



SENIOR LEADERSHIP APPOINTMENTS IN THE FIELD

Challenges Forum
Impact of Leadership on UN Peace Operations

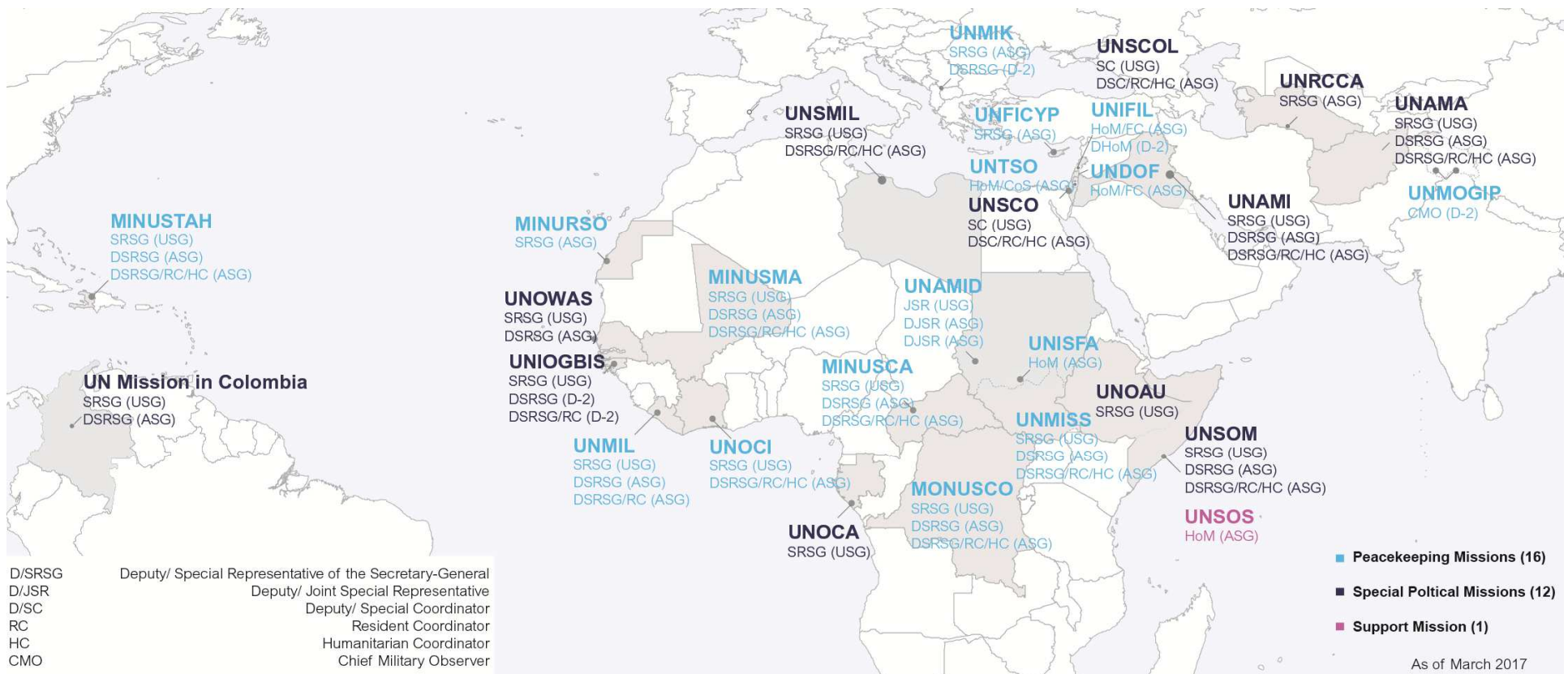
28 Feb. – 1 March 2017

Senior Leadership Appointments Section (SLAS)

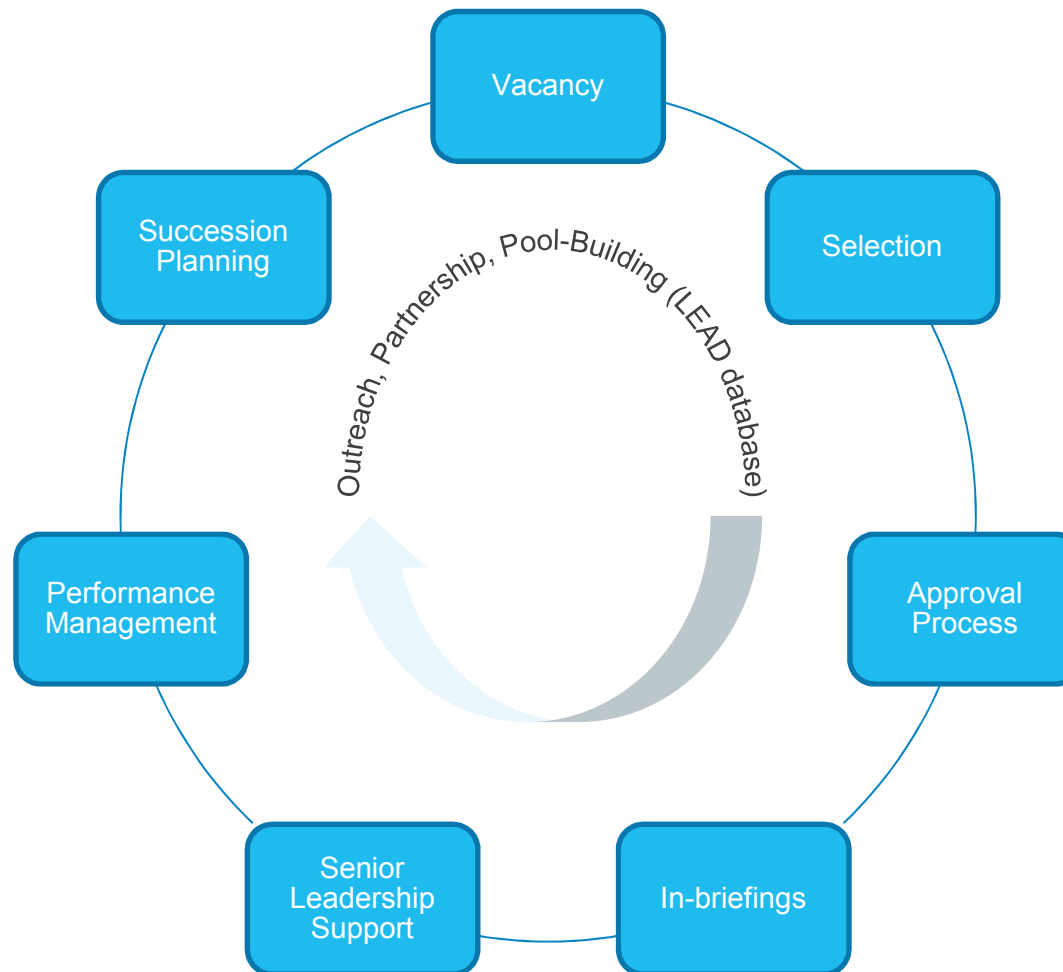
SLAS was created in 2007 in the Office of USG DFS as a service provider on senior leadership in the field:

- **59 Posts** (in DFS, DPKO, DPA Field Missions)
 - **29** Heads of Mission (USG/ASG) incl. 4 military
 - **30** deputy Heads of Mission (ASG/D-2) – Pol./RoL DSRSG/RC/HC

Secretary-General's Appointments



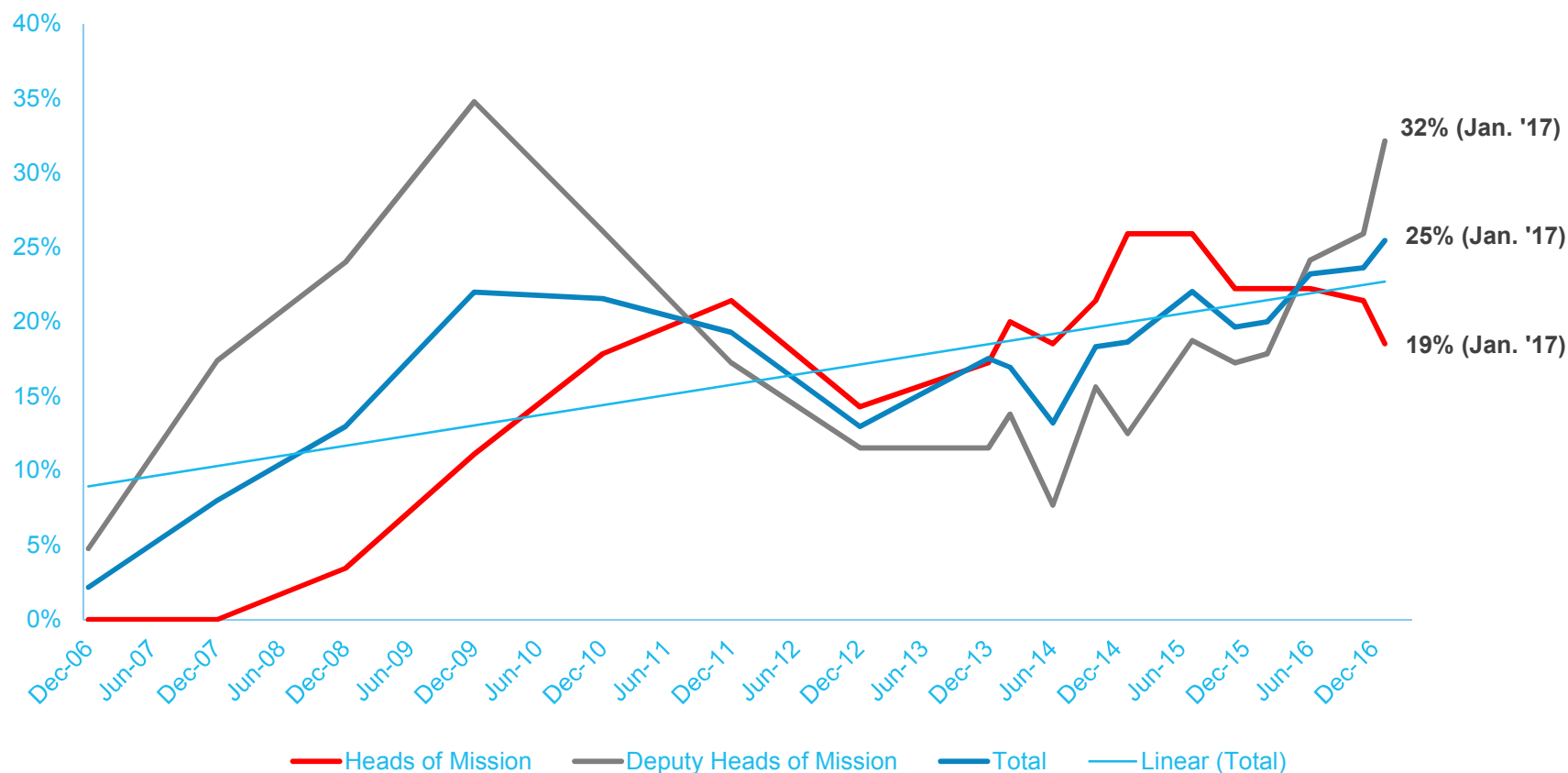
The Leadership Life Cycle



Progress in Gender Representation

As of February 2017

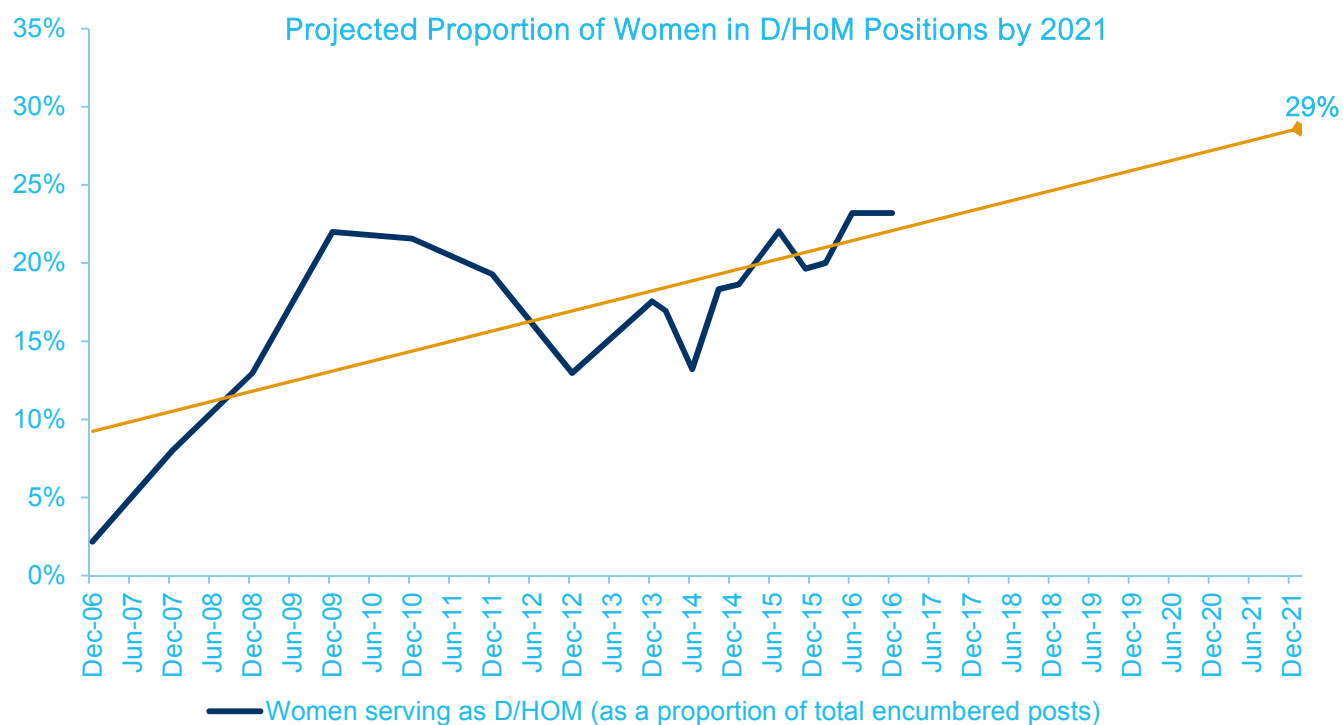
Female Heads of Mission and Deputy Heads of Mission 2006-2017



Projected proportion of Women by 2021

Based on 2006-2016 trend

= > At current rate, gender parity reached in 2038



“By the end of my mandate, we should reach full gender parity at the Under-Secretary-General and Assistant Secretary-General levels, including special representatives and special envoys “

*SG Guterres,
December 2016*

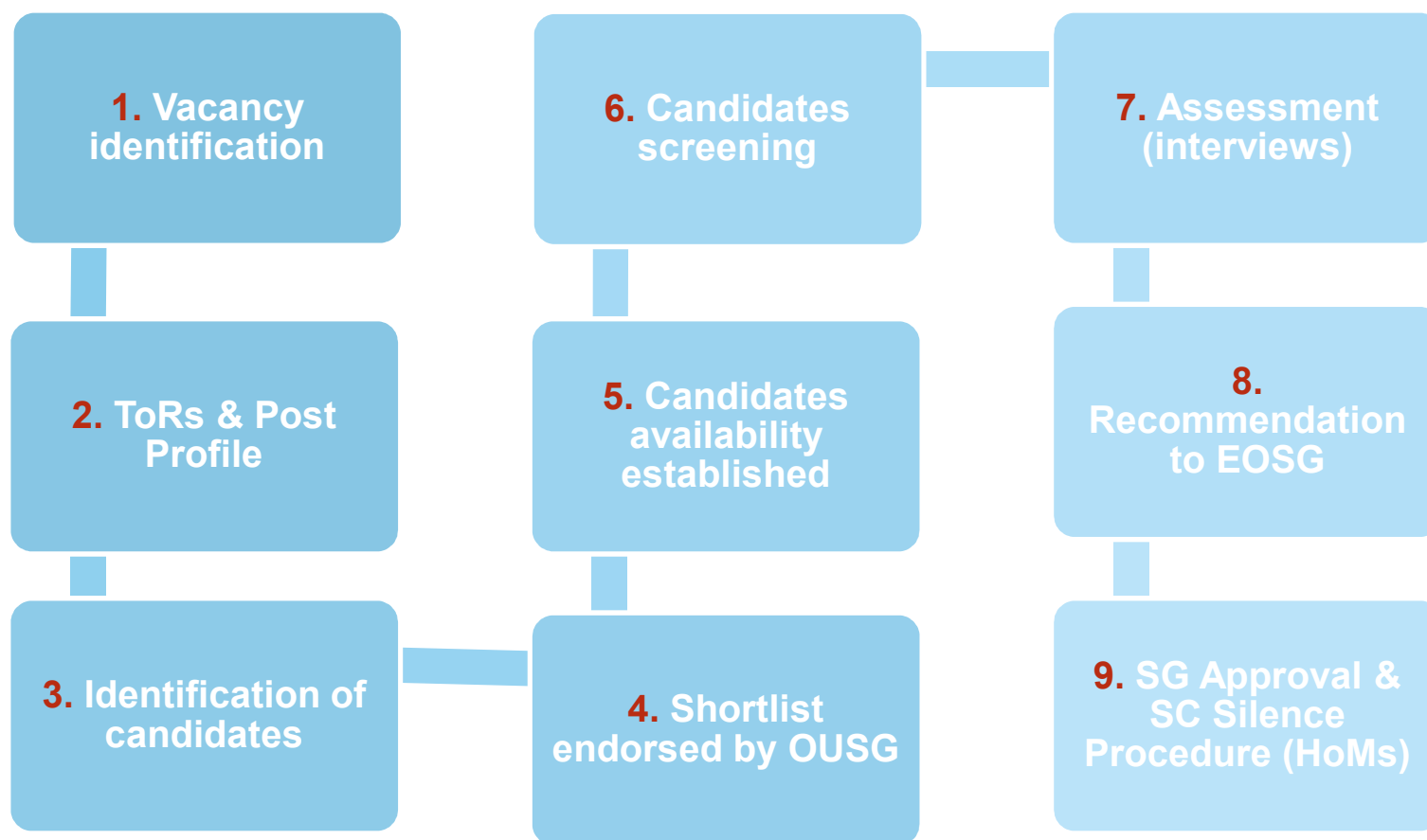


Strategy to Achieve Gender Parity among D/HoMs

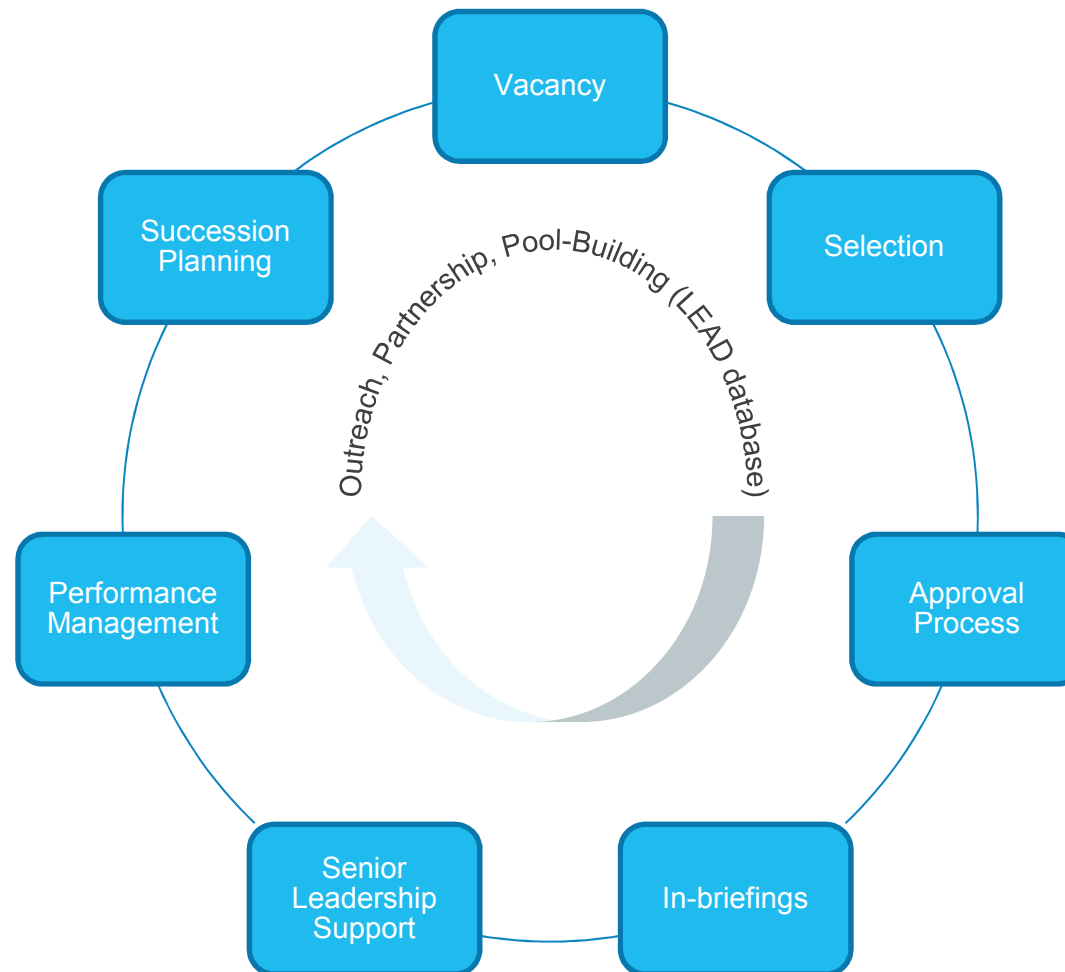
Core Objectives

1. Enlarge the pool of female candidates
 - => Global Call for nominations + regular outreach
 - => New database
 - => Special measures (internal pipeline)
2. Attract and appoint more female senior leaders
 - => Addressing gender-bias
 - => strengthening selection processes
3. Avoid early departure of high performing women in leadership positions
 - => Support programmes to senior leaders
 - => Stronger management and appraisal system

Selection of Heads and Deputy Heads of Mission



The Leadership Life Cycle





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