

INTER-AGENCY STANDING COMMITTEE
WORKING GROUP XVITH MEETING
30 November 1994

SUGGESTED PROFILE OF HUMANITARIAN COORDINATORS

It was agreed at the IASC meeting of 23 September 1994 that a "Profile of Humanitarian Coordinators" should be created to facilitate the Humanitarian Coordinator selection process. Thus, in order to effectively perform the duties and responsibilities as foreseen in the Terms of Reference for Humanitarian Coordinators, it is agreed that a candidate selected for a Humanitarian Coordinator position should have:

1. Significant experience in field level emergency assistance in complex emergencies, including in inter-agency coordination, with demonstrated competence and leadership ability.
2. A proven capacity to work effectively under stress.
3. Practical experience in negotiating with governments and other parties in complex emergencies.
4. Problem-solving experience involving issues and concerns central to the operational interrelationships between emergency relief, security and politically-oriented activities.
5. Proven team-building, motivation, and problem-solving skills, with a record of success in establishing consensus amongst parties with a wide range of interests and concerns, and amongst diverse groups of individuals and institutions, both within and outside the UN system.
6. Experience in the preparation and presentation of funding proposals, and in mobilization of resources.
7. Successful management experience at a senior level involving goal setting and the planning and allocation of work, preparation and monitoring of budgets, administration of multi-faceted operations and supervision of a diverse group of specialists and staff.

8. Demonstrated capacity for analytical and strategic thinking and intellectual leadership, with an ability to integrate individual sectoral and thematic concerns into an overall coherent emergency relief strategy.
9. Effective communication skills, coupled with extensive experience in managing meetings, making oral presentations to large groups of persons and working effectively with the media.
10. Knowledge of the functioning of the various components of the United Nations system and international community (including donors), especially on matters pertaining to humanitarian assistance.
11. Proficiency in the official UN working language of the country. A working knowledge of the local language(s) of the country is also of advantage.