



The IASC Humanitarian Coordination Pool Information Sheet

What is the HC Pool?

The IASC Humanitarian Coordination Pool is a roster of high caliber humanitarian professionals from the UN, the Red Cross/Red Crescent movement, NGOs and other organizations, who are considered by the IASC to be qualified for humanitarian coordination leadership positions, such as:

- ✓ **RC-track posts:** Resident Coordinator in disaster-prone countries (RC), Resident Coordinator/Humanitarian Coordinator (RC/HC), Deputy Special Representative of the Secretary-General/RC/HC (DSRSG/RC/HC)
- ✓ **HC-track posts:** Stand-alone HC, Deputy HC, Senior HC, Regional HC, Deputy Regional HC.

What is the purpose of the HC Pool?

Thanks to the HC Pool:

- ✓ More high caliber candidates are identified for humanitarian coordination leadership positions, leading to better selection;
- ✓ The humanitarian community – and the UN system as a whole – is better able to assess candidates' suitability for humanitarian coordination leadership posts, as the rigorous selection process provides precious evidence on candidates' experience, skills and attitude;

- ✓ The ERC and OCHA are able quickly to identify suitable candidates for urgent deployment, including for L3 emergencies;
- ✓ Humanitarian field leaders have greater access to humanitarian coordination leadership roles, thanks to personalized career advice and support throughout the selection process.

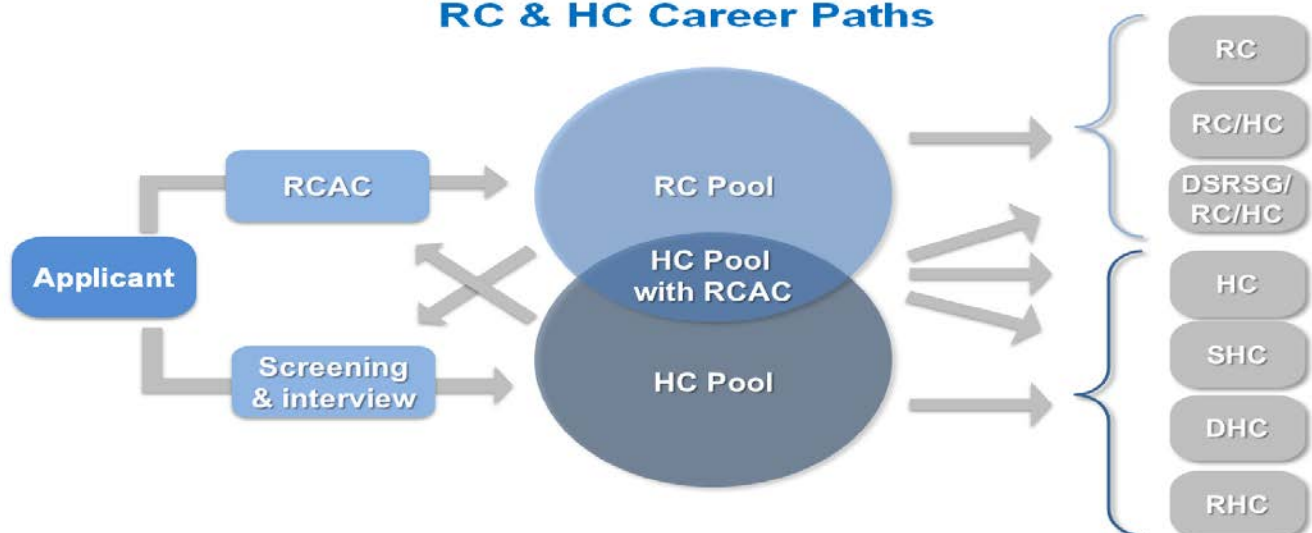
How does the HC Pool work?

A call for applications is issued yearly and disseminated widely. Senior-level IASC panels, comprising UN and non-UN representatives, screen and interview the candidates.

Once in the HC Pool, candidates can apply for HC-track posts.

To apply for RC-track posts, HC Pool members must first pass the Resident Coordinator Assessment Centre (RCAC) exam. OCHA can cover the costs of the RCAC for non-UN candidates.

RC & HC Career Paths



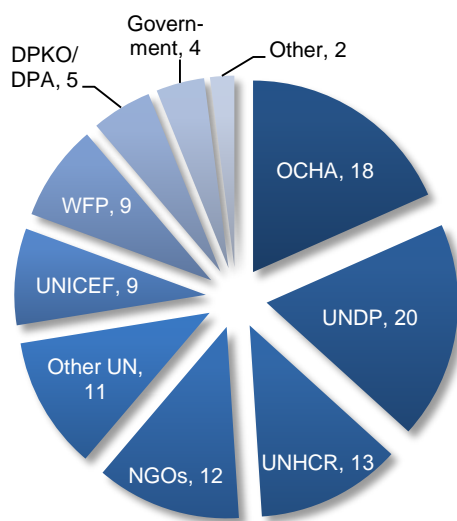
Who is in the HC Pool?

As of today, the HC Pool includes 103 members from 28 different entities.

Geographic representation and gender balance have improved but remain unsatisfactory, with only 23% of women and 25% of individuals from non-western countries.

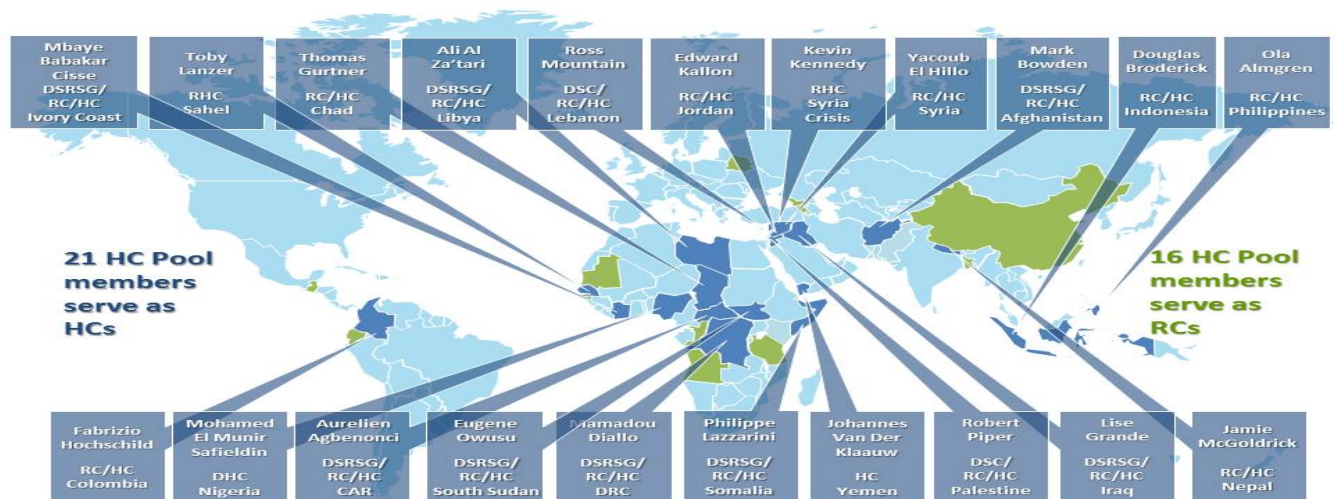
68% of HC Pool members have passed the RCAC and are therefore eligible for RC-track positions.

Distribution of HC Pool members by organisation of origin



Where have HC Pool members deployed?

Currently, 21 HC Pool members serve as HCs and 16 serve as RCs.



Why join the HC Pool?

HC Pool members benefit from:

- ✓ Personalized career counselling on pathways to humanitarian coordination leadership roles;
- ✓ Tailored development opportunities to meet specific learning needs (e.g. training, coaching, mentoring, shadowing assignments);
- ✓ Regular updates on upcoming vacancies for humanitarian coordination leadership posts;
- ✓ The support of IASC agencies when applying for positions suited to their profile.

Who can apply?

Candidates with:

- ✓ Minimum 15 years of progressively responsible professional experience;
- ✓ At least five years of representation and leadership experience at senior level (P5 equivalent and above), with at least three years at the country level as representative or deputy representative of their organization;
- ✓ At least five years of field experience managing humanitarian operations.

Ideally, candidates would also have:

- ✓ Coordination experience in a humanitarian setting, for instance as Cluster Coordinator;
- ✓ 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, however, be nominated by an IASC organization. OCHA can nominate qualified candidates who are not staff members of an IASC organization.

How to apply?

Staff of an IASC organization:

- ✓ Complete or update your Personal History Profile (PHP) or similar;
- ✓ Request your human resources department or the head of your organization to nominate you.

Independent candidates:

- ✓ Send a recently updated PHP or CV to the HC Pool Manager.

Current and former DSRSG/RC/HCs, RC/HCs, HCs, RHCs and DHCs:

- ✓ Send a recently updated PHP or similar to the HC Pool Manager.

When to apply?

Call for applications are issued on a yearly basis. The next call will be launched in Fall 2015.

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

For more information

For more information, please visit: www.humanitarianresponse.info/coordination/humanitarian-leadership/hc-pool or contact Ms Claire Messina at messinac@un.org

OCHA Humanitarian Leadership Strengthening Unit, June 2015.