



28 December 2015

Secretary-General's bulletin

Introduction of a new staff selection and managed mobility system

The Secretary-General, for the purpose of implementing General Assembly resolution 68/265 of 9 April 2014, promulgates the following:

1. Delivering on the mandates entrusted to the United Nations requires a workforce that is dynamic, adaptable and mobile. The new staff selection and managed mobility system will improve the ability of the Organization to deliver on its mandates, allowing the Organization and staff to benefit systematically from the opportunities that mobility affords.
2. The filling of vacant positions and the placement under managed mobility of eligible staff members in the Professional and higher categories up to the D-2 level and in the Field Service category in organizational units of the Secretariat, as defined in section 3 of Secretary-General's bulletin [ST/SGB/2015/3](#), shall be administered through a new staff selection and managed mobility system.
3. The new system will be managed through a centralized decision-making process, including centralized bodies.
4. The new system, which shall be implemented in a phased manner by job network, as defined below in paragraph 6, starting 1 January 2016, will govern the filling of vacant positions and the placement under managed mobility of staff members within job networks that have transitioned to the new system, as announced on an annual basis by the Assistant Secretary-General for Human Resources Management. Accordingly, the new system will run concurrently with the current staff selection system governed by administrative instruction [ST/AI/2010/3](#) until such time as all job networks have transitioned to the new system.
5. The new system has been designed to meet the following objectives:
 - (a) To select staff on the basis of merit, demonstrated competencies and prior performance, through a competitive process in which the paramount consideration is the necessity of securing the highest standards of efficiency, competence and integrity, with due regard being paid to the importance of recruiting staff on as wide a geographical basis as possible and to the gender distribution goals set by the General Assembly;



(b) To promote greater mobility of staff members between Headquarters, offices away from Headquarters, including regional commissions, and field duty stations, and greater movement of staff among functions and job families, across organizational units of the Secretariat;

(c) To mobilize and retain a dynamic, adaptable and global workforce that will effectively meet current and future mandates and evolving operational needs;

(d) To provide staff with increased opportunities for career development and enable the further acquisition of new skills, knowledge and experience within and across organizational units, functions and duty stations of the Secretariat.

6. In order to meet the objectives of the new system, the Office of Human Resources Management will establish job networks in consultation with departments and offices of the Secretariat and with representatives of staff. The job networks will group together job families with common, related or interrelated fields of work and functions, across the departments and offices of the Secretariat.

7. Administrative issuances will detail the implementation of the new system, including the establishment of centralized bodies.

8. The Office of Human Resources Management, in collaboration with departments and offices, shall coordinate and support the progressive implementation of the new system throughout the Secretariat.

9. The present bulletin shall enter into force on 1 January 2016. The staff selection system governed by [ST/AI/2010/3](#) will no longer apply to those job networks that have transitioned to the new staff selection and managed mobility system.

(Signed) **BAN Ki-moon**
Secretary-General
