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.

Be a Peacebuilder!
Mr. Taro KONO
Minister for Foreign Affairs of Japan

Toward the prevention of conflicts that continue to occur and recur around the world, the enhancement of flexible and comprehensive support by the international community has become increasingly important for peacebuilding, post-conflict reconstruction, development, and conflict prevention. Especially in the fields of peacebuilding and development, there is a growing need for highly specialized and skilled civilian experts in areas such as the rule of law, human rights, gender, aviation, medical affairs, supply chain management, human resources, finance, and risk management.

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

It has been proven time and time again that volunteering plays a key role in countries and regions facing short of the threshold of peace and inclusive social and economic development. Volunteering 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 United Nations Volunteers (UNV) programme 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. Suukehiro 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 changing nature of conflict. When the UN was founded over seventy years ago, peace was defined as an absence of armed conflict. Then the role of the United Nations was to ensure peace by setting warring states apart. After the end of the Cold War, the role became not only to manage armed conflict but also to address the root causes of conflict and build sustainable peace based on rule of law and democratic principles. Recent changes in the causes of conflict reflect the need for a change in the mindset of not only national but also international leaders. This has made it difficult to develop universally applicable norms of human behavior. National and local community leaders need to harmonize their traditional values and customs with international principles and laws. The international leaders need also to recognize the existence of multiple sets of norms and standards applicable to societies with different social, ethnic and religious compositions in order to sustain peaceful society. Ultimately, the role of peacebuilders is to respect the leaders and peoples to decide on their own what needs to be done to achieve sustainable peace, while introducing various norms and standards that are available to build a stable and peaceful society.

Mr. Hideaki SHINDO
Director of HPC

HPC was commissioned by MOFA Japan to run the “Program for Global Human Resource Development for Peacebuilding and Development”. The United Nations Volunteers (UNV) programme administers the Overseas Assignment component of the Primary Course.

We Aim to Develop Experts of Peacebuilding and Development

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 Global Career Course, which offers coursework for those who do not have work experience in International Organizations to seek their possibilities in career development targeting and to embody their visions, the Mid-Career Course, targeting those who already have work experience more than 10 years in the field of peacebuilding and development and aspire to further advance their careers, and the Career Development Support, which offers an opportunity for the participants to acquire the skills and knowledge necessary for obtaining posts of the field of peacebuilding and development in the UN and other international organizations, such as NGOs.

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

Implementation System

Helping the human resources full of motivation to contribute to international assistance to further enhance their motivations

If a program aims at developing human resources for peacebuilding, the operators should be those who are interested in peacebuilding - only with this feeling, we have started this Program. Over the past 11 years, we’ve been able to meet many people. Today, many of our fellow participants and graduates contribute to peacebuilding in various organizations around the world. As the implementer, I am genuinely proud that the graduates are now working at organizations related to peacebuilding through the United Nations, governments, NGOs, etc. Many people aiming for peacebuilding continue to execute significant leaps and play active parts through the Program. The central player of this Program are the participants and graduates who contribute to peacebuilding and development, across the world. I would like to thoroughly stick with the goal of nurturing actors of these areas. Human resource development is long-term work that the outcome will not be apparent immediately. But it’s the activity of real joy. We welcome new colleagues who will further enrich the Program from now on.

Features of the training courses offered in this project

Opportunities to acquire useful knowledge for career building and acquisition of practical skills

In developing a career in the field of peacebuilding, it is useful to be aware of, for example, the relevant issues relating to a specific field the main activities of organizations operating on site, and related policies. In addressing these subjects efficiently, we adopt simulation-oriented exercises focusing on coordination and project management that require the capacity for multi-faceted responses. It is important for the participants to have close to the actual work experience of problem-solving in groups. Moreover, to develop a career in international organizations, it is crucial to acquire the multidi-dimensional competencies of each individual’s career. We set our coursework in Japan as the appropriate site for participants from various countries to share objective teamwork through dynamic collaboration of participants, and offer opportunities for concrete experience to strengthen these competencies.

Creating an environment to brush up consciousness in focusing on career building

Why should I engage in peacebuilding and how should I address the issue? – These are important questions to consider when building the career over the long-term. We provide the opportunity for the participants to deepen their motivation and sense of mission towards work in the field of peacebuilding through the coursework in Japan. Further, we strengthened an understanding of the reality of committing to the development of a career in international organizations, even for the participants without work experience in the field of peacebuilding.

Providing an international network platform for experts, practitioners, graduates and co-participants

As people with diverse academic qualification, career and backgrounds are involved in the site of peacebuilding, there is no fixed career path. We need to develop our own career creatively by being exposed to many different role models and expanding experiential knowledge. We gave maximum consideration on the operation of the training program to promote exchanges with the expert’s layer including facilitators with rich knowledge and experiences, as well as the graduates, furthermore, to expand a circle of immediate peers who can talk together about their worries and share the same vision, and to utilize the network built on trust.

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

It has been proven time and time again that volunteering plays a key role in countries and regions facing short of the threshold of peace and inclusive social and economic development. Volunteering 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 United Nations Volunteers (UNV) programme 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.
Article 1, Paragraph 1, of the United Nations Charter stipulates that the purpose of the UN is "to maintain international peace and security". Even we established a universal international organization for peace, following the horrible disaster of the two world wars, the day without a war has not come yet. Many armed conflicts are still prevailing in today’s world. That is why the international community is working together to build peace. In addition to conflict prevention and peacekeeping, peacebuilding activities through development assistance and humanitarian aid are also important. People suffering from human rights violations, poverty, disasters, and other hardships are not leading peaceful lives. They need peacebuilding activities.

Peacebuilding is one of the various activities carried out by the international community, it also has a comprehensive nature. In order to “support the political, social and economic changes that create a secure environment that is self-sustaining” ("Brahimi Report"), cross-sectoral activities are rather required. As the A4P (Action for Peacekeeping) initiative and SDGs (Sustainable Development Goals) show, it is vital for the promotion of a peaceful and inclusive society to introduce various activities like facilitation of women and youth, development of institutions and capacities for the rule of law, etc. Therefore, diverse experts are essential for peacebuilding to solve or improve various problems across different fields.

* Brahimi Report, p.5
https://undocs.org/A/55/305
The Portrayal of Peacebuilders

Hiroshima Peacebuilding Center (HPC) has been implementing the Program for Global Human Resource Development for Peacebuilding and Development commissioned by MOFA over the past 10 years. It has been providing numerous qualified personnel as peacebuilders on the front of the field tackling peacebuilding challenges around the world.

Mr. Tomoya SOEJIMA
Head of the UNHCR Field Office in Ruwayshed (Officer-in-Charge), Jordan

Primary Course Graduate of JFY 2010
Graduated from the postgraduate school of University of Oxford (MSc in Refugee Movements). He also studied at the University of Tokyo (LLM in Human Security) and Keio University (MA in Human Security). He worked at the UNHCR in Geneva, the UNHCR in Lebanon, the Irbid Office in Jordan, prior to assuming the present office in October 2016. Currently in charge of the humanitarian assistance to the Syrian displaced population in Jordan. A graduate of the Human Resource Development Program for Peacebuilding.

One day, a 19-year-old pregnant woman was carried from the Ruwan settlement to the Clinic operated by the UNHCR Ruwayshed office in Jordan. She was in serious condition losing most of her body’s blood that required an immediate blood transfusion. But the clinic had no blood bank unit.

We had to transport her to a large hospital in the country. However, transportation required an immediate blood transfusion. But the clinic had no blood bank unit. We had to transport her to a large hospital in the country. However, transportation required an immediate blood transfusion. But the clinic had no blood bank unit.

When setting up a blood unit from a small hospital approximately 2 hours away by vehicle, the team continued to negotiate with the authorities to manage to gain the permit of transport in an exceptional circumstance so we were able to take her by ambulance. As blood transfusion started in the middle of the desert, she got saved.

But sometimes we are so busy with making policies day to day on site, it becomes hard to catch up with reporting to offer information and analysis. We must write a daily report while various things are happening in emergency situations. In that case, some might think it would be beneficial if we can arrange the time to devote to the response at head such as finding a doctor for the person who needs treatment on site. However, our task is more than that. "If no staff of this office talk about what we see regarding the present situation and refugees at this moment, then no one in the world can speak on their side. If focusing our energy on saving the person's life in front of our eyes without telling to anyone, nobody can understand their severe situation other than ourselves." I often tell my staff, I always talk to them that accurately reporting the situation is one of our important duties.

Mr. Tomoya Soejima, who is serving as the Head of UNHCR Ruwayshed Office in Jordan, told us about his day-to-day operation on the protection and assistance of Syrian refugees and his views on work.

Human Security Issues

There is the Berm extending several dozens of kilometers along the border between Syria and Jordan, where approximately 50,000 displaced people have been stranded more than 5 years in the strip of 4 kilometers width - it’s the Ruwan Settlement.

The basic duties of UNHCR are to set up clinics to provide medical assistance and distribute relief supplies such as blankets. There is a humanitarian crisis as aid workers cannot enter, food is scarce, and medical support is limited. We have to manage to support in one way or another; however, we are not allowed to put displaced persons into Jordan from the perspective of border security. We cannot accept to what extent their safety would be secured even we try to offer support. Majority of the displaced persons are women and children so undoubtedly everyone there are forced to have tough lives. How do we protect their lives and livelihood? How do we achieve to create an environment where minimal standards to sustain their lives? That is the realm of human security.

The responsibility as Someone on the Scene

The most significant thing in my current job is that we are watching and listening on the site by ourselves. As this sort of politically sensitive place is hard for outside scrutiny, people in different positions say different things about the situation. They allegations are not always 100% trustworthy.

However, the responsibility as someone working on the ground is to convey the struggle of those who fled from the actual conflict sites and living difficult lives to the world as accurate as possible. Taking the word “to act as eyes and ears of refugees” to heart, I believe that our foremost mission is to make the policy to reflect the situation on the line based on the fact.

Working in the United Nations

From the beginning, I was interested in the refugee issue, I studied at university and interned at the Tokyo office of the United Nations. But the greatest case for me to believe I should go to the field was that I’ve had strong feeling for I cannot be satisfied simply by hearing about the site situation secondhand.

Even in Japan, when a serious situation occurred due to disaster, etc., I think there were a lot of people had thoughts that they must do something, there must be something, they can on one level or another. It is good to have various means, for example, to donate some money, or to do volunteer, or to act in the field by entering a support group. Many people act in their own ways because somehow, they have a common thought that it’s “end would be nice if I can be any help to people.” It is not because they want to be praised nor to do something good, or any sorts, but they have this person who is in a struggle in sight and they wish the person’s life improve even a little bit. In this sense, I have a clear sense of purpose in my present job. If someone has such thoughts, it is worth to jump into the United Nations and give it a try. UNHCR has a strong tie with the frontlines and it may be said they see themselves as a frontline organization among the organizations of the UN.

UNHCR is primarily mandated to provide international protection and humanitarian assistance to its persons of concern. Our targets, duties and activities are clear. The problems were piled up at hand. There is almost no spare time to have such questions as “Why am I doing this job?” “What is the meaning of this task?” “For whom is this useful?” even if we would have to ask such questions to oneself for the self-purification of the organization from time to time.

Many of the questions I receive during the career development seminars are about techniques, such as “What preparation is necessary to become a UN official?” “Which questions those academic field might grow an advantage for employment such as language studies, creating a network, etc. However, I reply at first please, ask yourself if you really wish to work in the UN. The UN offers such a wide range of job opportunities in numerous fields. If you have a specialty, you can find some post related to it. The fields involved are surprisingly diverse. If you have an expertise, there should be something related to it. Deepening what you are studying and working for leads to what you can do. It is worth doing self-reflection.

“I’m not this office talk about what we see regarding the present situation and refugees at this moment, then no one in the world can speak on their side.”

Motivation from “Accountability”

Decision-making on site often referred to as a required skill for the UN. We require the capacity to be able to act on incomplete on-site information in the field. Frustration grows as the ambiguity increases. However, even when decisions on probabilities are necessary, there are things we should not compromise. For example, given the fact that more international efforts are being made to put the Syrian crisis an end and find permanent solutions for the displaced including the repatriation of refugees, what is important to me is “Is he or she, each refugee as an individual, willing to return?” If you ask refugees, of course they might say they want to return some day. However, they are in the different circumstances, such as they still have a security concern at this time, or they have no money to go home, or worrying family members may be taken away by the Syrian authorities when they return, and so on. I strongly believe we ought to communicate the nuance of local opinions and draw the attention of people who make policy decisions. Such a sense of accountability is the source of motivation at the workplace where we have a bunch of real problems.
Messages from Program Associates

Ms. Emilia Epeli MIKU Humanitarian and Social Entrepreneur, Founder/CEO of Denis Miki Foundation and Efet Ventures

The primary course is an excellent choice for those who’d like to start a career in the field of peacebuilding and development in the United Nations. Facilitators are from international organizations, mainly the UN, and program associates can acquire the latest knowledge and skills. Additionally, generous support such as interviewing technique and document preparation which are necessary for applying to the UN is available.

Finally, the bond among the peer program associates cultivated throughout the coursework and the network with the facilitators are invaluable to program associates who will fly off to the world after completing the training. I strongly recommend Primary Course for those who wish to start a career at the United Nations.

Workshop 2: Planning

Methods of Project / Mission Planning

Policymakers in the Field of Security (SDO) / Peacebuilding missions

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

Mr. Paul EUGENIO
Chief of Staff, United Nations Mission in South Sudan (UNMISS)

Mr. Michael EMERY
Director, Human Resources Management

Mr. Mochi SHIMODA / Mr. Yuki UESUGI / Ms. Michiko TAMANAI / Ms. Ono NOBUKO

Mr. Anthony P. DUNCKER
Deputy Director, Chief of Staffing Services, Department of Operational Office, United Nations Department of Peacebuilding in the Republic of South Sudan (UNMISS)

Ms. Marie ONIWA
Senior Advisor, Electoral Division, Missions of the United Nations Mission in the Republic of South Sudan (UNMISS)

Ms. Louise ROBINSON
Senior Humanitarian Advisor and Security Training Specialist, Director of ILP Training

Ms. Kiaro OSHIDARI
Deputy Director, Chief of Staffing Services, Department of Operational Office, United Nations Department of Peacebuilding in the Republic of South Sudan (UNMISS)

Mr. John CAMPBELL
Former Humanitarian Security Trainer, Shiprock Peace Trainer & Former NGO Global Security Advisor

Ms. Hobby SHIMODA
Ms. Yuki UESUGI
Ms. Michiko TAMANAI

Primary Course JFY 2018: Curriculum / Facilitators

Primary Course

What you acquire is knowledge, practice, confidence, and human network

Curriculum / Facilitators

Workshop 1: Analysis

Theory and Methods of Conflict Analysis

Policy issues in the Politics of Legal Fields (Peacebuilding / Diplomats involved in legal negotiation)

Mr. Manwai CONLEY
President, Creola International Education Consultancy

Mr. Jozef DEBROEKE
Lecturer in Strategy, Department of Political and Peacebuilding Affairs (DPPA) and Peace Operations (DPO)

Mr. Simonetta ROSSI
Peace and Development Adviser, Office of the UNCTAD Resident Coordinator, Rome Office, UN World Peace Programme (WPP)

Mr. Kazuki ANING
Director, Faculty of Academic Affairs & Research, Bali-based International Peacebuilding Training Centre (IPTC)

Mr. Dezamin MOLOGY
Caesar Monteiro, HPC / Programme Director, The Regional Foundation, Myanmar

Mr. Yuki UESUGI
Ms. Michiko TAMANAI

Workshop 3: Coordination

Coordination and Negotiation among Various Organizations in Peacebuilding

Policy issues in Humanitarian Aid (including gender and child protection)

Mr. Hiroto FUKUWARA
Chief Country Adviser, United Nations Peacebuilding Commission

Mr. Shinichiro MIZUTA
Special Assistant to the Special Representative of the Secretary-General for Afghanistan / Head of the United Nations Assistance Mission in Afghanistan (UNAMA)

Mr. John CAMPBELL
Former Humanitarian Security Trainer, Shiprock Peace Trainer & Former NGO Global Security Advisor

Ms. Hobby SHIMODA
Ms. Yuki UESUGI
Ms. Michiko TAMANAI

Workshop 4: Management

Methods for Project Management

Policy issues in Development through Investment Schemes

Mr. Shigeki KOMATSUURA
TCDC Program Advisor, Regional Bureau for Africa, UNDP Headquarters

Mr. Mitsuhiro INABA
Chief of Trainers in Budget / Management Service, United Nations Volunteers (UNV) Headquarters

Mr. Mamoudou N’DIAW
Results Management (RBM), Evaluation Team Leader, UNDP Ethiopia Regional Bureau for Africa Regional Service Center

Mr. Mochi SHIMODA / Mr. Yuki UESUGI / Ms. Kiaro OSHIDARI / Mr. John CAMPBELL

Personal Safety Management / Career Development / Career Management

Ms. Chi SATO
Head of Central Peace Consultant conducting consultations / seminars for career design management and leadership

Ms. Louise ROBINSON
Senior Humanitarian Advisor and Security Training Specialist, Director of ILP Training

Mr. Kiaro OSHIDARI
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Career Development Support Service

From the inauguration of coursework in Japan, we will support program associates to formulate their career plans. We strengthen a support system such as by advising the person who experienced key positions of international organizations and Human Resources officers. Moreover, you can develop a wide range of human network through training, including co-participants, facilitators in the coursework in Japan, and host institutions of the overseas assignment. We also aim to provide appropriate information on recruitment.

Coursework in Japan

Career Development Support Service

Challenged themselves by competing with each other, they lived under the same roof for about 5 weeks and implemented the Coursework in Tokyo and Hiroshima. I made my visit to Japan a very memorable personal and professional experience.

Coursework in Japan

Career Development Support Service

After the coursework in Japan, Japanese program associates are dispatched on Overseas Assignment for 12 months to peacebuilding and development locations of international organizations as United Nations Volunteers (UNV). Work experience is essential in order to become an expert in peacebuilding and development. It is an invaluable opportunity to practice in the field the theory and skills acquired in the coursework in Japan.

Overseas Assignment

From January 23th to February 26th, 2019, HPC implemented the Coursework in Tokyo and Hiroshima, Japan. 15 Japanese program associates and 10 foreign program associates gathered from Asia, the Middle East, Asia, and Latin American countries. They lived under the same roof for about 5 weeks and challenged themselves by competing with each other, through various activities such as role-playing and group work. In collaboration with overseas peacebuilding training institutions and international organizations such as the United Nations, we carried out full day training supported by world-class facilitators. It is expected that this will create an effective human network with front-line practitioners in peacebuilding assistance.

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As a UN volunteer, gain practical experience at the peacebuilding site

In the overseas assignment, program associates will be engaged in practical business in the International Organization as a UN volunteer. Thus, the program associates can practice the previously acquired theories and skills during the coursework in Japan. At the same time, while they grow in hands-on experience, they can acquire on-site activity know-how.

In past projects, UN agencies such as United Nations Development Program (UNDP), United Nations Children’s Fund (UNICEF), United Nations High Commissioner for Refugees (UNHCR), and the United Nations World Food Program (WFP) as well as International Organization for Migration (IOM) were the main host institutions. The dispatch destination area is also very diverse including Africa, Europe, the Middle East, Central Asia, Southeast Asia, Central America and so on.

Career Development Samples of Primary Course Graduates

**Mr. Takeshi KAGEYAMA <Graduate of JFY 2012>**

Motivation for applying:
When I worked in South Sudan as an NGO staff, I wanted to know more about international assistance towards South Sudan as a whole and how international society could better contribute to peace in South Sudan.

Before the Primary Course:
After graduation, I joined a business administration in a master’s degree in the United States. After that, I worked at the finance department in a private company. Then I engaged in an administrative staff in an NGO staff in South Sudan.

Overseas Assignment:
Dispatched to UNHCR Tajikistan office, I engaged in planning and implementing projects with partner NGOs as Assistant Programme Officer, and strengthened financial and accounting abilities and improve preparation process of the audit of those partner NGOs.

After Participation:
I was in charge of humanitarian support for Iraq and Syria as an NGO staff, and then working for the budget section of Division of Financial and Administrative Management in UNICEF.

**Ms. Makiha KIMURA <Graduate of JFY 2014>**

Motivation for applying:
I considered that I would be able to further broaden my horizons of international cooperation and humanitarian assistance while making full use of my expertise.

Before the Primary Course:
I worked at a private company. After that, I went through a teacher at a language school in Argentina, a graduate school in the UK, a consultant at an educational institution in Indonesia, and after the Great East Japan earthquake, I took a job as a Japanese NGO. After engaged in domestic and overseas projects, emergency assistance etc. at Tokyo headquarters, I have been involved in education support activities of Afghan refugee children in Pakistan office and office management work.

Overseas Assignment:
In the Gbadolite office of United Nations High Commissioner for Refugees (UNHCR), I was dedicated in support to almost 100,000 refugees from Central African Republic (CAR) in states of North and South Ubanj. My main assignments were following: working on a peacebuilding project in refugee camps; implementation of a youth harmonization project between young Muslim refugees and young Christian refugees, and Community Mobilization.

After Participation:
As a Junior Professional Officer (JPO), I worked in the offices of the United Nations Office for Coordination of Humanitarian Affairs (OCHA) in Chad and Ethiopia. Then, in February 2019, I started my career as a Humanitarian Affairs Officer in an OCHA office in Bamako, Central African Republic.

**Ms. Takako OGIMOTO <Graduate of JFY 2015>**

Motivation for applying:
The Program offered an invaluable opportunity to work as an intern in Japan, in addition, the coursework in Japan facilitated cross-cultural exposure. I am very interested in UN’s project management work.

Before the Primary Course:
Following the completion of a master’s degree in Conflict Resolution at a university in the UK, after that I worked with the Cartier Center in the US, then as a Consultant for Grassroot Grant Projects in the Embassy of Japan in the DRC. Later, I worked as an administrative staff in an NGO staff in Haiti.

Overseas Assignment:
At the UNHCR Skopje office in Former Yugoslav Republic of Macedonia, I was tasked to take various functions including operational planning, budgeting, project monitoring, donor relations management and project control. Since the Skopje operation was responding to the Balkan refugee crisis at that time, the complex and dynamic operational environment provided me with an intense and rich learning opportunity for one year.

After Participation:
As an assistant officer of the Bureau for the Middle East and North Africa of UNHCR Headquarters in Geneva, I was charged with Yemen, Israel and the Gulf countries to work with budget negotiations at headquarters level, and assist formulating operation and management guidelines, etc. Assisted field offices as a liaison officer in charge of connecting field offices and Headquarters. After the transfer within the bureau, I was engaged in assisting inside and outside the bureau’s coordination, negotiations and assisting the formulation of operational guidelines. Presently working in Islamabad, Pakistan as a JPO.

**Mr. Yuichiro YAMAMOTO <Graduate of JFY 2016>**

Motivation for applying:
Through field experience as an international organizations, the different environment and position from those of NGOs.

Before the Primary Course:
After graduating from an American university, I worked at a private company. After that, I went through a teacher at a language school in Argentina, a graduate school in the UK, a consultant at an educational institution in Indonesia, and after the Great East Japan earthquake, I took a job as a Japanese NGO. After engaged in domestic and overseas projects, emergency assistance etc. at Tokyo headquarters, I have been involved in education support activities of Afghan refugee children in Pakistan office and office management work.

Overseas Assignment:
Worked as a Child Protection Officer at the UNICEF Sierra Leone office. While planning, implementing, monitoring and coordinating programs at children’s protection sections, I was coordinating with governmental agencies and collaborative organizations, I was also in charge of assisting the program in the education section. In addition, I led the emergency aid activities for three months for protecting children among the victims of land slide and floods caused by heavy rain that occurred in August 2017.

After Participation:
Renewed my contract as a prominent officer (P3) at UNICEF Sierra Leone where I worked as UNV, and served as Child Protection Specialist. While continuing to engage in previous work, I became new responsible for the management of capacity building and peacebuilding program for youths, as well as the monitoring and evaluation of the overall protection activities of children.
Global Career Course
Knowledge for career development in international organizations and hands-on experience in the field

Field Trips (optional)

Sierra Leone

The Field Trip to Sierra Leone was implemented from 17th to 25th November, 2018, visiting 6 local UN agencies to exchange opinions. Also, the participants visited the International Organization for Migration (IOM) Water Supply Project site assisted by the government of Japan in the flood victim migrants' community in the suburb of Freetown.

Cyprus

The Field Trip to Cyprus was conducted from 22nd to 28th November, 2018. The participants visited the United Nations PKO (UNFICYP) which has been operating peacekeeping missions locally, and the Office of Special Advisor to the Secretary-General (OSASG) that is engaged in mediation for peacemaking. Field visit destination also included the career counseling meeting and a forefront like a buffer zone.

Coursework in Japan of Global Career Course JFY 2018: Curriculum / Facilitators

Introductions Personnel system of International Organizations and Enhancement of Competencies

Japan's International Cooperation for Peacebuilding Careers at International Organizations

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

Mr. Makoto HONDA
Chief, Recruitment Center for International Organizations, Ministry of Foreign Affairs

Method of Project Management: Planning and Organizing

Mr. Shigeki KOMATSUBARA
TIGAD Program Advisor, Regional Bureau for Africa, UNDP-Headquarters

UN personnel system, method of survival in UN: Communication

Ms. Michiru TAMANAI
Member of HPC Council / HPC Senior Advisor, Career Development Support / Managing Director, Lotus InsightGlobal, Pte. Ltd. / Former Chief of HR, UNICEF India Country Office, New Delhi, India

Mr. John ERICSON
Former Chief, Outreach Unit, Staffing Service, Strategic Planning and Staffing Division, Office of Human Resources Management (OHIM), Department of Management, UN Headquarters

Ms. Kumiko CHAKI-KAWAMURA
Former Team Leader for Human Resources, Payroll and Travel Functional Team, UN Headquarters / Consultant for Human Resources Management for International Organizations / Special Advisor, Human Resources Center for International Cooperation, Sophia University

General issues on UN Peacekeeping, and Coordination among UN agencies for Peacekeeping Missions: Vision and Leadership

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

Mr. Kensei OSHIDARI
Member of HPC Council / Former Asian Regional Director, United Nations World Food Program (WFP)

Method of Coordinating Meetings and Discussions: Teamwork

Ms. Nahoko ASAII
Public Partnership Specialist, Public Partnership Division, UNICEF Tokyo Office

Ms. Mio SATO
Chief of Missions, International Organization for Migration (IOM)

Method of Managing Emergency Assistance: Judgement / Decision-Making

Mr. Mitsugu HAMAI
Government Partnerships Officer, Japan Relations Office, UN World Food Programme (WFP)

Cyprus as a case of long-term engagement of UN peacekeeping operations Sierra Leone as a case of post-conflict peacebuilding Field Trips (optional) Presentations of their Findings through the field trips

Comprehensive discussions on practical tasks for career development and competency-oriented exercises based on the tasks presented in communication skills and writing skills

Mr. Hideaki SHINOUDA
Director of HPC, Professor, Graduate School of Tokyo University of Foreign Studies

Mr. Yuji UESUGI
Program Officer of HPC, Professor, Faculty of International Research and Education, Waseda University

Mr. Keiichi TANABE
Former Civil Affairs Officer, United Nations Mission in the Republic of South Sudan (UNMISS) / Associate Professor, Faculty of Liberal Arts, Tokai University

Ms. Naomi KAHWARAH
Senior External Relations Officer, the United Nations High Commissioner for Refugees (UNHCR) Japan

Mr. Hidehiko FURUMOTO
External Relations Officer, UNCR Japan

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

Mr. Makoto HONDA
Chief, Recruitment Center for International Organizations, Ministry of Foreign Affairs

Method of Project Management: Planning and Organizing

Mr. Shigeki KOMATSUBARA
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UN personnel system, method of survival in UN: Communication

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"Global Career Course" deepens the knowledge of various activities of the United Nations, for those who do not have work experience in international organizations such as the United Nations while having about 10 years of professional work experience. After reaffirming the skills that you have been acquiring, we aim to explore the possibility of career development in international organizations in the future and make it as concrete as possible. In this course, we offer the coursework in Japan (compulsory) and the overseas field trip (optional). In this fiscal year, the coursework in Japan was held in Tokyo for 13 times from 9th October to 22nd December 2019.

Messages from Participants

Ms. Naomi INOUE
Researcher, Institute of Developing Economies, JETRO

After experiencing ICT-related product development and business strategy planning at a private company, I’ve worked in international development from various positions in Africa, and now as a researcher, I am conducting the research on “Development and Business” from the viewpoint of business and human rights and pursuing a responsible supply chain, and so on.

From an aspiration to further promote the commitment of business activities to the development, I took an interest in working at the United Nations which can create a social impact in a large context under UN Charter. When I delved through this training was that I was able to reconstruct my career plan according to the advice from experienced facilitators, learning and networking with experienced co-participants in different fields, interviewing fieldwork and awareness gained in Sierra Leone. In Sierra Leone, I found a great opportunity to try on what we’ve learned in training, for example, how to present myself.

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I also obtained an important awareness that “perseverance” is necessary in achieving the career goal. The encounter with people of different ages and backgrounds working at the United Nations directly that made me clear what is required for the job. The assistance of UN staff. The encounter with people of different ages and backgrounds working at the United Nations directly that made me clear what is required for the job.

I would not have met if without this course is the greatest treasure for the future. The experience of covering the years of turmoil of Timor-Leste from its insurrection to independence as news. The eyes of UN staff whom I interviewed were shining in response to my question “What country are you from?” and they answered, “from the UN”. I had a strong admiration for their figures contributing to world peace beyond borders with a bond like a large family.

I received concrete coaching on presentation and interviewing skills and so forth, and during the field trip in Cyprus, I had a chance to talk with someone working at the United Nations directly that made me clear what is required for the job of UN staff. The encounter with people of different ages and backgrounds I would not have met if without this course is the greatest treasure for the future.

While I’ve worked as a journalist for many years, I have this experience of covering the years of turmoil of Timor-Leste from its insurrection to independence as news. The eyes of UN staff whom I interviewed were shining in response to my question “What country are you from?” and they answered, “from the UN”. I had a strong admiration for their figures contributing to world peace beyond borders with a bond like a large family.

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"Mid-Career Course" is aimed at career development for people with about 10 years previous practical experience in various fields related to peacebuilding and development (including law, administration, medical care, IT, procurement, accounting, public relations, etc.). We strengthen the main elements of “competencies (capability to accomplish business tasks)” in international institutions, focusing on reinforcing “communication/ negotiation” and “leadership/management” skills through role-play exercises, empowering participants to address complex tasks through innovative perspectives and approaches within an organization in the dynamism of world trend transformation. The course provides opportunities for participants to improve performance both as individuals and as part of a team based on feedback from both lecturers and team members, and to promote the development of appropriate network going forward. In this fiscal year, the Course was held in Tokyo for 7 days from 5th to 11th January, 2019.

Since all the participants had experience working in the United Nations systems, the course contents provided practically useful skills in the United Nations. We also obtained advice from those who have experience at the UN system and opinion exchange with co-participants who shared similar concerns.

Mid-Career Course Data — Organizations of Participants (JFY 2015-2018: Name of Organizations or Department is at the Time of Participation to the Course)

1st STAGE Communication Competencies in International Organizations
Day 1 Overview of Communication
Day 2 Practical Interpersonal Skills
Day 3 Practical Public Relations Skills

2nd STAGE Leadership Competencies in the UN System
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

Messages from Participants

Mr. Tsunetaka TSUCHIYA
Program Specialist, United Nations Development Programme (UNDP)

Ms. Lisa REEFEK
Senior Political Affairs Officer, Political Affairs Division
United Nations Mission in the Republic of South Sudan

Since all the participants had experience working in the United Nations systems, the course contents provided practically useful skills in the United Nations. We also obtained advice from those who have experience at the UN system and opinion exchange with co-participants who shared similar concerns.

While serving for years within the UN system, there may be some phases motivation reduces and performance drops down for various reasons. This course gave me a good opportunity not only to improve my skills but to raise my enthusiasm at work again.

There are three thoughts that I believe, anyone interested in pursuing an international career should keep in mind. First, aim to foster a strong sense of team spirit. Serving the people who are most in need working in places far away from home, together with people of different nationality and from diverse backgrounds, requires a collaborative effort, working jointly across organizational boundaries. Second, be a master in your area of expertise and be open to continuously improve yourself. Always remain humble. No matter which position you hold, treat everyone with respect. As difficult as it may be, every day try to give your best and encourage and help others to do so, too.
Career Development Support
Understand the application process and system, and know the tips to strategically prepare for entry

Career Development Counseling
Continuous counseling is provided by our advisor Michiru TAMANAI for graduates of the Primary Course. Every attendee was given beneficial advice to reflect on their own experiences and expertise so far to advance their future careers.

Ms. Michiru TAMANAI
Member of NCF Council / WPC Senior Advisor, Career Development Support / Managing Director, Loka Insight Global, Pte. Ltd. / Former Chief of HR, UNICEF India Country Office

Career Development Support System
In addition to counseling and seminars, we also provided support from various aspects of career development, such as career maps of graduates who are already active in UN agencies, and networking platforms.

Career Support Seminar
Having Ms. Kumiko CHAKI, former Human Resources Officer at UN Agency as a lecturer, Exploratory Seminar on UN Human Resources System was held on October 22, 2018 in Tokyo. Human Resources System, the rules and duties as an international civil servant, and benefits package, and so on were lectured with episodes by the lecturer who actually had been engaged on the scene. Participants commented even working in the UN agencies, they have few opportunities to learn the information systematically like this, and they would like to make effective use of the knowledge gained for the future career formation.

And, Mental Well-being Seminar was held on January 8, 2019 with Mr. Takashi IIZUTSU, former Chief of Mental Health and Disability at the United Nations as a lecturer. As mental health is regarded as a matter of priority in SDGs, the prevention, coping strategies, and solutions of mental stress were talked about. Mr. Iizutsu's lecture provided the participants an opportunity to reaffirm the significance of mental health in the UN's special circumstances that some duties include the work in danger zones.

Professions where Japanese Graduates have Worked

Jobs Before Participation to the Course

Positions right after Participation following Overseas Assignment

Positions before Participation

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Currently, I am a member of the United Nations Organization Stabilization Mission in the Democratic Republic of Congo (MONUSCO), one of the UN peacekeeping operations. As a Senior Advisor to MONUSCO, in the beginning I was engaged to prevent and respond to the problem of gender victimization, then in my recent assignment as a Gender Advisor to promote women’s participation in the elections and decision-making process, by preventing Gender Based Violence and supporting communications and mediation processes for women. In accomplishing my duty, I extend support to stakeholders such as the Democratic Republic of the Congo (DRC) Government, and people who render services in various roles with strategic advice and so on to reduce damage. My task is rewarding especially when I give administrative support to ministers and officers who render services in various roles with strategic advice and so on to reduce damage.

I am proud of my effort when seeing worldwide focus on gender promotion in their initiatives and leadership, and I can see the results of my inputs. Moreover, My task is rewarding especially when I give administrative support to ministers and officers who render services in various roles with strategic advice and so on to reduce damage.

I am also engaged in conflict situations, and to work in the international humanitarian area. From 1995 I worked with International NGOs, and the Red Cross (IFRC and IRC) in Congo, Bosnia, Rwanda, Ethiopia, Kosovo and as a UN Volunteer in Timor-Leste. While Head of Finance and HR in World Health Organization (WHO) in Kosovo in 2001, I was involved in the DDR process with DPOD in the UN Mission in Sierra Leone.

Following this introduction to DDR, I became Chief of DDR Section with the UN in Sierra Leone and then in Haiti. Based in Haiti, in 2007 I took a Masters and subsequently a PhD in Tokyo University of Foreign Studies. Between 2007 and 2013, while studying; in addition to engaging with DDR, I undertook UN missions as a DDR Advisor in the Democratic Republic of Congo and in Nepal; in addition to short contracts in Nigeria, Sri Lanka and Somalia while also undertaking a full-time contract with the HCR, through its various Courses attempts to foster that innate sense of respect.

In my decades of experience as a Peacebuilders in both the UN and civil society organisations, I have come to believe that the most important personal quality for any Peacebuilders must be the capacity to foster an innate sense of respect. Respect is a basic human entitlement, both a right and a duty. That respect must be fostered amongst your colleagues as well as amongst all stakeholders in your programme. Such respect leads to the development of sound relationships and ultimately, trust. Trust is the foundation of all Peacebuilding. Trust often involves taking risks. Risk is mitigated where relationships are sound. Relationships are sound where there is mutual respect. Respect is fostered through education and training, HCR, through its various Courses attempts to foster that innate sense of respect.

Mr. Kenzo OSHIDARI
Program Director
Myanmar Liaison Office Senior
Mr. Desmond MOLLOY
HPC Course Mentor / Japan Foundation
Myanmar Liaison Office Senior
Program Director

Ms. Mari MASUOKA
Primary Course Graduate of FY2013
United Nations World Food Program (WFP) Head of Sub-offices /Logistics Officer

I am responsible for the supply chain at Lagos branch office of United Nations World Food Program (WFP), Nigeria. My main duty is to deliver food smoothly and safely to the northern region of Nigeria where the WFP has been mainly engaged in assistance, and to contribute to secured and smooth distribution of humanitarian goods at extremely crowded Lagos port through negotiations with the other government and related institutions. It is tough to build relationship with local stakeholders who have unique culture and business custom for them to be fair to anyone, to deal with staff with consideration, and to have courageous decisions and actions - that’s about it.