



Competency Based Recruitment – A UN experience

Jaakko Christensen
Assistant Police Director
14.11.2018



Competency Based Interview - CBI

Competency based interviews are also called "behavioral interviews" or "criterion based interviews." Such interviews are based on the concept that **past behavior and experience is the best indicator of future performance.**

Source: <https://careers.un.org>



UN Core Values

- [Integrity](#)
- [Professionalism](#)
- [Respect for Diversity](#)



UN Core Competencies

- [Communication](#)
- [Teamwork](#)
- [Planning and Organizing](#)
- [Accountability](#)
- [Creativity](#)
- [Client Orientation](#)
- [Commitment to Continuous Learning](#)
- [Technological Awareness](#)



UN Managerial Competencies

- [Leadership](#)
- [Vision](#)
- [Empowering Others](#)
- [Building Trust](#)
- [Managing Performance](#)
- [Judgement/Decision-making](#)



Recruitment to UN Senior Police Leadership Roster – case example

- May 2014 - Applied for UN Senior Police Leadership Roster
- October 2014 - invited to written test
 - Preparation by studying key UN documents (attachment)
 - Additionally UN Planning Toolkit (2012) useful for familiarizing with vocabulary and UN planning hierarchy, tools and concepts (logframe & objective-accomplishment/outcome-outputs/deliverables, SMART* indicators)
 - Preparation by practicing time limited written test in which drafting operational plan for fictitious or real life mission
 - 2 page time limited written test
 - In written test assigned as Senior Police Advisor to plan in support of HoM for upcoming elections in a UN PKO in a fictitious state



Recruitment to UN Senior Police Leadership Roster – case example

- March 2015 - interview over teleconference
 - Preparation by studying key UN documents (attachment)
 - Training and tips available on the net (e.g. careers.un.org)
 - » Provide more than one contact number
 - » Be prepared well in advance to agreed interview time but be prepared to wait
 - » Review own CV and prepare in writing "cases" from own career against the competencies which are required in the vacancy announcement
 - Include the positive outcome or lesson learned from each "case"
 - Structure your answer: Situation, Action, Result
 - Panel included three members (one chair, HR and one senior officer)
 - Questions covering required competencies through own career experiences



Recruitment to UN Senior Police Leadership Roster – case example

- September 2015 - interview over teleconference for Senior Police Advisor (P5)
 - Panel included 8 members from UN Police Division and from recruiting mission
- March 2016 – informed that accepted to UN Senior Police Leadership Roster and that post open for recruitment from roster
- October 2016 recruitment decision after Medical had been approved
- 1 December 2016 started as P5 Team Leader



Recruitment to UN post - Interview

- Each competency may/will be divided amongst interview panel members
- Different interview styles and language skills of interviewers
- Brush up your own language skills – mock interview
- Familiarise yourself with and use UN terminology
- Pay attention to gender issues and be prepared to answer related questions
- Ask if question is not clear, ask to repeat if necessary, ask for panel members to introduce themselves again
- Be concise in answers but try and build interesting short "story" from experience
- Don't be modest – show confidence in answers





Sisäministeriö

Inrikesministeriet

Kirkkokatu 12, Helsinki
PL 26, 00023 Valtioneuvosto
Vaihde 0295 480 171
kirjaamo@intermin.fi