



Commissioned by the
Ministry of Foreign Affairs of Japan

The Program for Global Human Resource Development for Peacebuilding and Development

Global Peacebuilders Program

Report of Program Activities in Japanese Fiscal Year 2016

We work for world peace!



The HPC logo symbolizes a Phoenix of Hiroshima, which underwent a miraculous post-war reconstruction after WWII. This presents the spirit of HPC to train professional peacebuilders to assist war-torn societies in the world today.

Hiroshima Peacebuilders Center (HPC) URL : <http://www.peacebuilderscenter.jp>

〒102-0082 7F Sagamiya-Honsha, 6 Ichiban-cho, Chiyoda-ku, Tokyo
Phone: +81 (0)3-4334-3119 Email: hpc@peacebuilders.jp

Publication Date : March, 2017 Publication by Hiroshima Peacebuilders Center (HPC) Copyright © : The Ministry of Foreign Affairs of Japan. Design and Edit : Hiroshima Peacebuilders Center (HPC)

HPC
Hiroshima Peacebuilders Center



We Aim to Develop Peacebuilding Experts

Messages from Key Agencies

Mr. Fumio KISHIDA Minister for Foreign Affairs of Japan

As conflicts continue to persist around the globe, seamless support is required for peace consolidation in post-conflict countries, beginning with preventing relapses of conflict and extending to nation building, reconstruction, and development. The role of civilian experts in varied fields such as the rule of law, human rights, gender, and administration is becoming more important than ever in post-conflict peacebuilding and development support. Yet, the lack of such experts is a serious challenge for the international community. It is against this backdrop that Japan proactively contributes to peace based on the principle of international cooperation by nurturing peacebuilding and development professionals that can hit the ground running. It is my ardent hope that this program will continue to develop personnel that can contribute to the creation of peace and prosperity in the international community.



Mr. Olivier ADAM Executive Coordinator, United Nations Volunteers (UNV) programme

It has been proven time and time again that volunteerism plays a key role in countries and regions falling short of the threshold of peace and inclusive social and economic development. Volunteerism facilitates a strong transition between emergency relief and rebuilding productive lives. Volunteerism leverages and strengthens capacities in communities faced with situations of chronic vulnerability.

The Hiroshima Peacebuilders Center (HPC) and the United Nations Volunteers (UNV) programme have joined forces to strengthen volunteering by building a human resource base for the region. This partnership promotes volunteerism at home and abroad, while at the same time equipping young professionals for richer careers and leadership positions in a more interconnected world.

UNV is extraordinarily proud of the contributions that volunteers from the "Program for Human Resource Development for Peacebuilding and Development" make to development and peace action in some of the most difficult settings in the world. These young men and women in early stages of their careers bring valuable knowledge and enthusiasm to their assignments. And, as is often heard in this line of work, what they take back home with them is even greater – the invaluable experience of having lived and worked side by side with people of other cultures and countries to improve the lives of others.



Mr. Sukehiro HASEGAWA Chair of HPC Council for the "Global Peacebuilders Program" / Former Special Representative of the UN Secretary-General for Timor-Leste

The roles of peacebuilders have been changing along with the changes in the nature of conflict and peace. When the United Nations was founded, peace was defined as an absence of armed conflict. Recently, the role became not only to manage conflict but also to address root causes of conflict and build sustainable peace based on rule of law and democratic principles. As the nature of conflict became ideological, peacebuilders are required to master the knowledge of state building and also to understand what motivates the leaders and followers in conflict countries. Ultimately, peacebuilders are expected to help leaders and people to change their mind sets and also to help integrate local and universal norms of human behavior. Political and civil rights need to be balanced by "self-restraint" and "compassion" that leaders must possess. It is imperative for peacebuilders to adapt their approach to these changing requirements of the new era.



About the Global Peacebuilders Program

The Program for Global Human Resource Development for Peacebuilding and Development (Global Peacebuilders Program) is commissioned by the Ministry of Foreign Affairs of Japan (MOFA Japan) in order to enhance civilian capacity for peacebuilding and development.

The Program includes the **Primary Course**, designed for those who have the strong will to build their careers in the field of peacebuilding and development, the **Mid-Career Course**, targeting those who already have work experience in the field of peacebuilding and development and aspire to further advance their careers, and the **Career Support Seminar**, which offers an opportunity for the participants to acquire the skills and knowledge necessary for obtaining posts in the UN and other international organizations.

The Program is implemented by the Hiroshima Peacebuilders Center (HPC), which was commissioned by MOFA Japan to run the "Program for Human Resource Development for Peacebuilding" for eight years. The United Nations Volunteers (UNV) programme administrates the Overseas Assignment component of the Primary Course.



Developing Experts of Peacebuilding and Development

There is a growing need for qualified human resources who are able to contribute to solving serious contemporary problems in many parts of the world; a full range of experts with varying backgrounds those who are ready to commit to peacebuilding, development and humanitarian aid is essential to these efforts. The opportunities for peacebuilding and development professionals to make significant contributions are now larger than ever.

However, experts of peacebuilding and development must be equipped not only with specialized knowledge, but also with effective communication skills for conducting complex activities and conviction in their goals. Rich job experiences are also indispensable.

Nurturing such international experts of peacebuilding and development is neither easy nor swift. What is required, therefore, is a support system for those who aspire to become such experts. We need a Program dedicated to developing the human resources required for peacebuilding and development.

This Program was established to develop experts who will confront and tackle the global challenges that plague the world today. The Program is intended to provide knowledge and skills necessary for professionals. It also creates many occasions of experiences to reflect on the manner to enhance "competencies." It furthermore helps to extend the network of communities of professionals to help each other to mutually enhance their competencies.

The Program aims to dispatch from Hiroshima those experts of peacebuilding and development who will leverage Japan's experiences of peacebuilding and development to thrive internationally. They will symbolize the will of the Japanese people to whole-heartedly contribute to peacebuilding worldwide. The world awaits internationally-minded professionals to take flight from Japan to all corners of the globe.



Mr. Hideaki SHINODA

Director of HPC / Program Director for the "Global Peacebuilders Program" / Professor, Graduate School of Tokyo University of Foreign Studies

Ph.D. in International Relations (LSE). He authored numerous books and articles on peacebuilding such as *Peace-building and the Rule of Law* (Osaragi Rondan Award), *Order in International Society, State Sovereignty as a Historical and Political Concept* (Suntory Academic Award), *Introduction to Peacebuilding, and Five Perspectives to Comprehend International Conflicts*.

How We Implement the Program

HPC, the implementing body of the Program, seeks to develop human resources for peacebuilding and development by enhancing the determination, competencies, and environment of the participants.

First, HPC wishes to nurture the determination of the participants of the Program to contribute to peacebuilding and development at the global level. By deepening their understanding of our world's problems and examining possible solutions, we seek to bolster their commitment as well as their self-confidence. HPC aims to inspire motivated participants to further strengthen their resolve.

However, experts of peacebuilding and development must also have excellent command of professional competencies. It is crucial to create a program through which participants can acquire cutting-edge knowledge and skills and fully absorb the insights, knowledge, and experience of predecessors who are assiduously working on the front lines of peacebuilding and development.

In addition, HPC seeks to create an environment in which the participants can continuously develop their own careers. One of the important assets participants obtain through the Program is an extensive human network of international professionals. An environment conducive to the continuous career development of international professionals emerges when there is a community of these professionals encouraging and stimulating each other across national and generational borders. HPC aims to develop a program such that participants can form their own community of experts who are passionate about contributing to global peacebuilding and development.

Human resource development inevitably requires a long-term perspective. However, it is all the more rewarding for this nature. New colleagues who seek to further enrich the Program together are always welcome at HPC.



Global Peacebuilders Program

CONTENTS

Messages from Key Agencies P.2

About the Global Peacebuilders Program P.3

Primary Course / Coursework in Japan P.4

Primary Course / Overseas Assignment P.6

Career Development P.7

Mid-Career Course P.8

Career Development Support Service P.10

■ Career Support Seminar

Other Activities P.11

■ JPO Pre-departure Training Course
■ Strengthening Partnerships with International Organizations



Primary Course Coursework in Japan

World-Class Facilitators Train Field-Ready Experts

The Coursework of the Primary Course in Japan was carried out mainly in Tokyo and Hiroshima for about 6 weeks from January 13th to February 24th, 2017. The Course was designed for those who have the strong determination to develop their careers in the field of peacebuilding and development.

25 Program Associates, composed of 15 Japanese and 10 Asian, African and Middle Eastern nationals, participated in the Primary Course. Led by experts at the forefront of peacebuilding and development, the Coursework enabled the Program Associates to obtain the necessary practical knowledge, skills, and experience as experts in these fields. The Coursework entailed analysis, planning, coordination between diverse organizations, and management of activities based on local environment. Furthermore, HPC organized role-playing and group work experiences on various themes to maximize the effectiveness of the training.

After the completion of the Coursework in Japan, Japanese Program Associates are dispatched to field offices of international organizations under Overseas Assignment to engage in peacebuilding and development activities as UN Volunteers. We anticipate the progressive success of the Program Associates who have taken their first step forward to become experts in peacebuilding and development.



*Courtesy Visit to Mr. Odawara, Parliamentary Vice-Minister for Foreign Affairs of Japan

Message Program Officer



Mr. Yuji UESUGI
HPC Program Officer for the "Global Peacebuilders Program" / Professor, Waseda University

Ph. D. in International Conflict Analysis (Kent). An editor of books on State-building, Security Sector Reform and Civil-Military Relations. Published *Introduction to Conflict Resolution*, and *Changing UNPKO and Conflict Resolution* (the Kato Yozo Award from Japan Association for International Security). Recipient of the 2nd Akino Yutaka Eurasia Award.

The most valuable assets of this Program are the Program Associates of the Primary Course, who are the promising, future talent for peacebuilding assistance. After finishing the Coursework in Japan, Japanese Program Associates go on a one-year Overseas Assignment. Many play active roles in the field of peacebuilding and have been since involved in peacebuilding efforts led by the UN. Graduates of this Program work in UN PKO, international organizations, MOFA, JICA, and NGOs to help build a more peaceful society. Some of our alumni have acquired mid-level positions in the UN and are entrusted with important tasks. Some of the "Fieldworkers" who are passionate in working in the field have started to encounter critical moments in their careers to apply for management positions. Using skills and networks acquired in this Program, our alumni will bring innovative and fresh approaches to international peacebuilding.



Message Facilitator



Mr. Kenro OSHIDARI
Member of HPC Council / Former Regional Director, WFP Regional Bureau for Asia, Bangkok, Thailand

The Primary Course offers a precious learning opportunity for Program Associates who aspire to pursue a career in peacebuilding, the humanitarian and development assistance field. Program

Associates get a chance to interact intensively with a diverse number of resource persons from the United Nations system, academia, and civil society. In addition, as the Program Associates themselves come from different international background, they are able to learn from each other, have fun in the process, and build long-lasting friendships. For the Japanese Program Associates, this is a truly unique opportunity, as they will be deployed as United Nations Volunteers under Overseas Assignment and will have a real life work experience with UN agencies following the Coursework in Japan.

As to my own contribution to the Coursework, I tried to offer practical knowledge and skills that I consider important when working in a challenging international environment, especially in the "field." This is probably one of the best learning platforms offered in Japan for preparing young professionals for an international co-operation career.



Curriculum / Facilitators

Commencement Ceremony

Mr. Koichi MIZUSHIMA
Deputy Director-General, Foreign Policy Bureau / Ambassador in charge of United Nations Affairs, Ministry of Foreign Affairs Japan

Courtesy Visit to the MOFA Japan

Mr. Kiyoshi ODWARA
Parliamentary Vice-Minister for Foreign Affairs of Japan

Week 1



Ms. Mio SATO
Chief of Mission, IOM Tokyo, Japan

Mr. Mioh NEMOTO
Senior Advisor / Deputy, UNICEF Tokyo Office, Public Partnerships Division

Mr. Hitoshi AOYAGI
Public Affairs Specialist and Associate Director, UNDP Representation Office in Tokyo, Japan

Mr. Hidehiko FURUMOTO
External Relations Officer, UNHCR Representation in Japan

Ms. Sakiko YOSHINAMI
Assistant Director, Office for Peacebuilding and Reconstruction, Infrastructure and Peacebuilding Department, Japan International Cooperation Agency (JICA)

Mr. Mitsugu HAMAI
Government Partnerships Officer, WFP, Japan Relations Office

Ms. Natsuko SAKATA
Director, International Peace Cooperation Division, Foreign Policy Bureau, Ministry of Foreign Affairs of Japan

Mr. Sukehiro HASEGAWA
Chair of the HPC Council for the "Global Peacebuilders Program" / Former Special Representative of the UN Secretary-General for Timor-Leste

Mr. Hideaki SHINODA
Director of HPC / Program Director for the "Global Peacebuilders Program" / Professor, Graduate School of Tokyo University of Foreign Studies

Mr. Yuji UESUGI
HPC Program Officer for the "Global Peacebuilders Program" / Professor, Waseda University

Ms. Michiru TAMANAI
Managing Director, Lotus Insight Global, Pte. Ltd. / Former UNICEF Chief of HR

Japan Ground Self-Defense Force (JGSDF) Garrison in Komakado, Shizuoka Prefecture

Mr. Shoji NOMURA
Commander, International Peace Cooperation Activities Training Unit, Central Readiness Force, JCSDF

Week 2

Analysis

Theory and Methods of Conflict Analysis
Policy Issues in the Political/Legal Fields (Peace mediation / Dispute settlement in legal institutions)



Ms. Hiroko HIRAHARA
Head of Field Office, Bentiu Field Office, United Nations Mission in the Republic of South Sudan (UNMISS)

Ms. Kyoko ONO
Political Affairs Officer, Syria Desk, Middle East and West Asia Division, Department of Political Affairs, United Nations

Mr. Marshall CONLEY
International Consultant on Peace Operation and Post-Conflict Reconstruction / President, Conley-International Education Consultants

Mr. Hiroto FUJIWARA
Head, Country Analysis Unit, Division of External Operations, Registry, International Criminal Court (ICC)

Mr. Abraham AWOLICH
Director of Management and Administration, the Sudd Institute

Mr. Shinichi MIZUTA
Chief, Integrated Analysis Team, United Nations Assistance Mission in Somalia (UNAMSOM)



Week 3

Planning

Methods of Project / Mission Planning
Policy Issues in the Field of Security (DDR / SSR / Peacekeeping missions)



Mr. Mohamed EI-Amine SOUEF
Head of Regional Office, United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA), Gao Sector East

Mr. Philip SHETLER-JONES
Practice Lead, International Security and Geopolitics at the World Economic Forum

Ms. Shoko NODA
UN Resident Coordinator, UNDP Resident Representative and UNFPA Representative for the Republic of Maldives



Week 4

Coordination

Coordination and Negotiation among Various Organizations in Peacebuilding
Policy Issues in Humanitarian Aid (including gender and child protection)



Mr. Guillaume FOLIOT
Independent Consultant and Lecturer on Humanitarian Affairs and Crisis Management

Ms. Kyungshin LEE
Program Director, Korea NGO Council for Overseas Development Cooperation (KCOO)

Ms. Marie ONIWA
Sexual Violence in Conflict Advisor for UN WOMEN DRC (Seconded from MONUSCO) / Senior Women Protection Advisor, Office of Deputy Representative Special for Secretary-General for Operations and Rule of Law, United Nations Organization Stabilization Mission in the DR Congo (MONUSCO), Kinshasa, DRC

Mr. Peter KOZELETS
Coordinator, Regional Centre for Emergency Preparedness, UNHCR Regional Coordinator's Office Bangkok, Thailand

Mr. Kenro OSHIDARI
Member of HPC Council / Former Regional Director, WFP Regional Bureau for Asia, Bangkok, Thailand



Week 5

Management

Methods for Project Management
Policy Issues in Development Aid through Various Fund Schemes



Mr. Edward JOMBLA
National Coordinator for Sierra Leone, West Africa Network for Peacebuilding (WANEP-SL)

Mr. Toshihiro NAKAMURA
Co-Founder & CEO, NPO Kagemik / Guest Associate Professor, Osaka School of International Public Policy, Osaka University

Mr. Mitsuhiro INABA
Chief of Operations Section / Management Services, UNW, Headquarters

Mr. Shigeki KOMATSUBARA
TICAD Programme Adviser, Regional Bureau for Africa, UNDP, Headquarters (New York)

Mr. Kenro OSHIDARI
Mr. John CAMPBELL
Ms. Michiru TAMANAI
Mr. Hideaki SHINODA

Week 6

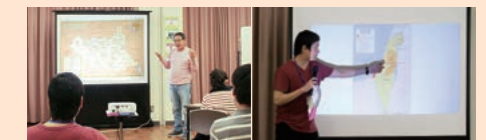
Personal Safety Management / Career Development / Career Management



Ms. Mieko TARUI
Member of HPC Council / Principal / Founder, Global Leadership, LLC

Ms. Chio SATO
Head, Office Clutch

Mr. John CAMPBELL
Ms. Louise ROBINSON
Mr. Kenro OSHIDARI
Ms. Michiru TAMANAI



* Stated Facilitators and Participants information, as of August 2016



Primary Course Coursework in Japan



Message Program Associate

Ms. Al-Zouba AFRAH (Yemen)

The Global Peacebuilders Program is one of Japan's contributions towards global peacebuilding efforts. The Program modules and activities were built around a core aim, which is preparing interested people in peacebuilding and development areas to be efficient peacebuilding.

To achieve this aim, knowledgeable and capable Facilitators

from all over the world, with extensive experience in UN different agencies and other leading organizations, shared their experiences and lessons-learned in work for peacebuilding and development. Rich discussions and elaborations enhanced the learning we got from the different elements of course.

The Program, designed in logical sequence, starts by understanding the overall context of the target problem. Then it develops tangible and flexible plans with concrete outputs and outcomes and get efficient coordination with other partner organizations. Finally, it elucidates the management skills and needed competencies that have been percolating to us through the Course.

The Program provided a convenient environment for social interaction and learning opportunities in free time. Dedicated HR experts have given their time to the Program Associates for individual consultations. Field visits to Japan Ground Self-Defense Force Garrison in Komakado, and excursions that have been arranged by the program were added value to see on ground how much peace is needed to achieve prosperity in communities. The learning and experience that I have gained in this Program will indeed be of great help to me and other Program Associates in our path as peacebuilding and development contributors.

Field visits to Japan Ground Self-Defense Force Garrison in Komakado, and excursions that have been arranged by the program were added value to see on ground how much peace is needed to achieve communities' prosperity.

The learning and experience I get in this program will be indeed of great help to me and other Program Associates in our path as peacebuilding and development contributors.



Message Program Associate

Mr. Yuichiro YAMAMOTO

Before joining the Primary Course, I had worked for an international NGO for five years. I engaged in activities at the grassroots level with this NGO, which was a challenging yet fulfilling experience. At the same time, I was eager to broaden my view by gaining further experience at an international

organization with a larger scope. In addition, since I was unfamiliar with the topics related to the area of peacebuilding, I eventually decided to apply for this Course that provided the opportunity to learn about the concept of peacebuilding in relation to development and humanitarian aid from the basics, which I felt was essential to enhance my competencies. The Course was designed for Program Associates both residing in Japan and overseas, to live under the same roof and learn together for six weeks. I found this experience to be very inspiring because we were able to grow together aiming toward similar expectations and objectives. Active discussions were constantly carried out among the Facilitators and the Program Associates with diverse backgrounds, while we were able to exchange our opinions from different perspectives especially during the group activities. Moreover, we engaged in profound discussions even in our private time, which enabled us to develop meaningful bonds and networks. By applying my expertise in education along with the knowledge and skills acquired through this Course, I would like to take part in creating opportunities for children to access quality education in the future.



Primary Course Overseas Assignment



*Including PKO and SPM

Examples of Duty Stations for the Overseas Assignment

Program Associates of the Primary Course in JFY2015 deployed as UN Volunteers

- UNDP (United Nations Development Programme) Ethiopia / Sierra Leone
- UNHCR (United Nations High Commissioner for Refugees) Egypt / Serbia / Republic of Macedonia
- UNICEF (United Nations Children's Fund) Sudan / Kyrgyz Republic
- WFP (United Nations World Food Programme) Pakistan / Timor-Leste / Rwanda
- UNODC (United Nations Office on Drugs and Crime) Senegal
- Serbia
- Republic of Macedonia
- Kyrgyz Republic
- Egypt
- Pakistan
- Senegal
- Sudan
- Sierra Leone
- Ethiopia
- Rwanda
- Timor-Leste

JFY2007-2016

- Total number of the UN and other organizations : **22**
- Total number of Duty Stations : **46 countries and territories**



Message Primary Course Graduate of the "Program for Human Resource Development for Peacebuilding" of JFY2011

Mr. Yoshinori IKEDA

Performance Management Officer, UNOPS Myanmar

I decided to apply for the Primary Course because my experience in an NGO and a consulting firm convinced me that the realization of higher quality of the development assistance can be best achieved by creating the environment where upper stream of the project enables implementing agencies on the ground to work efficiently.

During the Course, I was assigned to the UNDP office in South Sudan, and

was engaged in the community-based peacebuilding project. This Course was of great help learning the unique dynamics of the UN system and how to work within an international organization, which is quite different from working in Japanese agencies. After completing the Course, I passed the examination of Japan's Junior Professional Officer (JPO) program, and I am currently working for the United Nations Office for Project Services (UNOPS) in Myanmar. In UNOPS Myanmar, I am in charge of the mainstreaming of conflict sensitivity in the country's one of the largest health programs, for the implementation of programs in conflict-affected areas.

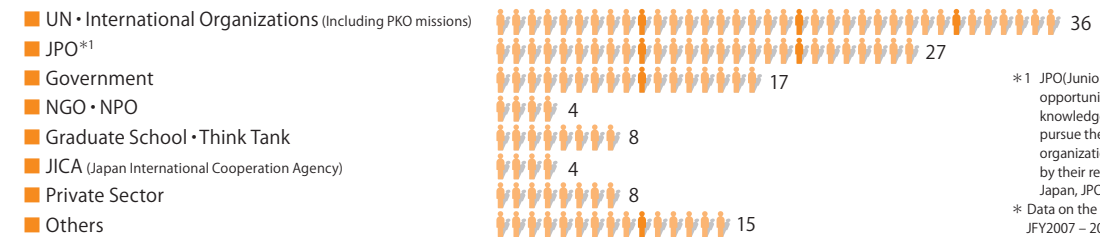
In the future, I would like to continue strengthening the mainstreaming of conflict sensitivity, not only inside UNOPS, but also within the UN system, by further improving my expertise in the area.



Career Development

Current Positions of the Japanese Graduates

The Graduates are employed by the UN and other organizations in the field of peacebuilding.



*1 JPO (Junior Professional Officer) program provides the opportunity for young qualified professionals to obtain knowledge and hands-on experience required to pursue their career within the international organizations as permanent staffs. JPOs are sponsored by their respective governments, and in the case of Japan, JPOs are offered two years fixed term contracts. * Data on the 119 Graduates of the Primary Course, in JFY2007 - 2014, as of March 2017

Organizations Where Japanese Graduates Have Worked

UN Organizations ▶ UNDP (United Nations Development Programme) ▶ UNHCR (United Nations High Commissioner for Refugees) ▶ UNICEF (United Nations Children's Fund) ▶ UNESCO (United Nations Educational, Scientific and Cultural Organization) ▶ WFP (World Food Programme) ▶ FAO (Food and Agriculture Organization of the United Nations) ▶ UN Women (United Nations Entity for Gender Equality and the Empowerment of Women) ▶ UNCRD (United Nations Centre for Regional Development) ▶ UNRWA (United Nations Relief and Works Agency for Palestine Refugees in the Near East) ▶ UNF&P (Office of UN Funds and Programmes) ▶ DPKO (Department of Peacekeeping Operations) ▶ WHO (World Health Organization) ▶ UNMAS (United Nations Mine Action Service) ▶ UNV (United Nations Volunteers) ▶ UNRCRD (United Nations Regional Centre for Peace and Disarmament in Asia and the Pacific) ▶ UNOPS (United Nations Office for Project Services) ▶ UNFPA (United Nations Population Fund) ▶ UN Secretariat ▶ UNU (United Nations University) ▶ UN-Habitat (United Nations Human Settlements Programme) ▶ OCHA (UN Office for the Coordination of Humanitarian Affairs) ▶ UNODC (United Nations Office on Drugs and Crime) ▶ PKO Center ▶ KAIPTIC (Kofi Annan International Peacekeeping Training Centre) ▶ UN Peace Operations ▶ MONUSCO (United Nations Organization Stabilization Mission in the Democratic Republic of the Congo) ▶ UNAMA (United Nations Assistance Mission in Afghanistan) ▶ UNAMID (African Union / United Nations Hybrid Operation in Darfur) ▶ UNAMI (United Nations Assistance Mission for Iraq) ▶ UNIGOBIS (United Nations Integrated Peace-Building Office in Guinea-Bissau) ▶ UNMIS (United Nations Mission in Sudan) ▶ UNMISS (United Nations Mission in the Republic of South Sudan) ▶ UNSOM (United Nations Assistance Mission in Somalia) ▶ UNMCC (UN Mission in Colombia)

International Organizations ▶ IOM (International Organization for Migration) ▶ INTERPOL (International Criminal Police Organization) ▶ ICRC (International Committee of the Red Cross) ▶ World Bank ▶ OSCE (Organization for Security and Co-operation in Europe) ▶ NGOs ▶ Médecins du Monde Japon ▶ JCCP (Japan Center for Conflict Prevention) ▶ International Lifeline Fund ▶ World Vision Japan ▶ INTERSOS ▶ ADRA Japan ▶ NICCO (Nippon International Cooperation for Community Development) ▶ Action Centre la Faim ▶ CCP Japan (Campaign for the Children of Palestine) ▶ Care International ▶ Government Agencies ▶ Ministry of Foreign Affairs of Japan (Headquarters in Tokyo and Overseas Establishments) ▶ Cabinet Office, Government of Japan ▶ HQ and Overseas Offices, JICA (Japan International Cooperation Agency) ▶ Branch Offices, JICE (Japan International Cooperations Center) ▶ Hiroshima Prefectural Government ▶ Suzuka City (local government) ▶ Immigration Bureau of Japan ▶ Others ▶ IGES (Institute for Global Environment Strategies) ▶ Research Institute of Tuberculosis, Japan Anti-Tuberculosis Association ▶ Sasagawa Peace Foundation ▶ Educational Institutions, Development Consultant, and others

Career development samples (Japanese Program Associates)

	Before Participating in the Primary Course	Overseas Assignment	After Participation
 Ms. Etsuko Teranishi INOUE <Graduate of JFY 2007>	After engaged in Community Stabilization, and Rural Development Programs as a NGO officer in Laos and Cambodia, I studied International Relations (Peace and Conflict Resolution Study) in Australia and obtained Masters Degree. While studying there, I also worked as an Intern in Peacebuilding NGO in Netherlands.	Dispatched to IOM Indonesia (Kota Banda Aceh), I worked for Reintegration of Ex-combatants as part of the Post-Conflict reconstruction program.	I worked for the Training Program in JICA, and after that, worked as a Project Officer with Reintegration of Trafficked Victims in IOM Nepal (JPO), then engaged in Refugee host community assistance in IOM Kakuma (Kenya). Currently I am a Program Manager in IOM Nairobi, involve in projects of Community Stabilization, Emergency Assistance for IDPs, Migrants Assistance and Immigration and Border Management.
 Mr. Masakazu SHIBATA <Graduate of JFY 2009>	I was interested in the HPC's systematic program that provides a stabilization of peace process, a reconstruction of political system, and a process of peacebuilding such as conflict prevention. The HPC's training program provided me with an opportunity to interact with practitioners who are at forefront in the field to gain insight on theory and practice of building peace in societies that are emerging from conflicts. Moreover, the training program allowed me to build friendship and cultivate a culture of understanding among other Program Associates from diverse backgrounds and experiences.	I was assigned to the UN Office in Cape Verde as a Communication Associate. This country is one of the pilot countries regarding the UN reform, namely One UN. I was in charge of planning implementation and management of the communication strategy which contributes to the reform.	After getting a M.A. degree in Communication for Development at Malmö University in Sweden, I worked for the UNESCO Regional Office in Nairobi as a Media Specialist and involving capacity reinforcement projects to promote the access for information and knowledge as a media specialist. Then I worked there as a public information officer and was engaged in public affairs. I am currently working at the Embassy of Japan in Kenya.
 Mr. Yoshiyuki SAGARA <Graduate of JFY 2012>	I aspired to gain field experience within a PKO or Special Political Mission (SPM), or in a conflict-affected country where a PKO or SPM was deployed.	I was initially dispatched to IOM Sudan as an Electoral Officer, and was transferred to the Office of the Chief of Mission. As a Project Development Officer, I was involved in designing new projects, donor relations with the Member States such as Japan and EU, and managed humanitarian aids and peacebuilding projects in Darfur.	I worked with IOM Sudan as a consultant for another year. Since passing Japan's Junior Professional Officer (JPO) Exam, from 2015, I have been working for the Policy and Media Division of the United Nations Department of Political Affairs (DPA) in New York.



Mid-Career Course

Developing Advanced Skills and Competencies for Career Development of Experts in the Field of Peacebuilding and Development

The Mid-Career Course was held from August 7th to 13th, 2016 in Tokyo. The Course was designed for those who have more than 10 years of experience in fields related to peacebuilding and development and who aspire to further advance their professional careers in these fields in particular at the UN and other international organizations. 16 participants (13 Japanese nationals and 3 Non-Japanese nationals) took part in 7 days of training, and a Preparatory seminar was held on July 31 upon request from participants to provide an overview of the UN system and the roles it plays in peacebuilding and development for those without previous work experience in the UN system.

The Course aimed to develop the comprehensive adaptability required to overcome challenges such as changes in positions within organizations and increasingly complex responsibilities. The Course focused on strengthening Communication / Negotiation and Leadership / Management competencies through interactive discussions and role-play exercises. It offered each participant the opportunity to further improve their performance based on feedback from facilitators and to build their networks through group exercises.



Message Facilitator

Ms. Mikiko TANAKA
Country Director, UNDP Sana'a, Yemen

The UN at its best brings together committed professionals from peacekeeping, political, humanitarian and development to work towards peace. The UN delivering as one is not a given and certainly not easy to achieve. Yet the lack of coherence and coordination can have detrimental consequences for fragile and conflict-affected countries and people. Leadership to build an effective team is critical at all levels and across all disciplines. The Mid-Career Course is a valuable space for collective, multidisciplinary learning on leadership for peace. Both Participants and facilitators in the Course are diverse in knowledge, experience and organizations, but are all united in the common interest of building peace. The sharing of insights and experiences of the UN's work stimulates frank discussions of the challenges and mistakes, with the objective of instilling awareness and learning among Participants of how to exercise leadership in their respective functions, wherever they are, and build teams and coalitions for peace and a better world.



Curriculum / Facilitators

Preparatory Seminar

Mr. Eiji OYAMADA
Member of HPC Council/Professor, Graduate School of Global Studies, Doshisha University

Mr. Shinya KOSAKA
Research Officer of HPC/Part-time Lecturer, Tokyo University of Foreign Studies

1st. Stage Communication and Negotiation Competencies in International Organizations

Mr. Andrew CASSIM
Managing Director, Crucial Communication

Mr. Kenro OSHIDARI
Member of HPC Council / Former Regional Director, WFP Regional Bureau for Asia, Bangkok, Thailand

Day 1 Overview of Communication and Negotiation

Mr. Mike FIGLIUOLO
Founder and Managing Director, thoughtLEADERS.LLC

Mr. Hideaki SHINODA
Director of HPC/ Program Director for the "Global Peacebuilders Program" / Professor, Graduate School of Tokyo University of Foreign Studies

Day 2 Practical Interpersonal Skills

Mr. Sukehiro HASEGAWA
Chair of the HPC Council for the "Global Peacebuilders Program" / Former Special Representative of the UN Secretary-General for Timor-Leste

Mr. Yuji UESUGI
HPC Program Officer for the "Global Peacebuilders Program" / Professor, Waseda University

Day 3 Practical Public Relations Skills

2nd. Stage Leadership and Management Competencies in the UN System

Mr. Jack CHRISTOFIDES
Director for the Africa II Division, Department of Peacekeeping Operations, United Nations

Ms. Mikiko TANAKA
Country Director, UNDP Sana'a, Yemen

Day 4 Overview of Leadership and Management

Ms. Joanne BARRETT
Chief of the Regional Affairs Unit, Office of United Nations Special Coordinator for the Middle East Peace Process (UNSCO)

Ms. Shoko NODA
UN Resident Coordinator / UNDP Resident Representative / UNFPA Representative for the Republic of Maldives

Day 5 Functions and Trends of UN Peace Operations

Day 6 Exercise on Leadership in Planning

Day 7 Exercise on Leadership in the UN System

Mr. Anselme YABOURI
Special Assistant to the P-DSRSG United Nations Operation in Côte d'Ivoire (UNOCI)

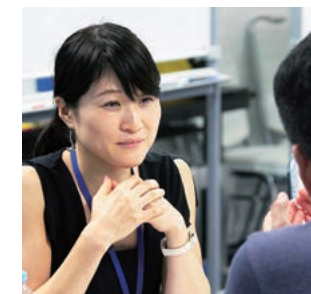
Mr. Kei YOSHIZAWA
Senior Advisor to the Director General (Development Policy Analysis for TICAD) Africa Department, Japan International Cooperation Agency



Message Participant

Ms. Masayo ROSSIGNOLI
Coordinator, Nutrition Improvement Project, Ajinomoto Co., Inc.

This Mid-Career Course was an eye-opening experience offering me a new perspective on my career. I am currently working at a Japanese food company and responsible for the coordination with UN entities. My experience is not related to peacebuilding, but to development. The Course started exploring concepts of general communication and negotiation and I found it definitely useful for my day-to-day work. However, the difficulty of the coursework was raised once the role-play exercise had taken up highly challenging cases such as Rwanda Kibeho Massacre. Although it was just a role-play, it was a great opportunity to learn from well experienced facilitators and participants how you effectively communicate, affect each other, and bring about a change under the pressure which lead me to have an insight into the way how leadership should be. Far beyond my expectation, I am grateful to the Course because, as a result, I have significantly improved my knowledge and enlarged perspectives on my future career.



Message Participant

Mr. Mirwais DURRANI (Afghanistan)
Program Officer, OCHA

Great Course! Very professional, thorough, informative and ultimately very useful with excellent materials, presentations, a qualified facilitators. The quality of the Course was great and content of the exercises was perfect.

I participated in this Course to enhance my communication and leadership knowledge and skills to move up to leadership positions in the UN. I enjoyed the Course, and what I learned is invaluable. It was a week of constant, relevant learning that was fun and well-managed. It was great to see how leaders in the UN context work and I can definitely use some of their ideas. All participants were engaged in a professional manner and all questions were answered by very knowledgeable Facilitators. Good to have had group works which were also great – interesting and focused. Facilitators were very professional and managed to hold everyone's attention for a full week. HPC technical expertise in the area was reflected in all areas of the Course and everything was done very professionally. I can take what I learned and start applying it directly to my day to day work. After the Course I feel more confident and will not be nervous in taking on any leadership role. Thank you.



* Stated Facilitators and Participants information, as of August 2016



Career Development Support Service

Career Development Support Service

The Program for Global Human Resource Development for Peacebuilding and Development (Global Peacebuilders Program) provides knowledge useful when applying to posts in international organizations, such as CV writing and interview skills.

Career Support Seminar

The "Career Support Seminar" for this year was conducted for 40 Japanese practitioners with more than 5 years of experience in fields related to Peacekeeping / Peacebuilding and Development and who wish to engage in the UN system. This Seminar aimed to provide the opportunity for participants to acquire the skills and knowledge necessary for applying to UN posts. This Seminar designed the schedule to address the specialized fields of participants. In the morning there was Plenary Session for the whole group from facilitator and Individual Guidance Sessions were carried out in the afternoon. In the individual Guidance Session, each participant, segregated into those interested in Peacekeeping / Peacebuilding and development fields, received one-on-one advice based on their career background. We have high hopes that this Seminar will result in an increase in the number of Japanese professionals actively working in UN agencies in the near future.

Curriculum / Facilitators

Schedule

November
3rd (Osaka)
5th (Tokyo)
6th (Tokyo)

Subject areas

Political Affairs, Legal Affairs, Civil Affairs, Economic Affairs, Electoral Affairs, Human Rights, Humanitarian Affairs, Public Health, Rule of Law, Social Affairs, Finance, Human Resources, Procurement, Information System and Technology, Public Information, Transport, Security, Supply Chain, etc.

Peacekeeping / Peacebuilding

Mr. Anthony P. DUNCKER
Deputy Director, Chief, Field Personnel Specialist Support Service, Field Personnel Division, Department of Field Support, United Nations

Development

Ms. Naoual DRIOUICH
Chief, Human Resources Section UNV



Message

Participant

Ms. Saori IMAMURA

At this Seminar, I had an opportunity to talk in person with facilitators who work in the HR sector. This very precious opportunity brought me useful information for my career development in international organizations and encouraged me a lot. In the individual interview especially, a facilitator evaluated my previous work experience objectively through looking into my CV. Also, I was given advice on my career development in the future.

I have cultivated my knowledge through the wide range of education by experiencing the grass-root movement for children in Southeastern Asia; through Japan's ODA project in the field of education in Africa, and, as an intern, by implementing the analysis and assessment of education projects funded by the EU in UNESCO. Through these experiences, I came to consider developing my career in international organizations. When I was finding it difficult to obtain information about the manner of writing application forms and assessing interview trends and approaches, I discovered this Seminar and I decided to take part in.

My future goal is to become a professional that can be active in the field of international cooperation. And I believe what I learnt from this Seminar will be a step forward to achieve this goal.



Message

Facilitator

Ms. Naoual DRIOUICH
Chief, Human Resources Section UNV

I was honored to be invited to facilitate the Career Support Seminar, which was an opportunity for participants to learn more about rewarding careers in the areas of peace and development

especially as the world begins the implementation of the 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs). These goals will guide the global development priorities for the next fifteen years, offering an unprecedented opportunity for a more peaceful, prosperous and sustainable future. They are universal, holistic and people centered, and aim to leave no one behind. They matter to all of us as we have a shared responsibility for our future and that of our planet. Given its mandate, the United Nations Volunteers (UNV) has unparalleled relevance in fostering participation in and ownership of the new agenda. Volunteerism enables people to participate in their own development, strengthening social cohesion and trust by promoting individual and collective action, leading to sustainable development for people by people. 2016 is the first year of the SDGs' implementation and UNV is establishing itself as an essential implementing partner in this global agenda. Governments and UN entities have increasingly recognized UNV's ability to respond quickly on the ground. UNV has thereby become the partner of choice in the increasingly complex field of global development and peace building. UNV embody the fundamental values of commitment, inclusiveness, engagement and solidarity.

Japan is a strong partner to UNV and I was pleased to take part in this Career Support Seminar. I hope that participants will be inspired by the power of volunteerism and come and work with us in the service of peace and development.



* Stated Facilitators information, as of November 2016



Other Activities

HPC also worked to implement the JPO Candidates Pre-departure Training Course and also to strengthen partnerships with international organizations as part of the "Program for Global Human Resource Development for Peacebuilding and Development."

JPO Pre-departure Training Course

The JPO Candidates Pre-departure Training Course, commissioned by MOFA, was held from January 7th to 10th, 2017 for those who passed the JPO Examination. Led by Facilitators with a wealth of experience, the Course was a valuable training opportunity for the JPO candidates and we are confident that they are well prepared to thrive in their posts in international organizations.

Strengthening Partnerships with International Organizations

An HPC staff member attended the 22nd Annual Conference of the International Association of Peacekeeping Training Centres (IAPTC) in Bosnia Herzegovina from September 26th to 30th 2016, and also attended the Challenges Forum Workshop in Bali from November 10th to 11th 2016. Through participation in these meetings, we engaged in information sharing with practitioners from around the world such as international organizations, and endeavored to further our partnerships with them to improve the curriculum of each course.

