

## Call for applications for General Service positions – Group 2 candidates

This is an open call for applications for UNHCR Group 2 candidates for General Service positions. Successfully screened candidates will be given access to apply to internally advertised GS positions with the UNHCR Representation in Warsaw, Poland.

### What is Group 2?

UNHCR uses candidate groups in the recruitment for General Service positions. Group 2 is a candidate pool consisting of people who fall under the categories below, with one year of continuous or cumulative service in UNHCR/UN<sup>1</sup> in the country of the vacancy.

- Current<sup>2</sup> locally recruited UNHCR staff members holding a Temporary Appointment
- Former locally recruited UNHCR staff members who held an indefinite or fixed-term appointment (within 2 years of separation for males and 5 years for females).
- National United Nations Volunteers currently working for UNHCR.
- National UNOPS and Individual Contractors currently working for UNHCR.
- Current UNHCR General Service staff members holding an indefinite or fixed-term appointment applying to a position two grades above the staff member's personal grade.
- Current UNHCR staff members in the International Professional category holding an indefinite or fixed-term appointment.
- Current UNHCR National Professional Officers holding an indefinite or fixed-term appointment.
- Current locally recruited female staff members from other UN system organizations holding the equivalent of an indefinite or fixed-term appointment.

Group 2 status is valid for three years, during which candidates will be given access to apply for internal UNHCR GS vacancies in Poland.

### How to get into Group 2?

Interested candidates should submit their general application to this call applications. Please download and fill out the P-11 – Personal History Form and its supplementary pages (if applicable), and submit it to [rrepost@unhcr.org](mailto:rrepost@unhcr.org). **Please include “Group 2 Poland” in the subject line.**

### What are the other Groups?

Candidates for vacancy announcements in the GS category are divided in Group 1, Group 2 and external candidates. Group 1 consists of current GS staff members in UNHCR who hold an indefinite or fixed-term appointment, and are granted priority consideration in the recruitment/assignment process. Group 2 are candidates mentioned above. External candidates are all other candidates who do not fall under Group 1 and Group 2.

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<sup>1</sup> Cumulative experience can also be a combination of categories. Breaks in service of three months or less do not impact the qualifying period.

<sup>2</sup> Current means at the time of application for the open call.