

Non-Specific Profile

Please only apply to the Non-Specific Talent Pool if you do not meet the requirements including skill, knowledge and experience of the other functional talent pools. UNHCR only uses the Non-Specific Talent Pool for the purpose of receiving applications from candidates who have expertise that are not required for the other functional areas. Please note you will only be contacted if there is a requirement for your expertise.

Various Locations

Grade: Junior (P2), Mid (P3) and Senior (P4, P5) and Director (D1) Level Positions

The United Nations High Commissioner for Refugees (UNHCR) is mandated to lead and coordinate international action to protect and assist refugees and other persons of concern. It is constantly seeking talented, compassionate candidates with high integrity to strengthen its capacity to respond urgently to crises with the right skills. Given the nature of UNHCR's work, it is essential that its workforce has the right mix of skills and qualities to fulfil its mandate.

The non-specific profile has thus been created for highly-skilled candidates within their respective area of expertise which does not match any other specialist job profiles advertised in the Talent Pool. Candidates should therefore possess a strong academic qualification relating to their respective area of expertise, demonstrated professional experience within the public and/or private sector and knowledge within the specific context. The incumbent will be expected to demonstrate a passion for the humanitarian sector and commitment to help persons of concern to UNHCR.

Minimum Qualifications and Professional Experience Required:

For positions at the P2 level

- Education: Degree.
- Job experience: Minimum 2 years of relevant experience with graduate degree (equivalent of a Master's), 3 years with undergraduate degree (equivalent of a BA/BS).
- Languages: Proficiency in English is required.

For positions at the P3 level

- Education: Degree.
- Job experience: Minimum 5 years of relevant (international) job experience with graduate degree (equivalent of a Master's), 6 years with undergraduate degree (equivalent of a BA/BS); at least 2 years of international working experience; at least 2 years of experience in the respective area of expertise.
- Languages: Proficiency in English is required.

For positions at the P4 level

- Education: Degree.
- Job experience: Minimum 8 years of relevant (international) job experience with graduate degree (equivalent of a Master's), 9 years with undergraduate degree (equivalent of a BA/BS); at least 4 years of international working experience; at least 4 years of experience in the respective area of expertise.
- Languages: Proficiency in English and knowledge of a second UN language (Arabic/Chinese/French/Russian/Spanish) at B2 is required.

For positions at the P5 level

- Education: Degree.
- Job experience: Minimum 11 years of relevant (international) job experience with graduate degree (equivalent of a Master's), 12 years with undergraduate degree (equivalent of a BA/BS); at least 6 years of international working experience; at least 6 years of experience in the respective area of expertise.
- Languages: Proficiency in English and knowledge of a second UN language (Arabic/Chinese/French/Russian/Spanish) at B2 is required.

For positions at the D1 level

- Education: Degree.
- Job experience: Minimum 16 years of relevant (international) job experience with graduate degree (equivalent of a Master's), 17 years with undergraduate degree (equivalent of a BA/BS); at least 8 years of international working experience; at least 8 years of experience in the respective area of expertise.
- Languages: Proficiency in English and knowledge of a second UN language (Arabic/Chinese/French/Russian/Spanish) at B2 is required.



To apply, please visit: [International vacancies](#).

The UNHCR workforce consists of many diverse nationalities, cultures, languages and opinions. UNHCR seeks to sustain and strengthen this diversity to ensure equal opportunities as well as an inclusive working environment for its entire workforce. Applications are encouraged from all qualified candidates without distinction on grounds of race, colour, sex, national origin, age, religion, disability, sexual orientation and gender identity.