



# OSCE

# Recruitment

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*Marta Fernandez de Mazarambroz*  
*Recruitment Officer*

# *Recruitment Overview 2015 – Figures*

## Contracted posts

Contracted Posts (UB)	# VN	# Appl.	Average App.	Long-listed	Short-listed	Found Suitable	Average Per Vacancy	Withdrawals	Declined offer
2015	77	10,921	142	2,110	367	109	1.4	35	5

## Tendencies

- Number of **applications** per post continues to be **high**;
- **However**, there is a **decrease** in the interest of **highly suitable** candidates;
- Therefore and since 2012 the number of **extended or re-advertised** posts has increased;
- Between 2012 and 2013 only two candidates **declined offer**, this increased to ten for 2014 and 2015
- **Most selected candidates** for contracted positions are requesting to be appointed at a higher step than step one.

# *Recruitment Overview 2015*

## Seconded posts

Seconded Posts ( <b>excl. SMM</b> )	# VN	# NOMs	Average Nom.	Long-listed	Short-listed	Re-ad/Extended	% Re- ad/Extended
2015	180	1,090	6	630	190	77	43%

Seconded Posts ( <b>ONLY SMM</b> )	# VN	# NOMs	Average Nom.	Long-listed	Short-listed	Re-ad/Extended	% Re- ad/Extended
2015	45	1,300	29*	940	350	17	37%

\* Just a reference, not to be considered literally as most nominations go to one single vacancy

## Tendencies

- **High number** of vacancy notices that need to be **re-advertised or extended** (including SMM);
- The rest of the missions have felt the focus of the participating States in SMM;

# *Strengthening recruitment at OSCE*

- New technology
  - Replacing/Enhancing existing system
  - Responsiveness, timeliness, accuracy
  - Asynchronous interviewing – SONRU
  - Rostering options, “suitable but not selected”
  
- Engaging professional networks
  
- Reviewing recruitment for senior management positions

# *Strengthening our policy framework*

- Staff Instruction 17/Rev.2014
- Staff Instruction 23 – Special Service Agreements
- Other Staff Instructions

# *Building a stronger brand*

## OSCE as an attractive employer

- Importance of attracting best quality
- Focuses on non-financial measures
- Candidate experience – start to finish
- Guidance for candidates
- What happens while you are with us
- Improved onboarding/off boarding

**Attract**

**Recruit**

**Develop**

**Retain**

# *Secondment System continues to be a challenge*

## Ongoing challenge in past years

(Excluding SMM)

- 2015 - 1,090 nominations for 180 vacancies, average of 6 per vacancy Only 630 (56%) met the minimum requirements (long listed)
- Only 190 (17%) were selected for interview (short listed)
- In 2015, 43% of seconded vacancies had to be re-advertised or extended because of the lack of suitable candidates.

# *Secondment System continues to be a challenge*

- Raised as a priority at Annual HoMs meeting in Jan 16
- Initiatives/Proposals
  - With financial implications
    - Conversion S to P, allow BLA in Sec & Inst, pay Secondment grant in FO's
  - Without financial implications
    - Direct applications, align periods of service, eliminate BLA reduction during duty travel in field operations



# *Outreach, collaboration with pS*

## Talent Acquisition Programme

Modules 1 & 2 in 2015  
Module 3 – Oslo, Minsk  
International Fair

## Ongoing Support

Ongoing processes  
Statistics  
Rules and procedures

## Bilateral Meetings

Meetings will continue in 2016





*Open discussion*