

# The IASC Humanitarian Coordination Pool Information Sheet

## What is the HC Pool?

The IASC Humanitarian Coordination Pool is a tool to pre-identify high-calibre 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, and Deputy Regional HC.

## What is the purpose of the HC Pool?

Thanks to the HC Pool:

- ✓ More high-calibre 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;

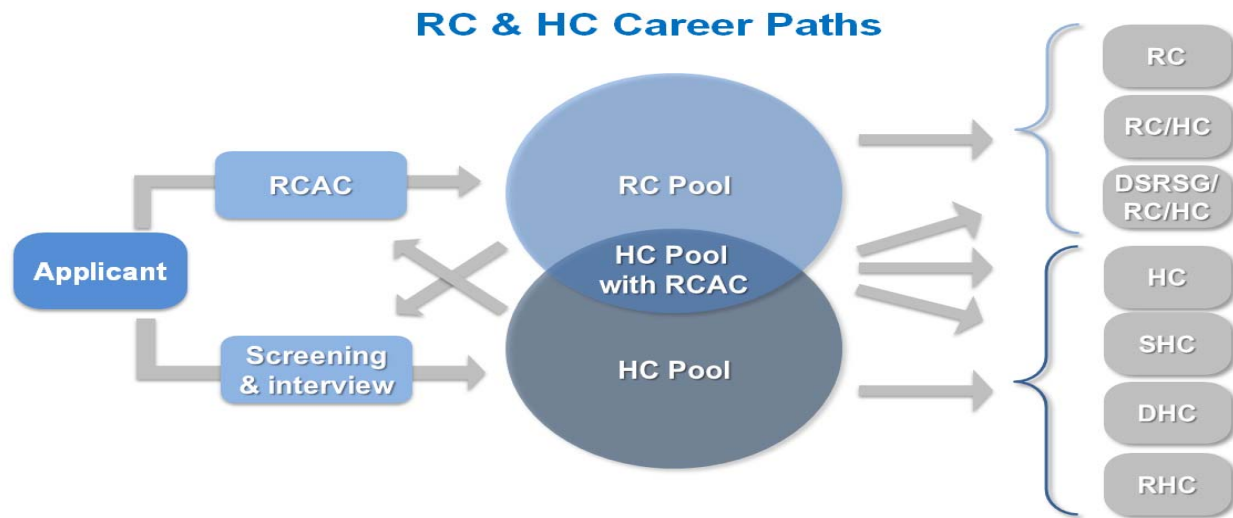
- ✓ The ERC and IASC partners are able to quickly identify suitable candidates for urgent leadership assignments, including for L3 emergencies;
- ✓ Humanitarian field leaders have greater access to humanitarian coordination leadership roles, thanks to personalized career advice and support throughout 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 be nominated for HC-track posts.

To be nominated for RC-track posts, HC Pool members must first pass the Resident Coordinator Assessment Centre (RCAC) exam. Each year, OCHA can sponsor and prepare several non-UN HC Pool members for the RCAC.

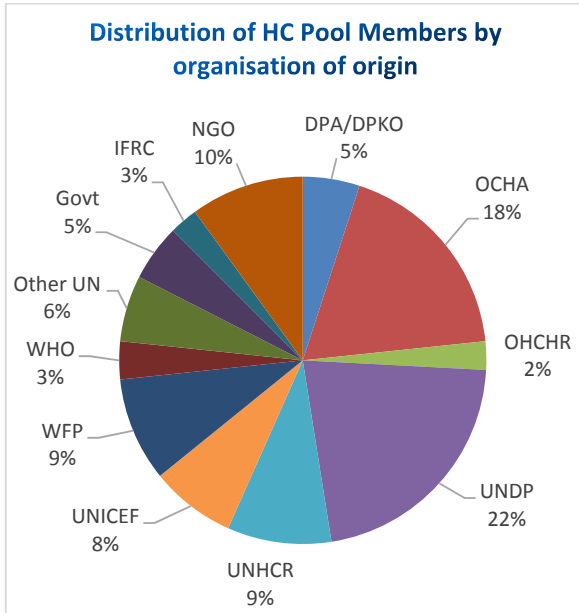


**Who is in the HC Pool?**

As of today, the HC Pool includes 120 members from 32 different entities.

Geographic representation and gender balance have improved but remain unsatisfactory, with only 30% of women and 33% of individuals from non-western countries.

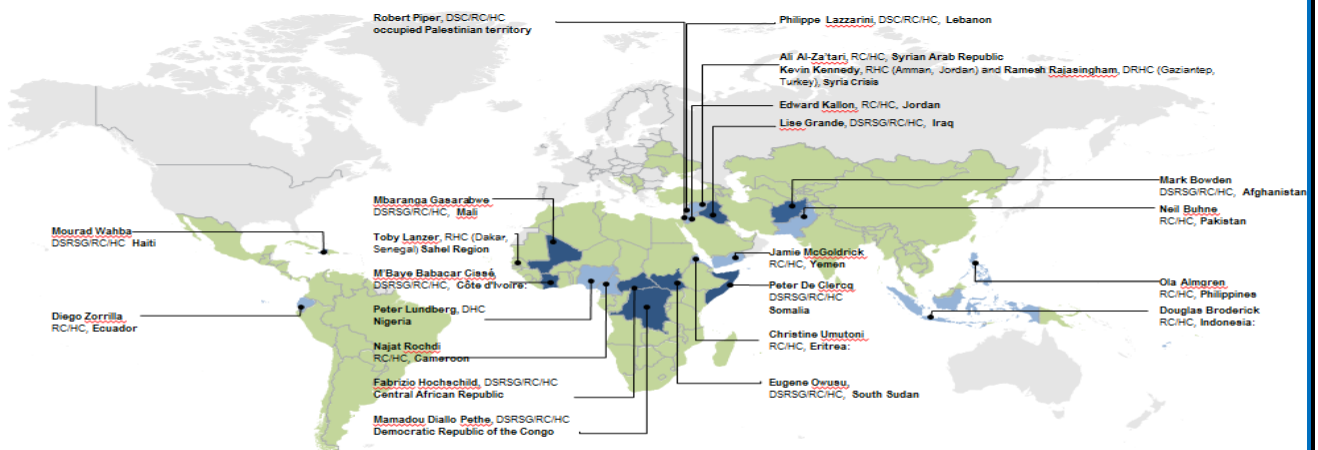
57% of HC Pool members have passed the RCAC and are therefore eligible for RC-track positions.



**Where are HC Pool members deployed?**

Currently, 23 HC Pool members serve as HCs and 18 serve as RCs.

HC Pool members serving as HCs as of November 2016



DHC – Deputy Humanitarian Coordinator  
 DRHC – Deputy Regional Humanitarian Coordinator  
 DSC – Deputy Special Coordinator  
 DSRSG – Deputy Special Representative of the Secretary-General  
 HC – Humanitarian Coordinator  
 RC – Resident Coordinator  
 RHC – Regional Humanitarian Coordinator

Country with RC  
 Country with RC/HC, HC a.i., separate HC, RHC or DRHC  
 Country with DSRG/RCHC, DSC/RCHC or SHC

Creation date: 4 November 2016  
 Sources: UNCS, OCHA Feedback: [hisu@un.org](mailto:hisu@un.org) [www.unocha.org](http://www.unocha.org) [www.reliefweb.int](http://www.reliefweb.int)  
 The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the United Nations.

**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;
- ✓ 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 representational and leadership experience at senior level (P5 equivalent and above), including a minimum of three years at the country level in a multi-sectoral and/or multilateral context;
- ✓ At least three years of field experience managing and/or coordinating multi-sector humanitarian assistance operations, preferably at the country level.
- ✓ Experience in the management and/or the coordination of development programmes is an asset.

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?**

Candidates currently employed by an IASC organization:

As pre-nomination processes may vary among organizations, it is recommended to get in contact with the HR department within the organization to get more details regarding the nomination modalities. In general, candidates will be required to provide the following documents:

- ✓ Complete CV (UNDP format)
- ✓ Filled in Eligibility Form

Independent candidates should send a complete application package to the dedicated HC Pool mailing address ([hcpool@un.org](mailto:hcpool@un.org)). This includes:

- ✓ Complete CV (UNDP format)
- ✓ Filled in Eligibility Form

Former or sitting DSRSG/RC/HCs, RC/HCs, HCs, RHCs and DHCs who are interested in joining the pool should contact the Talent Management Coordinator, Ms. Claudia Purpura at [purpura@un.org](mailto:purpura@un.org).

### **When to apply?**

Call for applications are issued on a yearly basis. 2016 HC Pool is open until the **20 December 2016**.

### **For more information**

For more information, please visit: <https://www.humanitarianresponse.info/coordination/humanitarian-leadership/hc-pool> or contact the Talent Management Coordinator, Ms. Claudia Purpura at [purpura@un.org](mailto:purpura@un.org).

*OCHA Humanitarian Leadership Strengthening Unit, November 2016*