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# JUNIOR PROFESSIONAL OFFICER PROGRAMME IN UNAIDS

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UNAIDS HUMAN RESOURCES MANAGEMENT DEPARTMENT

Since the first cases of HIV were reported more than 35 years ago, 78 million people have become infected with HIV and 35 million have died from AIDS-related illnesses. Since it started operations in 1996, UNAIDS has led and inspired global, regional, national and local leadership, innovation and partnership with the ultimate goal of consigning HIV to history.

## Why UNAIDS?

### **An exciting mandate...**

UNAIDS is leading global effort to end AIDS as a public health threat by 2030 as part of the Sustainable Development Goals.

UNAIDS places people living with HIV and people affected by the virus at the decision-making table and at the centre of designing, delivering and monitoring the AIDS response. It is a bold advocate for addressing the legal and policy barriers to the AIDS response. It brings together communities that have been left out of decision-making.

UNAIDS provides strategic direction, advocacy, coordination and technical support to catalyse and connect leaders from governments, the private sector and communities.

UNAIDS leads the world's most extensive data collection on HIV epidemiology, programme coverage and finance, that is vital for an effective AIDS response.

UNAIDS is a model for UN Reform and is the only cosponsored Joint Programme in the UN system. It draws on the expertise of 11 United Nations system Cosponsors and is the only UN entity with civil society represented on its governing body.

### **Opening up opportunities...**

The UNAIDS Secretariat has offices in 70 countries, with 70% of its staff based in the field.

Thanks to the cosponsored nature of UNAIDS, our Junior Professional Officers (JPOs) are exposed to a wide spectrum of UN agencies and programmes. This has helped several former JPOs to find employment within the UN or with international NGOs.

An induction programme and a new mentoring opportunity are offered to first-year JPOs to ensure an effective introduction and support in first steps in their new job.

The JPO Get-Together webinar series is being relaunched to build knowledge of UNAIDS and the UN System, and facilitate networking.

JPOs have access to the same learning opportunities as staff members. In addition, a new learning and development framework is being designed in consultation with current JPOs.

HRM regularly checks in with JPOs to ensure a valuable learning experience and provide advice to supervisors.

JPOs have the status of internal candidates in competitive selection processes for UNAIDS positions.

In recent years, during their assignment 16 UNAIDS JPOs were selected for UNAIDS Secretariat staff positions at the P2, P3 and P4 levels.

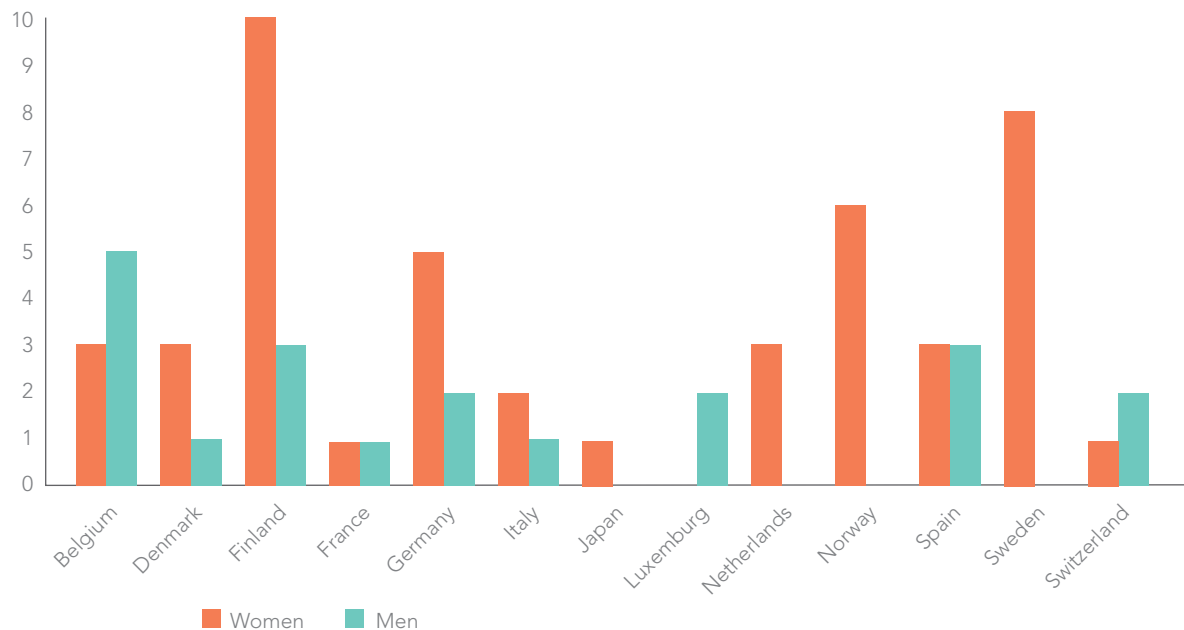


South Sudan. UNAIDS.

# Junior Professional Officers in UNAIDS

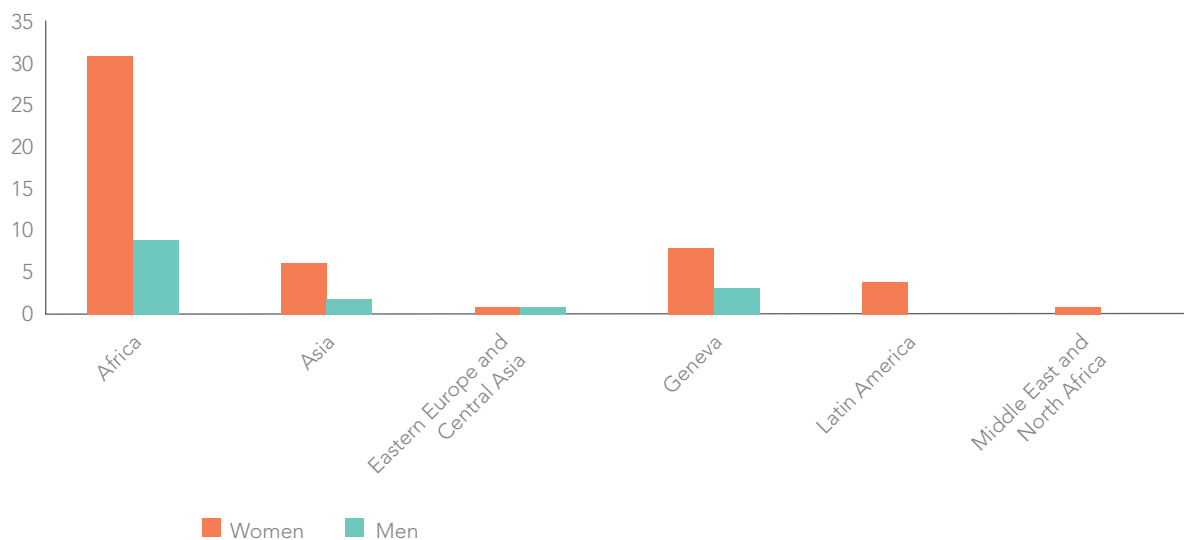
Over the last decade UNAIDS has welcomed 66 JPOs, two thirds of whom have been women, thanks to the support of 13 donor countries. We are actively seeking to extend opportunities with other donor countries.

**Donor countries and Junior Professional Officers**

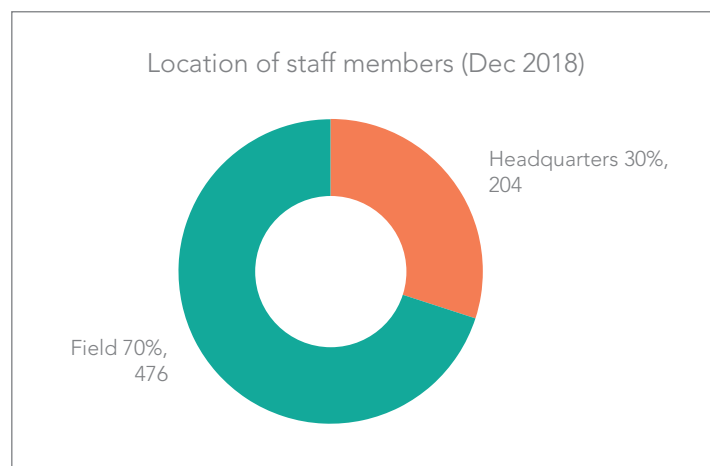
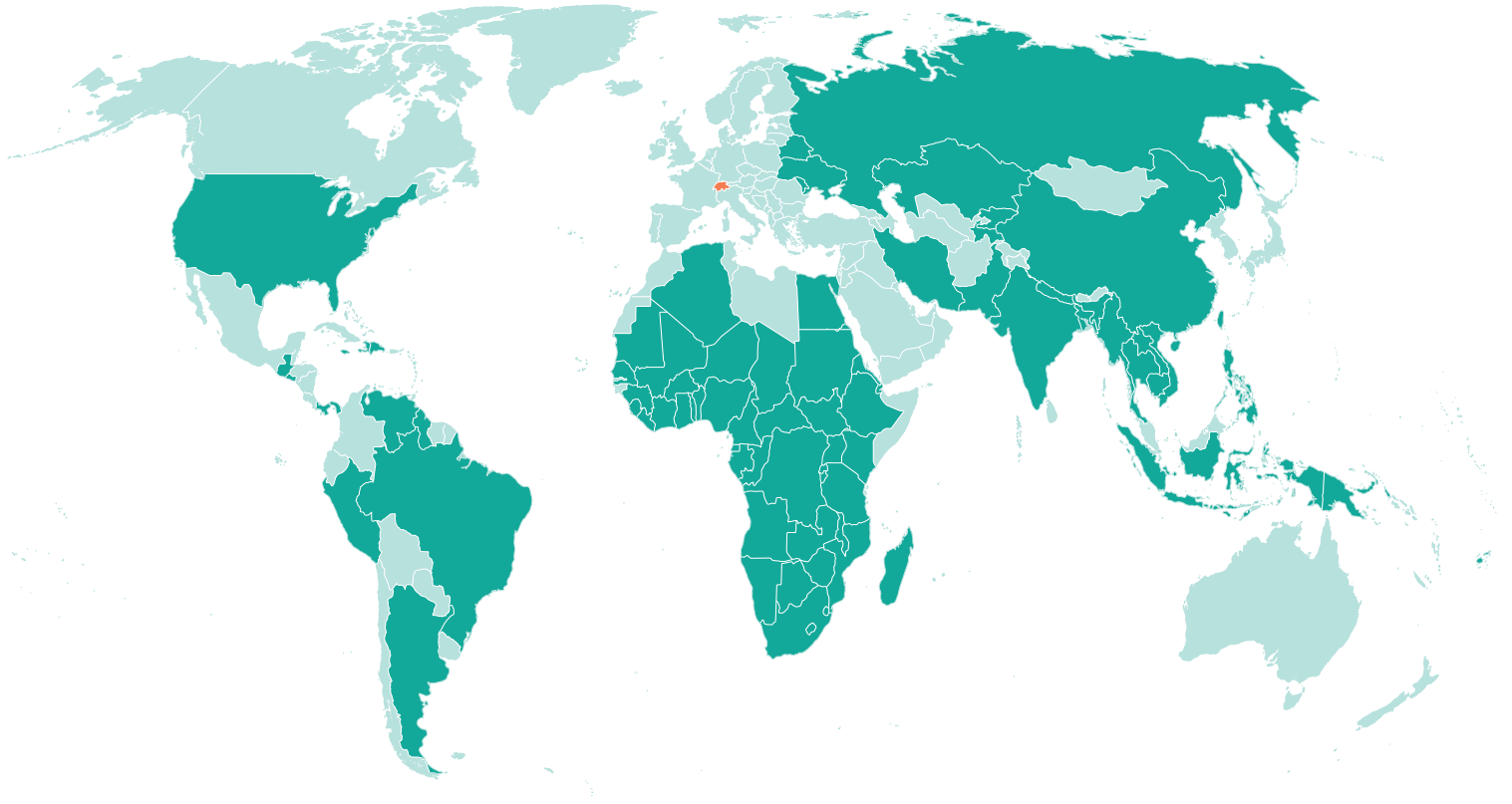


Mirroring UNAIDS field staff deployment, UNAIDS JPOs are mostly engaged in Sub-Saharan Africa, the epicentre of the epidemic. Other locations, however, also offer appealing experiences and open up career opportunities for JPOs.

**66 Junior Professional Officers between 2008 and 2018, by region**



## Where we are



## Testimonials

*"I was fortunate to have an opportunity to work in both Headquarters as well as at country level which gave me two very different perspectives. I am certain that my subsequent job offer by UNICEF was a direct result. The JPO experience has also resulted in many professional and personal contacts."*

**Former Finnish JPO**

*"My assignment in Guatemala was one of the most enriching experiences of my life. I got a chance to interact closely and network with a wide range of technical experts, activists, donors and government authorities. I was blessed to have an incredibly supportive supervisor, who became a mentor for my whole life. I was privileged with the opportunity to keep serving the organization, which has now taken me to Panama, Switzerland, and soon to Jamaica!"*

**Former Cuban JPO sponsored by Spain**

*"My experience at UNAIDS tells of an organization that invests in his staff, builds capacity and provides real opportunities for meaningful work. Partnerships are at the centre of UNAIDS work. Career paths are varied, and mobility is promoted. UNAIDS is also a Joint Programme, working with UNAIDS is like working with other 11 UN organizations."*

**Former Italian JPO**

*"What I really loved about my UNAIDS JPO experience was working with and learning from colleagues with different professional and multicultural backgrounds. I was lucky to have very accessible supervisors who helped me hone my technical skills and gave me the opportunity to work in several different projects across the Programme Branch. I learned a great deal from this experience: always listen, learn and evolve, get inspired by talking with many different colleagues, be open to a changing environment, and never give up when facing challenges that seem too difficult to overcome – if one door closes another one will open up."*

**Former German JPO**



## Current opportunities

Applications from people living with HIV are particularly welcome.  
Applications from women are particularly encouraged.

<https://www.unaids.org/en/vacanciesandtenders/vacancies>





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**Joint United Nations**  
**Programme on HIV/AIDS**

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