We work for world peace!
We Aim to Develop Peacebuilding Experts

Messages from Key Agencies

Mr. Tarō KONO
Minister for Foreign Affairs of Japan

Facing emerging conflicts that continue to occur and recur around the world, the enhancement of building a culture of peace is an urgent task. The peaceful and inclusive community is becoming increasingly important, ranging from peacebuilding, post-conflict reconstruction, development, to conflict prevention. There is a growing need for civil society experts particularly in the field of peacebuilding and development, who have high expertise and ability in a wide range of areas such as rule of law, human rights, gender, aviation, medical affairs, supply chain management, human resources, finance, and risk management. Moreover, the revenue shortage of human resources is even more evident. Japan, under the policy of the “Peacebuilding Contribution to Peace” based on the principle of international cooperation, continues to push nurturing civil experts who can contribute to the field of peacebuilding and development through this program. I ardently hope that the participants of this program will be successful on the front line of international cooperation as contributions to 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 facing the challenges 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 volunteerism 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 UNV Volunteers made to the Hiroshima Peacebuilders Center (HPC) and UNV volunteers programme.

The “Program for Human Resource Development for Peacebuilding and Development” makes 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 role of peacebuilders has been evolving 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 perpetual peace based on rule of law and democratic principles. As the nature of conflict became more ideological, peacebuilders are expected to make the knowledge on peacebuilding 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 mindset 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.

HPC, the implementing body of the “Global Peacebuilders Program”, seeks to develop human resources for peacebuilding and development by enhancing the determination, competences, and environment of the participants. How do we implement the Program? Key activities are as follows:

1. Capacity Building:
   - Select high-potential participants through a rigorous selection process.
   - Provide comprehensive training programs in various locations.

2. Networking:
   - Establish networks with existing peacebuilding organizations.
   - Facilitate information exchange and collaboration among participants.

3. Mentorship:
   - Assign mentors to guide and support participants.
   - Facilitate peer-to-peer learning and collaboration.

4. Impact Assessment:
   - Evaluate the impact of the program through regular assessments.
   - Share findings and best practices with the broader peacebuilding community.

5. Follow-up:
   - Continuously follow up with participants after the program.
   - Provide continued support and resources.

This program is an excellent opportunity for young professionals to contribute to global peacebuilding and development, and to leave a lasting impact on the world.
Primary Course
Coursework in Japan

The coursework of the Primary Course in Japan was carried out mainly in Tokyo and Hiroshima for about 6 weeks from January 22nd to February 24th, 2018. The Course was designed for those who have the strong determination to develop their careers in the field of peacebuilding and development. The Program, comprised of 15 Japanese and 10 Asian, Middle Eastern and African nationals, participated in the Primary Course. Led by experts at the forefront of peacebuilding and development, the Course enabled the Program participants to obtain the necessary practical knowledge, skills, and experience as experts in these fields. The Course entailed analysis, planning, coordination between diverse organizations, and management of activities based on local environment. Furthermore, HPG 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.

Mr. Michiuru TANAMAI

Director, Human Resources
Lumina Global, Pte. Ltd. / Former UNICEF Chief of VHR, UNICEF India Country Office

At the Primary Course, gives a workshop and lecture concerning UN Career Development and Human Resources Selection System as well as provide a Mock Competency-Based Interview coaching session to the Program Associates on a one-on-one basis. This Course is an excellent training program, which provides an open platform for the participants to work with the facilitators, and is also a valuable opportunity to ‘experience as if working in the field at a UN staff’ through participatory workshop activities. From the viewpoint of facilitators of the highest caliber, it is wonderful to see the Program Associates actively participate in the workshops and learn practical knowledge and essential competencies necessary for working for the UN and international organizations to expand their potential. In order to work as a professional at UN, it is critical to have a high level of knowledge, skills, and experience. The Program Associates are expected to develop a variety of skills and work as professionals in the field. They are also being trained in areas such as conflict resolution, project management, and public speaking.

Mr. Yuji UESUGI

Human Resources Manager, Human Resources Management Services, United Nations Development Program

HPG has already been eleven years since it became involved in the Program for Global Human Resource Development for Peacebuilding and Development. Our Program has changed and achieved a lot by improving its contents according to the needs of the times since the pilot program. “Partnership pays off” The Program, which has been operating for those eleven years, is currently seen as one of the pillars of Japan’s international peace cooperation activities. It is an ongoing challenge for the Program to use this accumulated experience effectively.

One of the very attractive aspects of the Program rea that it accepted international Program Associates. Though perhaps small in scale, Japan can be proud of this effective contribution to the international community. The Program has achieved a potentially important role in contributing to a true “cooperative relationship” with societies that sorely need peacebuilding support. For example, in various international programs of human resource development, we have developed the Program not based on western ideas or models, but on original Japanese ideas drawn from our work with the international community. This is an important characteristic of the Program. The Program Associates have developed a kind of spirit and have learned much from each other through the Program. This creates a broad network that can effectively contribute to future international peace.

By consolidating all the effort, we can suggest new approaches to offering peacebuilding support. What I would like to emphasize is that we need to use our networks inside and outside of Japan that are constructed through the Program as much as possible. We are approaching the time when we will be empowered to expand the human resource development program into a second phase.
Primary Course
Coursework in Japan

Message
Program Associate

Mr. Henry Charles Comelow SAMBAI (South Sudan)
As the first South Sudanese to have ever been invited to the Primary Course, I am privileged and honored to come and learn from the “peace-loving people.” Peace is a much-needed value in our war-torn countries, and I am sure this opportunity will help me and my colleagues to absorb the good practice in peace building in order to further our career as peace builders. On behalf of the program associates, I would like to express my gratitude to HPC staff, and the wonderful facilitators who in their unique style manage to transform their passion into being, but a rare opportunity to get. Indeed, HPC has satisfied my expectations with its invaluable peacebuilding materials animated in a participatory manner. Besides, staying in touch with three highly competent and experienced facilitators, who are willing to mentor each Program Associate is a tremendous chance that someone can get once in a life time. The Primary Course is all about quality and Japan is all known for that. I am sure all my fellow Program Associates will make a change whenever they may go.

Once again, I would like to register my sincere gratitude to the “peace-loving people,” represented in the Ministry of Foreign Affairs and I pray that peace-filled unity with other nations will result into a lasting peace in the world.

Message
Program Associate

Ms. Mihoko YOTSUI
For four years I worked for the sustainability division of a beverage company, focusing on the restoration and revitalization of regional economies. In pursuing an old dream, to work in the development field, I participated in the Primary Course. Throughout the coursework, facilitators of the Primary Course including Program graduates, who are working at the forefront of peacebuilding, fully supported us. Thus, I could complete 6 weeks of intensive learning, engaged in group work with fellow Program Associates from various backgrounds, all truly motivated. In addition to learning analysis and planning methods in a structured manner, through practical exercises and role play, I was able to improve my abilities as required to work for international organizations. Moreover, it was a good opportunity to reflect on my experiences in the private sector and to consider adapting this to addressing peacebuilding and development. Hopefully, I would like to use what I have learned in this course to work for the public-private partnership field in the future.

Career Development

Current Positions of the Japanese Graduates

- UN International Organizations
- POF (UN International Organizations)
- Government
- IJCA (Japan International Cooperation Agency)
- Private Sector
- University - Graduate School
- NGO - NPO

* Operates in the UN/Other Organizations

Organizations Where Japanese Graduates Have Worked

Program Associate

Mr. Keiko SAKODA
<Graduate of JFY 2010>

Motivation for applying
I was very interested in the Peacebuilding and International Development Program. The course work is the most important tool that we could grasp the key elements of the international rules at a short period of time. The study work was another part which I had a part in the course work. In addition, the course made me realize the difference of the several roles private sector to the international development field.

I obtained Bachelor’s in Business degree in economics in the United States in 2002. Then I worked as an intern and clerk in an international organization. After that, I worked for private companies in management consulting.

I was assigned to UNHCR in South Sudan, where I worked on humanitarian assistance and education. I supported the establishment of reservations and the provision of aid to the population. I also worked in a peace-building program aimed at promoting peace and the improvement of livelihoods. I worked in the United Nations and other similar organizations in Lao PDR, and other countries. I worked with the UN and other organizations on the needs of internally displaced persons in the Central African Republic.

I was dispatched to UNMIL in Liberia. I worked on supporting the reconstruction of the country and the implementation of a peace-building program. I worked with the Barh Lekamet Peace Building Unit, which worked on providing basic education and basic health care in the country.

I worked for the World Bank in Ukraine as a Senior Economist, and for the United Nations System as a UN Volunteer in Mystique, and working as a public relations officer for the United Nations Department of Economic and Social Affairs in the Peacebuilding and Development Branch.

I was in charge of humanitarian emergency operations, as Director of Programmes and Operations at World Vision International. I managed the financial and administrative aspects of World Vision’s operations in countries affected by disasters and conflict, and oversaw the implementation of peace-building and development projects in countries affected by conflict.

As an Associate Chief Officer of the Middle East and North Africa Bureau in the UNHCR, I managed the response to the Syrian refugee crisis. I worked with the United Nations High Commissioner for Refugees, and was responsible for coordinating the delivery of humanitarian assistance to refugees in Syria and neighboring countries. I managed the financial and administrative aspects of the program and oversaw the implementation of peace-building and development projects in the region.

Career development samples

Before Participating in the Primary Course

- UN Volunteer
- UN Volunteer (United Nations Population Fund)
- UN Volunteer (UN Women)
- NGO staff

After Participating in the Primary Course

- UN Volunteer
- UN Volunteer (UN Women)
- NGO staff

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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 September 10th to 16th, 2017 in Tokyo. The Course was designed for those who have more than 7 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 (11 Japanese nationals and 5 non-Japanese nationals) took part in 7 days of training, and a preparatory seminar was held on September 9th 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.

Curriculum / Facilitators

Preparatory Seminar

Mr. Eiji OYAMA
Member of IPF Council / Professor, Graduate School of NODA Studies, Doshisha University

Ms. Shinya KOZAKA
Assistant Professor, College of Policy Science, Rikkyo University

Mr. Andrew CASSIM
Managing Director, Civilian Concerns

Mr. Sukhdeo HASEGAWA
Chair of IPF Council for the Global Peacebuilding Program / Former Special Representative of the UN Secretary-General for Peacebuilding

Day 1

Overview of Communication and Negotiation

Day 2

Practical Interpersonal Skills

Day 3

Practical Public Relations Skills

1st Stage

Communication and Negotiation Competencies in International Organizations

Mr. Kenya OSHIBA
Member of IPF Council / Former Regional Director, UNDP Regional Bureau for Asia, Bangkok, Thailand

Mr. Yuji UESUGI
UNCP Program Officer for the "Global Peacebuilding Program" / Professor, Hitotsubashi University

Day 4

Functions and Trends of UN Peace Operations

Day 5

Overview of Leadership and Management

Day 6

Exercise on Leadership in Planning

Day 7

Exercise on Leadership in the UN System

2nd Stage

Leadership and Management Competencies in the UN System

Mr. Michael FIGUEIRO
Founder and President, Urbane, Hughes Adams LLC

Mr. Mikiko TANAKA
UN Resident Coordinator / UNDP Resident Representative, Kyrgyzstan

Mr. Shoko NODA
UN Resident Coordinator / UNDP Resident Representative for the Republic of Benin

Mr. Kohei NAKAMURA
Deputy Director, International Peace Cooperation, Ministry of Foreign Affairs of Japan

Mr. Hidashi SHINDO
Director of IPF Program Officer for the "Global Peacebuilding Program" / Professor, Graduate School of Studies, University of Foreign Studies

Mr. Andrew CASSIM
Mr. Sukhdeo HASEGAWA

Message Participant

Ms. Ayako TSUJISAKA
Former Finance and Human Resources Coordinator, Millennium Peacekeeping Sector, United Nations Mission in the Republic of Chad

It has been a privilege to be invited, as a Resource Person, to join the 2017 cohort of the Mid-Career Course, which is an invaluable opportunity for many issues of professional development for mid-career professionals in peacekeeping, humanitarian affairs and the development fields.

After more than 15 years’ experience in humanitarian affairs and peacekeeping operations, of which 7 years have been with the United Nations System, I am convinced of the enormous added value of this Program. The United Nations as a global organization requires a workforce with the right skills-set to act towards the improvement of the lives of the most disadvantaged populations through coordinating humanitarian relief and preparedness, fostering peace through multidimensional peacekeeping, and protecting/human Rights up front. Doing more with less is an imperative and it requires a perfect match of communications skills, leadership, demonstrated abilities to adapt in challenging situations and self-sufficiency in meeting needs and tasks in fast paced environments - often under pressure and extreme circumstances.

The quality of the facilitators as well as the selection of the participants made my visit to Japan a rather memorable professional and academic experience.

Message Facilitator

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

Looking at where I am in my career as the UN Representative in the Maldives, one may assume that I had a smooth career progression. However, as many others do, I have also faced ups and downs, in particular, at the mid-career stage. Therefore, I was pleased to discuss with the participants the challenges I have faced, and how I have overcome them. Having worked with different supervisors, and held several managerial posts myself, I have come to believe that leadership styles cannot be generalized. We should build our own style based on the strengths we bring to the job, while being self-aware of areas for development. I also showed the statistics of gender parity at the level of UN representatives around the world. While it has improved for the past years, there is still room for further improvement. My message especially to female colleagues is, ‘Let’s smash the glass ceiling’.

Mr. Christian P. LARA (Colombia)
Master of International Development Policy (MIDP) Fellow at the Sanford School for Public Policy, Duke University / Policy Advisor, Peacekeeping and Peacebuilding, Colombia’s Foreign Service Sections, United Nations Mission in the Republic of Chad

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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 43 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. Initially, facilitators offered Plenary Sessions for the whole group before providing Individual Guidance Sessions to each participant. In the Individual Guidance Session, participants were segregated based on their career background and interests. Peacekeeping / Peacebuilding or Development fields, and received one-on-one advice sessions. 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

November 3rd (Osaka)
4th (Tokyo)
5th (Tokyo)

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Peacekeeping / Peacebuilding

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

Mr. Mamoru ORIUCHI
Chief of Human Resource Section, United Nations Volunteers (UNV) Programme

Message

I was honored to be invited once more as a facilitator of the Career Support Seminar, which was an opportunity for selected participants to learn more about rewarding careers in UN Peace Operations. The goal of the Field Personnel Division is to provide our peacekeeping and special political missions in the field with the highest caliber of civilian staff. Beyond the "blue helmets", or military and police contributed to peace operations, we have around five thousand international civilians serving in the field, alongside over 10,000 local staff and UN volunteers. Our civilian staff are in the front line of promoting peace. We need Civil Affairs Officers to engage with local communities on conflict mediation, Human Rights Officers to investigate abuse and advocate for the rule of law, Political Affairs Officers to advise Governments on peaceful transitions, and a variety of other peacebuilding tasks. We also need logistics, supply chain managers, engineers, aviators, and administrators to make sure that these complex missions run smoothly in challenging environments. Japan is a major contributor to UN Peace Operations, and I was delighted to be able to share practical advice with participants on how to apply for positions in the field. I hope that the participants will be inspired to come and work with us in the service of peace.

Other Activities

JPO Candidates Pre-departure Training Course

The JPO Candidates Pre-departure Training Course, commissioned by MFA, was held from January 6th to 9th, 2018 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 23rd Annual Conference of the International Association of Peacekeeping Training Centres (IAPTC) in Cairo, Egypt from September 13th to 14th, 2017 and also attended the Challenges Forum Workshop in Istanbul, Turkey from October 8th to 10th. 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.

Research on Human Resource Needs

HPC researched on human resource needs by conducting interviews in the United Nations Headquarters and other international organizations in New York.