

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 2015

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>

HPC

Hiroshima Peacebuilders Center

We Aim to Develop Peacebuilding Experts

Messages from Key Agencies

Mr. Fumio KISHIDA Minister for Foreign Affairs of Japan

Contributing to Peace and Prosperity as a “Proactive Contributor to Peace”: Through Human Resource Development

As conflicts continue to occur and recur around the globe, the need for flexible and continuous support ranging from conflict prevention and mediation to peacekeeping, peacebuilding, reconstruction, and sustainable development is being highlighted anew in the international community. The world needs civilian experts in these fields more than ever. As a “Proactive Contributor to Peace” based on the principle of international cooperation, Japan aims to continue nurturing human resources in the areas of peacebuilding and development to help meet these needs. It is my utmost hope that the participants of this Program will contribute to the creation of peace and prosperity in the international community.



Mr. Richard DICTUS Executive Coordinator, United Nations Volunteers (UNV) programme

In countries or regions severely falling short of the threshold of peace and inclusive social and economic development, it has been proven time and time again that volunteerism plays a key role. 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 take volunteering to a global level by building a human resource base for the region that can promote 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 the Program for Global Human Resource Development for Peacebuilding and Development volunteers 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 experience 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 “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 of 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 behavior of people in conflict countries. Ultimately, peacebuilders are expected to help leaders and people to change their mindsets and also to help integrate local and universal norms of human behavior. Political and civil rights need to be balanced by “virtue” and “compassion” that leaders must possess. It is imperative for peacebuilders to adapt their skills 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 the past eight years. The United Nations Volunteers (UNV) programme administrates the Overseas Assignment component of the Primary Course.



Developing Experts of Peacebuilding and Development

Our contemporary world faces serious challenges such as conflict, poverty, refugees, and diseases, in addition to many other political, economic, and social issues. All such problems are difficult to solve. Unless the international community increases its efforts to tackle these challenges, the coming crises will inevitably spread.

There is a growing need for qualified human resources who are able to contribute to solving these contemporary problems at the global level; a full range of experts with varying backgrounds 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.

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 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 wholeheartedly 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 has 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

Career Development P.6

Primary Course / Overseas Assignment 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
- Research on Human Resource Needs

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 18th to February 27th, 2016. 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 conflict analysis, planning, coordination between diverse organizations, and management of activities based on local environment. Furthermore, HPC organized role-playing and group work exercises 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 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. Kikawada, Parliamentary Vice-Minister for Foreign Affairs of Japan

Message

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

Ms. Ticiana GARCIA-TAPIA

Education Specialist, UNICEF

I was very excited to be part of the Primary Course as a facilitator. I delivered a session on how to apply Conflict Analysis in UNICEF's programme in South Sudan. My main objective was to give an overview

of how UNICEF works in conflict-affected areas by focusing on education and humanitarian aid. I also aimed to give the Program Associates examples of programming and how to develop and adjust it in a changing context.

On a personal level, I gave the Program Associates a perspective to see implementing programmes, and coordination with beneficiaries or other humanitarian actors in the field. I also shared useful knowledge with them to be able to apply their skills in the field.

I found the Program Associates to be very committed and thoroughly enjoyed my 5-days with them.

I also enjoyed working with the other Facilitators who brought a wealth of knowledge and experience. It has been an enriching experience overall and I am grateful to HPC for the opportunity to be part of such a dynamic Program.



Curriculum / Facilitators

Commencement Ceremony

Mr. Makita SHIMOKAWA Deputy Director-General, Foreign Policy Bureau, Ministry of Foreign Affairs of Japan

Courtesy Visit to the MOFA Japan

Mr. Hitoshi KIKAWADA Parliamentary Vice-Minister for Foreign Affairs of Japan

Week 1

Special Lecture by DFS, United Nations



Mr. Atul KHARE
Under-Secretary-General for Field Support, Department of Field Support, United Nations



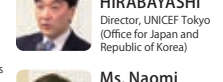
Mr. Hideaki SHINODA
Director of HPC / Program Director for the "Global Peacebuilders Program" / Professor, Graduate School of Tokyo University of Foreign Studies



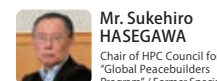
Mr. Kojiro NAKAI
Government Partnership Program Director for the "Global Peacebuilders Program" / Professor, Graduate School of Tokyo University of Foreign Studies



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



Mr. Kunihiro HIRABAYASHI
Director, UNICEF Tokyo (Office for Japan and Republic of Korea)



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



Ms. Naomi KAWAHARA
Senior External Relations Officer of UNHCR Representation in Japan



Ms. Mieko TARUI
Member of HPC Council / International HR Management Consultant



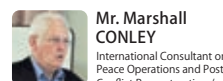
Ms. Sakiko YOSHINAMI
Assistant Director, Office for Peacebuilding and Reconstruction, Infrastructure and Peacebuilding Department, JICA

Week 2

Analysis

Theory and Methods of Conflict Analysis

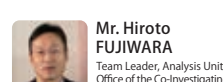
Policy Issues in the Political/Legal Fields (Peace mediation / Dispute settlement in legal institutions)



Mr. Marshall CONLEY
International Consultant on Peace Operations and Post-Conflict Reconstruction / Consultants



Mr. Shinichi MIZUTA
Office-in-Charge, Integrated Analysis Team, Office of the Chief of Staff, United Nations Assistance Mission in Somalia (UNASOM)



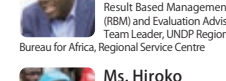
Mr. Hiroto FUJIWARA
Team Leader, Analysis Unit, Office of the Co-Investigating Judges, United Nations Assistance for the Khmer Rouge Trials (UNAKRT)



Mr. Desmond MOLLOY
Course Mentor, HPC / Programme Director, Nippon Foundation, Myanmar



Mr. Abraham AWOLICH
Director, Administration and Finance, The Sudd Institute



Ms. Hiroko HIRAHARA
State Coordinator in Eastern Equatoria, United Nations Mission in South Sudan (UNMISS)



Ms. Ticiana GARCIA-TAPIA
Education Specialist, UNICEF



Mr. Hideaki SHINODA
Mr. Yuji UESUGI

Week 3

Planning

Methods of Project / Mission Planning

Policy Issues in the Field of Security (DDR / SSR / Peacekeeping missions)



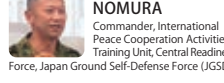
Mr. Philip SHETLER-JONES
Practice Lead, International Security at the World Economic Forum



Mr. Luc STEVENS
UN Resident Coordinator / NGO Council for Overseas Development Cooperation in Thailand



Mr. Desmond MOLLOY
Mr. Mamadou NDAW
Mr. Hideaki SHINODA
Mr. Yuji UESUGI



Mr. Shoji NOMURA
Commander, International Peace Cooperation Activities Training Unit, Central Readiness Force, Japan Ground Self-Defense Force (JGSDF)

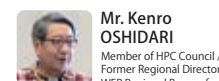


Week 4

Coordination

Coordination and Negotiation among Various Organizations in Peacebuilding

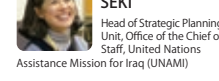
Policy Issues in Humanitarian Aid (including gender and child protection)



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



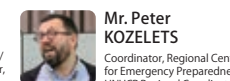
Ms. Kyungshin LEE
Program Director, Korea WFP Regional Bureau for Overseas Development Cooperation (KOC)



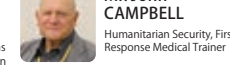
Ms. Kaoruko SEKI
Head of Strategic Planning Unit, Office of the Chief of Staff, United Nations Assistance Mission for Iraq (UNAMI)



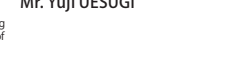
Mr. Hideaki SHINODA
Mr. Yuji UESUGI



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



Mr. John CAMPBELL
Humanitarian Security, First Response Medical Trainer



Mr. Hideaki SHINODA
Mr. Yuji UESUGI



Mr. Hideaki SHINODA
Mr. Yuji UESUGI

Week 5

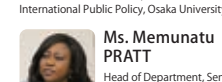
Management

Methods for Project Management

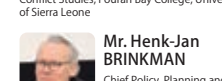
Policy Issues in Development Aid through Various Fund Schemes



Mr. Toshihiro NAKAMURA
Co-Founder & CEO, NPO Kopernik / Former Policy Specialist, United Nations Development Operations Coordination Office, United Nations Development Group (UNDG) / Guest Associate Professor, Osaka School of International Public Policy, Osaka University



Ms. Memunatu PRATT
Head of Department, Senior Lecturer and Visiting Professor, Department of Peace and Conflict Studies, Fourah Bay College, University of Sierra Leone



Mr. Henk-Jan BRINKMAN
Chief Policy, Planning and Application, Peacebuilding Support Office, United Nations



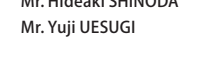
Ms. Mikiko TANAKA
Country Director, UNDP Sana'a Yemen



Ms. Louise ROBINSON
Director, InSiTu Training



Mr. Tetsuo KONDO
Director, UNDP Representation Office in Tokyo



Mr. John CAMPBELL
Mr. Hideaki SHINODA
Mr. Yuji UESUGI

Week 6

Personal Safety Management



Mr. John CAMPBELL
Ms. Louise ROBINSON

Special Lecture by MOFA Japan

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



Skill Up Session / Career Design

Ms. Mieko TARUI

Ms. Chio SATO
Head, Office Clutch



Primary Course Coursework in Japan



Message

Program Associate

Ms. Junyang LI

The Primary Course has been far beyond my expectation. I feel fortunate to be part of it. Facilitators richly experienced in the UN system contributed to the Course not only in informative sessions, but also through ways

including feedbacks to exercises, casual talks and consultations throughout tea-breaks and lunch-times, where questions were answered and concerns discussed.

The Course was a careful combination of practice orientation and theoretical toolkit. Exercises that went throughout the Course were practical, relatable, and designed to put Program Associates in field situations to improve their sense of practice. Curriculum design was balanced and comprehensive, providing us with a logical toolkit for their work in the field.

The Course prepared both Japanese and international Program Associates well. I believe that Japanese Program Associates have been very well prepared for their future career, and the Course has opened new horizons for international Program Associates as well.



Message

Program Associate

Mr. Yuta FUNAKOSHI

I had been working as a program coordinator for an international NGO headquartered in Japan and had engaged in disaster relief operations and refugee assistance. Contemporary humanitarian emergencies have tended to be protracted.

Given that fact, I started to think that I would like, if possible, to shorten the duration of conflicts by even a single day. Thus, I participated in the Primary Course to make myself ready to work with international organizations which have played a key role in conflict resolution.

In the workshop, I learnt theories from distinguished facilitators. Meanwhile, I applied those theories to practice through group exercises. This Course was very intensive and gave me the essential knowledge and skills to work in international organizations. I feel that the Course was very beneficial.

By utilizing knowledge and skills acquired through this Course, I will seek an opportunity to work in the conflict resolution field such as a Civil Affairs Officer in UN peacekeeping operations and would like to be a person who contributes to mitigation of violence in conflicts.



Primary Course Overseas Assignment

Examples of Duty Stations for the Overseas Assignment

Program Associates of the Primary Course of the "Program for Human Resource Development for Peacebuilding" in JFY2014 deployed as UN Volunteers

- **UNDP**
(United Nations Development Programme)
Sudan / Sri Lanka / Lesotho
- **UNHCR**
(United Nations High Commissioner for Refugees)
DR Congo / Kenya / Rwanda / Tanzania
- **UN Women**
(United Nations Entity for Gender Equality and the Empowerment of Women)
Cambodia / Bangladesh
- **UNICEF**
(United Nations Children's Fund)
Philippines / Sudan
- **UNMISS**
(United Nations Mission in the Republic of South Sudan)
South Sudan



Message Primary Course Program Associate of the "Program for Human Resource Development for Peacebuilding" of JFY2014

Mr. Yuichi SUGAWARA

Associate Reporting and Operations Officer, United Nations Mission in the Republic of South Sudan (UNMISS)

After participating in the Primary Course as the Program Associate, I am currently deployed to the field office of the United Nations Mission in the Republic of South Sudan, responsible for coordinating various operations, as well as analyzing information regarding the political and security situation. This position requires the ability to promptly compile and report the highly fluid political information to the Headquarters as the "eyes and ears" of the UN peacekeeping operation. The fact that the local situational report which I develop is recorded on a day-to-day basis as one of the aspects of the international society analysis stimulates me.

Practically speaking, I realized that the contents covered in the Primary Course directly relate to my assigned duties within the UN system.

Moreover, I am sure that I would have been unable to access the extensive support that was provided before the deployment if I had been applying for the UNV post individually. Drawing on the experience I acquired through the Program, I would like to further enhance my expertise in the area of information analysis in fragile states.



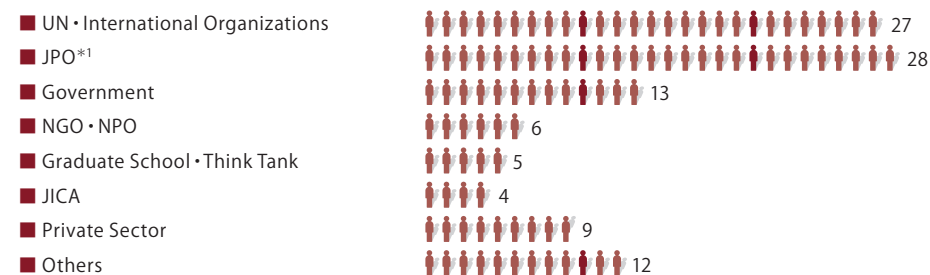
JFY2007-2014

- Total number of field offices in the UN and other organizations : **98**
- Total number of Duty Stations : **45 countries and territories**

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 104 Graduates of the Primary Course of the "Program for Human Resource Development for Peacebuilding" in JFY2007 - 2013, as of March 2016

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) ▶ **OUNF&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) ▶ **UNRCPD** (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) ▶ **PKO Center** ▶ **KAIPITIC** (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) ▶ **UNIOGBIS** (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) ▶ **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 Contre la Faim** ▶ **CCP Japan** (Campaign for the Children of Palestine) ▶ **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**

Message from a Graduate



Primary Course Graduate of the "Program for Human Resource Development for Peacebuilding" of JFY2012

Mr. Yoshiyuki SAGARA

Associate Political Affairs Officer, Policy and Mediation Division, Department of Political Affairs, United Nations

There is no telling what is going to happen in life, since, over just a few years, an IT-related businessman ended up working in the UN Secretariat. In 2013, it had already been a few years since I made a career change from a private company to JICA. Wanting to become a practitioner in the field of peace and security, I applied to the Primary Course of the former "Program for Human Resource Development for Peacebuilding." I was accepted and, on graduation, was dispatched to International Organization for Migration (IOM) Sudan as a UN Volunteer (UNV). For the year I was assigned to the post, I was involved in humanitarian assistance and peacebuilding activities related to the IDPs and refugees who fled from conflict-affected areas including Darfur and South Sudan. My job included consulting specialists, such as in water and health, with the latest information collected from local staff; designing new projects; discussing these proposals with potential donors to seek to fund; and, launching the projects. I visited IDP camps in Darfur and held numerous meetings with the state ministries. Utilizing my expertise in business development acquired from the years I have worked in the private sector, I was able to secure assistance from donors such as Japan and EU. Because of these achievements I was able to stay

for another year in IOM Sudan as a consultant. In my second year in Sudan, I was accepted to Japan's Junior Professional Officer (JPO) Programme. In the interview, I talked about the gap between the horrible situation on the ground I have witnessed in Darfur and the decisions made by the UN Security Council; I stressed my intention to fill that gap. Then, I am currently working for the Policy and Mediation Division of the Department of Political Affairs (DPA) of the UN. I capture and analyze best practices and lessons learnt from DPA's prevention and good offices activities, including electoral assistances, and engage in disseminating the analyses of think tanks and the latest academic research. In the field, I had a lot of experience such as communicating with people displaced by conflict and negotiating with local government authorities and tribal leaders. This is the foundation of all the work that I do now.



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

The Mid-Career Course was held from January 9th to 15th, 2016 at the National Olympics Memorial Youth Center in Tokyo. The Course was designed for those who have more than 5 years of experience in the field of peacebuilding and development who aspire to further advance their professional careers in the field of peacebuilding and development in particular with regard to UN Peacekeeping Operations (PKOs). 27 participants (22 Japanese nationals and 5 Non-Japanese nationals) took part in 7 days of training.

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. The Course was conducted in cooperation with the UN Department of Peacekeeping Operations, the UN Department of Political Affairs, and the UN Peacebuilding Support Office. 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. Mari YAMASHITA

Director and Deputy Head,
Peacebuilding Support Office, United Nations



I currently work for the Peacebuilding Support Office (PBSO) at New York Headquarters. We strive to provide comprehensive support to countries emerging from conflict or to those undergoing complex transitions. In this Course, we addressed UN peace missions, ranging from peacebuilding, political and peacekeeping operations. We discussed peace and security related issues and UN action from a practitioner's perspective with colleagues from the wider UN family. We also examined leadership in international organizations and discussed how to develop your own leadership style that respects our unique organizational culture of diversity and inclusion. Facilitators and participants alike, we all benefited from each other's experiences and contributions. All participants were of high caliber, all making important contributions to the world through their work. I was very encouraged by them and send my sincere wishes for their further success.



Message Participant

Ms. Shukuko KOYAMA

I constantly felt that in order to continue working under stressful environment and severe situations, what is required is not only the language level or technical skills of the individuals, but also the support from your colleagues and the presence of seniors and bosses who inspire you. I decided to apply for the Mid-Career Course the moment I realized that the course invites facilitators with extensive experience in the field to offer trainings for a personnel like me, who seeks to further advance their career. I was grateful for the opportunity of being able to listen to lectures based on the Facilitators' experience, covering how one is expected to act when becoming a senior leader. This encouraged me in thinking about my future career development. Most importantly, I had the chance to construct fruitful relationship with colleagues working globally in various fields. In daily lives, when pressed with work, it is actually difficult to invest both time and effort to stop and think deeply about your own career development. I would like to express my deepest gratitude for the Mid-Career Course, which provided me the chance to face myself and my situation in order to enhance my career.



Message Participant

Ms. Roberta TOMAZ BONFIM

It was an amazing experience to participate in the Mid-career Course. It indeed exceeded my expectations. I decided to apply for this Course due to my interest in peacekeeping operations and humanitarian assistance in areas affected by conflict. I already had professional experience in the humanitarian and development sectors, having worked for the International Trade Centre and ICRC. The first stage of the Course was facilitated by world class specialists in the field of communication. The participants learned practical skills to communicate effectively, influence and lead change in difficult environments. Practical exercises, role plays and simulations were constantly applied to give real experience to the participants.

In the second stage of the Course, we learned and discussed leadership for peacebuilding. Our facilitators were great leaders of the United Nations and highly experienced in peacekeeping operations. They shared their rich experience in the field of military, political affairs, and development. We also had the opportunity to learn about the competencies required to work in the UN and to acquire senior positions. A great asset of the Course was the quality of participants who came from various international organizations with strong field experience. We horizontally shared and learned many things throughout the Course.



Curriculum / Facilitators

1st. Stage Communication and Negotiation Competencies in International Organizations

- Day 1 Overview of Communication and Negotiation
- Day 2 Practical Interpersonal Skills
- Day 3 Practical Public Relations Skills

2nd. Stage Leadership and Management Competencies in Multidimensional Peace Operations

- Day 4 Overview of Leadership and Management
- Day 5 Functions and Trends of UN Peace Operations
- Day 6 Exercise on Transition
- Day 7 Exercise on Transition



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



Mr. Andrew CASSIM
Founder & Director of Training, Crucial Communications.



Ms. Veronica PEDROSA
Presenter / Correspondent, Al Jazeera English based in Bangkok



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



Mr. Jasbir LIDDER
Former Military Chief of Staff of the UN Operation in Mozambique (ONUMOZ) and Force Commander of the UN Mission in Sudan (UNMIS)



Mr. Robert GORDON
Contracted Senior Adviser to the Challenges Forum / Former Force Commander, UN Mission in Ethiopia and Eritrea (UNMEE)



Ms. Mari YAMASHITA
Director and Deputy Head, Peacebuilding Support Office, United Nations



Mr. Sukehiro HASEGAWA
Chair of HPC Council for "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



Mr. Takaaki MIZUNO
Member of HPC Council / Professor, Department of English, Kanda University of International Studies



Mr. Shigeki KOMATSUBARA
TICAD Program Adviser, Regional Bureau for Africa, UNDP



Mr. Kiyoshi MATSUKAWA
Political Affairs Officer, Guidance & Learning Unit, Policy & Mediation Division, Department of Political Affairs, United Nations



Mr. Shingo HOTTA
Deputy Director, Global Issues Cooperation Division, International Cooperation Bureau, Ministry of Foreign Affairs of Japan



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

February 27th to 28th, 2016

The “Career Support Seminar” for this fiscal year was conducted for approximately 30 Japanese practitioners with more than 5 years of experience in fields related to 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, in particular those related to peacekeeping and peacebuilding.

Mr. Anthony P. Duncker (Deputy Director of Field Personnel Division, Department of Field Support, United Nations) facilitated the Seminar, which was divided in two groups according to the expertise of the participants. Participants specializing in Political Affairs, Legal Affairs, Civil Affairs, Economic Affairs, Electoral Affairs, Human Rights, Humanitarian Affairs, Medical Affairs, Rule of Law, and Social Affairs attended the Seminar on the first day, while those specializing in Finance, Human Resources, Procurement, Information System and Technology, Public Information, Transport, Security, and Logistics participated on the second day. Both groups received instruction on career development in their respective fields through active discussions and detailed guidance.

Mr. Duncker delivered lectures in the morning sessions on the characteristics of human resources in UN Peace Operations, followed by small group guidance in the afternoon on writing effective UN PHP/P11 forms and improving competency-based interview skills. The facilitator offered tailored guidance in accordance with the background of each participant, while also providing advice to overcome weaknesses that are typical to Japanese applicants within the UN recruitment process.

Participants remarked that the Seminar provided them with the opportunity to understand the Human Resources system of UN Peace Operations, leading them to gain confidence in their career development plans. We have high hopes that this Seminar will result in professionals actively working in UN Peacekeeping Operations or Special Political Missions in the near future.



Message Facilitator

Mr. Anthony P. DUNCKER

Deputy Director, Chief, Field Personnel Specialist Support Service, Field Personnel Division, Department of Field Support, United Nations

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 UN Peace Operations.

The Field Personnel Division provides our peacekeeping and special political missions with the highest caliber of civilian staffs. Beyond the ‘blue helmets’, or military and police contributed to peace operations, we have around six thousand international civilians serving in the field, alongside over 10,000 local staff and UN Volunteers.

Our civilian staffs are at the front line of promoting peace. We need Civil Affairs Officers to engage with local communities on conflict mediation, Human Rights Officers to investigate abuses 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 logisticians, engineers, aviators, and administrators to make sure the Missions run smoothly in challenging environments.

Japan is a strong contributor to UN Peace Operations, and I was pleased to share information and advice with participants on how to apply for positions in the field. I hope that participants will be inspired to come and work with us in the service of peace.



Message Participant

Ms. Hiroko NAGAO

I have been working for UNDP Afghanistan as a UN Volunteer (UNV), Peacebuilding and Development specialist since last April. Since I have built up career in this field as NGOs’ staff and more than three years of UNV work experiences in Central African Republic and Afghanistan, I hope to obtain a professional post in the UN. However, I have been struggling and facing the harsh reality that such positions are getting more and more competitive due to the shrinking aid industry. At this time, the Career Support Seminar provided the latest information regarding the global employment situation of UN peacekeeping missions and the associated recruitment process such as the Roster system. Through this Seminar, I feel encouraged there are more opportunities than I had previously expected. Also, thanks to the facilitator who is in charge of Human Resource from Headquarters in the UN Department of Field Support and through his personal advice, I have more hope. I would like to put what I have learned in this Seminar into practice immediately and to build up my professional career in the near future.



Other Activities

HPC also worked to implement the JPO Candidates Pre-departure Training Course, strengthen partnerships with international organizations, and develop research on human resource needs 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 5th to 8th, 2016 at the National Olympics Memorial Youth Center in Tokyo 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 21st Annual Conference of the International Association of Peacekeeping Training Centres (IAPTC) in Brazil and engaged in information sharing with other training institutions around the world to further our partnerships with them. In particular, as a result of our discussions with the US-based Peace Operations Training Institute (POTI), the participants of the Program are now able to take the 29 e-learning courses on peace operations offered by POTI at no cost.

Research on Human Resource Needs

HPC researched on human resource needs in peacebuilding and development by conducting interviews with UN personnel in New York. HPC identified the type of professionals needed in peacebuilding from the discussions with the Department of Peacekeeping Operations, the Department of Political Affairs, and the Peacebuilding Support Office, and tailored the curriculum of each course to meet these needs. An additional meeting held with the Department of Field Support proved to be a valuable opportunity to plan the Career Support Seminar together.