



BECOMING A RESIDENT COORDINATOR - FAQ



UNITED NATIONS
DEVELOPMENT
COORDINATION
OFFICE
.....



OCHA
United Nations
Office for the Coordination
of Humanitarian Affairs

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GENERAL

1. What does a Resident Coordinator do?

The Resident Coordinator is the highest-ranking representative of the United Nations Development System at the country level. For more information on what Resident Coordinators do, check out the page on [the Resident Coordinator](#).

2. What is the difference between a Resident Coordinator (RC) and a Resident Coordinator/Humanitarian Coordinator (RC/HC)?

The Resident Coordinator is the highest-ranking representative of the United Nations Development System at the country level. In contexts where international humanitarian assistance is required, the [Emergency Relief Coordinator](#) may designate the Resident Coordinator as Humanitarian Coordinator. The RC/HC is responsible for leading and coordinating the efforts of humanitarian organizations (both UN and non-UN) with a view to ensuring that they are principled, timely, effective and efficient, and contribute to longer-term recovery. More information can be found in OCHA's [Humanitarian Coordination Leadership page](#).

3. What is a Deputy Special Representative of the Secretary-General/Resident Coordinator/Humanitarian Coordinator (DSRSG/RC/HC)?

In countries where an integrated peacekeeping or political mission is deployed, RC/HCs also serve as Deputy Special Representatives of the Secretary-General (DSRSG). As such, they are called DSRSG/RC/HC.

4. What are you looking for in an RC or RC/HC?

Check out the [RC Leadership Profile](#).

5. I am interested in becoming a Resident Coordinator. What should I do?

First, read all the information available on this website. If you meet the minimum requirements for the [RC/HC Talent Pipeline](#), apply to the Pipeline once the call for expressions of interest is open.

6. I know someone who is interested in becoming a Resident Coordinator. What should I do?

Share this website with them and ask them to read all the information available. If they meet the minimum requirements for the [RC/HC Talent Pipeline](#), encourage them to apply to the Pipeline once the call for expressions of interest is open.

7. Can non-UN staff become Resident Coordinators?

Yes. Anyone who meets the eligibility requirements can apply to [the RC/HC Talent Pipeline](#) and [the RC Assessment Centre \(RCAC\)](#).

8. Do UN staff have preferential access to the RC track?

No, all candidates -internal and external- are treated equally as mandated by the General Assembly.

RC/HC TALENT PIPELINE

1. What are the benefits of being in the RC/HC Talent Pipeline?

Members of the Pipeline benefit from personalized leadership development opportunities to further build their profile vis-à-vis the RC role. This will increase their likelihood of being selected for the RCAC.

2. Can non-UN staff apply for the RC/HC Talent Pipeline?

Yes, non-UN staff who meet the eligibility requirements can apply.

3. I am a UN staff member. Can I apply directly for the RC/HC Talent Pipeline?

Yes, you can apply directly, but your application will need to be endorsed by your entity.

4. I am a UN staff member. How does my application get endorsed by my UN entity?

Contact your designated HR focal point to enquire about the procedure established by your entity.

5. Can governments nominate candidates for the RC/HC Talent Pipeline?

No, candidates apply directly.

6. How can I apply for the RC/HC Talent Pipeline?

Once the call for expressions of interest for the RC/HC Talent Pipeline is issued, candidates must apply through the link provided in the call.

Once it is issued, the call will be posted [here](#).

Only complete applications will be considered. CVs sent directly to DCO and OCHA will not be considered.

7. When can I apply to the RC/HC Talent Pipeline?

The call for expressions of interest for the RC/HC Talent Pipeline is normally open once a year. You can check the status of the call [here](#).

8. How long does the selection process take?

The selection process, from the issuance of the call for expressions of interest until notification to all candidates of their outcome, takes up to 4 months.

9. How many candidates are accepted in the RC/HC Talent Pipeline?

The number of candidates accepted in the RC/HC Talent Pipeline varies each year depending on the needs of the RC track.

10. What is the difference between being a member of the RC/HC Talent Pipeline and a member of the RC Pool?

The RC/HC Talent Pipeline comprises leaders with potential for RC or RC/HC roles. Pipeline members cannot apply for RC posts. They must first pass the Resident Coordinator Assessment Centre to be included in the RC Pool and thereby be eligible to apply for RC posts.

The RC Pool comprises leaders who have passed the Resident Coordinator Assessment Centre and who are therefore eligible to apply for RC posts.

11. If I make it into the RC/HC Talent Pipeline, will I be guaranteed a place in the Resident Coordinator Assessment Centre?

No. Being a member of the RC/HC Talent Pipeline does not guarantee you a place in the Resident Coordinator Assessment Centre.

12. If I make it into the RC/HC Talent Pipeline, will I be guaranteed a place in the RC Pool?

No. Being a member of the RC/HC Talent Pipeline does not guarantee inclusion in the RC Pool. You must first apply to the Resident Coordinator Assessment Centre. If you are selected for the Resident Coordinator Assessment Centre and successfully pass it, you will be included in the RC Pool.

13. I am a member of a the IASC High Potential Pool. Am I automatically included in the RC/HC Talent Pipeline?

Yes. Since the RC/HC Talent Pipeline builds on and replaces the IASC High Potential Pool, current members of the IASC High Potential Pool will be automatically included in the RC/HC Talent Pipeline.

14. I am a member of another UN talent pipeline or pool (e.g. Senior Women Talent Pipeline). Am I automatically included in the RC/HC Talent Pipeline?

No. With the exception of the IASC High Potential Pool, membership of another UN talent pipeline or pool does not grant automatic membership in the RC/HC Talent Pipeline. If you are a member of another UN talent pipeline or pool and wish to be included in the RC/HC Talent Pipeline you must apply and be subject to the regular assessment process.

Since the RC/HC Talent Pipeline builds on and replaces the IASC High Potential Pool, current members of the IASC High Potential Pool will be automatically included in the RC/HC Talent Pipeline.

15. I am nearing the UN's mandatory retirement age (65 years). Can I still be considered for the RC/HC Talent Pipeline?

You will be considered for the RC/HC Talent Pipeline if you can complete at least one tour of duty (i.e. 5 years) before reaching the mandatory retirement age (65 years), after graduation from the RC/HC Talent Pipeline and at the time of application to the Resident Coordinator Assessment Centre (RCAC).

Since DSRSG/RC/HC posts at the Assistant Secretary-General level are not subject to staff rules and regulations on the mandatory retirement age, candidates who are at the D-2 level, who have previous RC experience or equivalent and who meet the eligibility requirements will exceptionally be considered regardless of age.

16. I am specifically interested in the HC role. Should I apply for the RC/HC Talent Pipeline?

Yes. The HC role is usually combined with that of Resident Coordinator. Therefore, in order to serve as Humanitarian Coordinator, you need to be in the RC track. If you meet the minimum requirements for the RC/HC Talent Pipeline, you should apply for it.

17. I took the RCAC but did not pass. Can I apply for the RC/HC Talent Pipeline?

Yes. If you took the RCAC but did not pass you can still apply for the RC/HC Talent Pipeline.

18. I qualify for the RC/HC Talent Pipeline but am not sure I will qualify for the RCAC within 3 years. Can I still apply?

We recommend that you first take the necessary steps to reduce the gaps in your profile before submitting your candidature.

19. I am interested in joining the RC/HC Talent Pipeline but I do not meet the eligibility criteria. What can I do to improve my profile for future calls?

We recommend that you take the necessary steps to fill the gaps in your profile. This could include seeking out opportunities for field experience, working in different organizations, or availing yourself of the services of a coach.

20. How many times can I apply for the RC/HC Talent Pipeline?

There is no limit to the number of times a candidate who meets the minimum requirements can apply to the pipeline.

21. If I am accepted, for how long will I be a member of the RC/HC Talent Pipeline?

The length of RC/HC Pipeline members' stay in the RC/HC Talent Pipeline depends on their specific development needs. It ranges from 3 months to 3 years.

22. What kind of documents should I submit to show records of my performance?

UN candidates must submit electronic copies of their completed, official organizational performance documents (e.g. e-PAS).

Non-UN candidates must submit any document, specific to their respective employer, recording their performance.

23. What happens after I submit my application?

Once you apply, if you are a UN staff member your application is reviewed by your UN entity, who will decide whether to endorse your candidature. UN candidates whose applications are not endorsed by their entity will not be considered.

If you are not a UN staff member your candidature is directly reviewed by DCO and OCHA.

RCAC

1. What is the Resident Coordinator Assessment Centre (RCAC) and what does it assess?

[The Resident Coordinator Assessment Centre \(RCAC\)](#) is the assessment mechanism to enter the Resident Coordinator Pool, which is a prerequisite for applying for Resident Coordinator positions. The RCAC measures the competencies articulated in the [RC Leadership Profile](#) while providing a simulation of situations RCs may be confronted with.

2. When is the RCAC call for applications open?

The RCAC call for applications is normally advertised once a year based on the needs of the RC Pool.

3. Who can apply for the RCAC?

All candidates who meet the eligibility requirements – be they UN or non-UN staff – may apply directly.

4. Can non-UN staff apply for the RCAC?

Yes. Anyone who meets the eligibility requirements can apply.

5. Can governments nominate candidates for the RCAC?

No. All candidates apply directly.

6. I am a UN staff member. Do I need to be nominated by my entity?

No. All candidates can apply directly.

7. How can I apply for the RCAC?

The call for applications for the RCAC can be found [here](#).

8. How many seats are offered to the RCAC?

The number of seats available for the RCAC varies each year depending on the needs of the RC track.

9. I was not selected for the RCAC in the last round. Should/can I apply again? How many times can I apply for the RCAC?

If you meet all the eligibility criteria you may reapply.

10.I took the RCAC but I was not successful. Can I retake it?

You must wait at least one calendar year from your previous assessment to apply again and demonstrate what developmental steps you have taken in the meantime to address the weaknesses identified in the RCAC.

Candidates can undertake the RCAC a maximum of 2 times.

11.How do I know if I have enough country-level experience to meet the minimum requirement?

To evaluate if you have enough country-level experience, take into consideration the years of experience working directly with governments and other national and international partners in situ. Do not include missions or work performed in your home country, regional offices or headquarters locations.

12.What happens after I submit my application?

DCO will review all applications and establish a list of candidates recommended for the RCAC, taking into consideration the needs of the RC Pool. Once the list is endorsed by the Deputy Secretary-General, selected candidates will be invited to undertake the RCAC.

RC POOL

1. I am an RC Pool member. How will I be notified of upcoming RC job openings?

RC Pool members are directly informed of all RC job openings.

2. How often are RC job openings advertised?

Normally RC job openings are advertised twice per year, in January and September.

3. How long are RC tours of duty?

The length of tour of duty of RC positions depends on the hardship classification of the duty station.

4. How long can I stay in the RC Pool?

RC Pool membership is not time-bound. RC Pool members who haven't applied for RC posts in the previous six years are removed from the Pool but can be reinstated at their request.

5. I am retiring soon. Will I remain a member of the RC Pool?

RC Pool members are removed from the RC Pool upon reaching the UN's mandatory retirement age (65 years). RC Pool members who are at the D2 level and who have previous RC experience or equivalent, and who wish to be considered for DSRSG/RC/HC positions at the ASG level (for which there is no age restriction), may opt to remain in the RC Pool.

Additionally, retired RC Pool members with RC experience may be offered short-term RC a.i. assignments.

