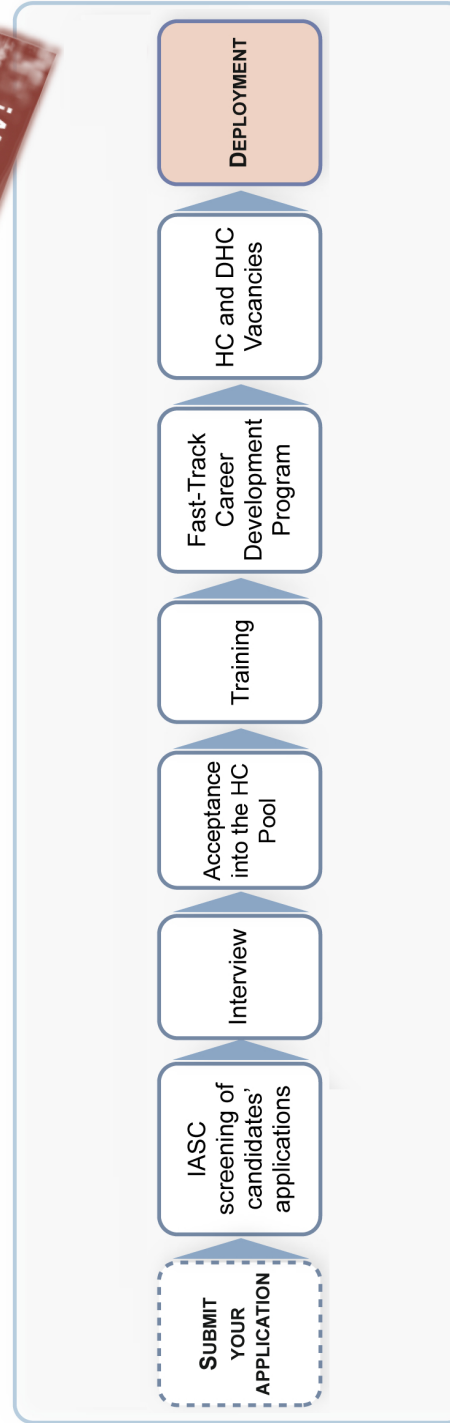
Why would anyone want to be an HC? Visit the *HC Pool* section of the OneResponse [webpage](#)² to learn more.



² <http://onerresponse.info>

HC Pool: From Application to Deployment

Apply now!



Apply now!

Spring 2012

Humanitarian Coordination Pool

Call for applications



IASC

What is the Humanitarian Coordination Pool ?

The IASC HC Pool, established in July 2009, is a roster of high caliber humanitarian professionals from UN agencies, the Red Cross/Red Crescent Movement, IOM and NGOs who have been screened by the IASC as potential candidates for humanitarian coordination leadership positions (i.e. Humanitarian Coordinator (HC), Deputy Humanitarian Coordinator (DHC), Resident Coordinator/Humanitarian Coordinator (RC/HC), Deputy Special Representative of the Secretary-General/ Resident Coordinator/Humanitarian Coordinator (DSRSG/RC/HC), and RC positions in disaster-prone countries).

HC Pool In numbers

As of April 2012, the HC Pool includes **39** members from 14 different agencies. Five HC Pool Members are from a non-UN organization.

63 applications of HC Pool members were submitted to the UN Inter-Agency Advisory Panel (IAAP), which shortlists candidates for RC positions;

43 of these applicants were shortlisted by the IAAP and submitted to the Secretary-General (S-G) for his consideration;

14 HC Pool members were selected by the S-G for either RC, RC/HC, DSRSG/RC/HC, DSRSG/RC or DSC/RC posts.

Apply now - the call for applications

Applicants must be nominated by an IASC affiliated organization or an organization that is a member of an IASC affiliated NGO consortium. Women, French and Arabic speakers and non-OECD country nationals are particularly encouraged to apply.

Current or former DSRSG/RC/HCs, RC/HCs, HCs and DHCs may express their interest to join the HC Pool by sending their CV to the HC Pool Manager.

All other applicants are required to follow the process below.

Deadline: 31 May 2012

How to apply

1. Visit the [OneResponse webpage](http://onerresponse.info)¹, download and complete the [Personal History Profile \(PHP\)](#) and the [Supplementary Sheet](#).
2. Download the [Nomination Letter](#) and have it completed and signed by the HR Director of your parent organization or an IASC affiliated organization.
3. Write a cover letter outlining your motivation for being part of the HC Pool.
4. Send the cover letter, the PHP, the Supplementary Sheet and the Nomination Letter to hcpool@un.org by 31 May 2012.

From application to deployment

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

Once selected, HC Pool members are required to undertake mandatory trainings prior to deployment.

HC Pool members are also encouraged to pass the Resident Coordinator Assessment Centre (RCAC), which is a prerequisite for applying for RC, RC/HC, and DSRSG/RC/HC positions.

Once a vacancy arises, HC Pool members are either:

- Nominated by their agency or OCHA to the IAAP as candidates for RC/HC, DSRSG/RC/HC, or RC positions in disaster-prone countries;
- Designated by the Emergency Relief Coordinator as stand-alone HC or DHC, or selected for other senior humanitarian coordination leadership positions.

¹ <http://onerresponse.info>