

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 2017

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.

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We Aim to Develop Peacebuilding Experts

Messages from Key Agencies

Mr. Taro KONO Minister for Foreign Affairs of Japan

Toward preventing 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, ranging from peacebuilding, post-conflict reconstruction, development, to conflict prevention. There is a growing need for civilian experts particularly in the field of peacebuilding and development, who have high specialty and ability in a wide range of areas such as rule of law, human rights, gender, aviation, medical affairs, supply chain management, human resources, finance, and risk management. However, the serious shortage of human resources is more than evident. Japan, under the policy of "Proactive Contribution to Peace" based on the principle of international cooperation, continues to push nurturing civilian experts who can contribute to the field of peacebuilding and development through this program. I ardently hope that the participants of this program will be successful on the front line of international cooperation as contributors to peace and prosperity in the international community.



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

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

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

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



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

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



About the Global Peacebuilders Program

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

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

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



Experts of Peacebuilding and Development Required

The world is rapidly changing. Peace, development and humanitarian problems are transforming their characters while spreading throughout the world. The experts who tackle various kinds of contemporary problems are strongly required. Those human resources should be determined to confront difficult reality by flexibly developing their expertise.

It is not sufficient to have ideals. The required experts ought to be visionary and at the same time competent human resources, who contribute to the world by establishing their own careers. Those who solidly build up their own careers with long-term visions are highly required as experts on peacebuilding or development / humanitarian aid.

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

The Program aims to dispatch from Hiroshima those experts of peacebuilding and development who will leverage Japan's experiences of peacebuilding and development to thrive internationally. They will symbolize the will of the Japanese people to whole-heartedly contribute to peacebuilding worldwide.

We have numerous experts out of the group of graduates of the Program for Human Resource Development. They are working in Africa, Asia or Japan, and in many parts of the world as the invaluable experts to contribute to international society through solid development of their own careers. They are the living proofs of the importance of this Program for Human Resource Development.

The world awaits internationally-minded professionals to take flight from Japan to all corners of the globe.



Mr. Hideaki SHINODA

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

Ph.D. in International Relations (LSE). He authored numerous books and articles on peacebuilding such as *Peace-building and the Rule of Law* (Osaragi Rondon Award), *Order in International Society, State Sovereignty as a Historical and Political Concept* (Suntory Academic Award), and *History of Ideas of the Right of Collective Self-Defense* (Yomiuri Yoshino Sakuzo Award).

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/ humanitarian aid 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/ humanitarian aid 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/ humanitarian aid.

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.



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- 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 12th to February 24th, 2018. The Course was designed for those who have the strong determination to develop their careers in the field of peacebuilding and development.

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

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



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



Message

Facilitator

Ms. Michiru TAMANAI

Managing Director, Lotus Insight Global, Pte. Ltd /
Former UNICEF Chief of HR, UNICEF India Country Office

At the Primary Course, I offer a workshop and lecture concerning UN Career Development and Human Resources Selection System as well as provide a Mock Competency-Based Interview coaching session to the Program Associates on a one-on-one basis. This Course is an excellent training program, which provides the Program Associates with a truly valuable opportunity to "experience as if working in the field as a UN staff" through participatory workshops and simulation. With the support from the seasoned facilitators of the highest caliber, it is wonderful to see the Program Associates actively participate in the workshops and learn practical knowledge and essential competencies necessary for working for the UN and international organizations to expand their potential. In order to work as a professional in UN, it is critical to have a high level of language skills, master's degree, knowledge and experience in expertise area as well as various soft skills. In addition, one must be able to showcase his/her competencies and the ability to "hit-the-ground-running" as an immediate asset through the application documents and during the interview. To understand the UN Competency framework is crucial as it is used for staff selection, development and performance evaluation. Having worked as an HR professional in the UN system for over 16 years, it is my true honor and pleasure to share the know-how and tips on how to strategically prepare for UN Careers to the Program Associates. I enjoy providing continuous mentoring and career development support to the current/former participants who work for various UN organizations in the world.



Message

Program Officer

Mr. Yuji UESUGI

HPC Program Officer for the "Global Peacebuilders Program" /
Professor, Waseda University

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

It has already been eleven years since I became involved in the Program for Global Human Resource Development for Peacebuilding and Development. Our Program has changed and achieved a lot by improving its contents according to the needs of the times since the pilot program.

"Persistence pays off." The Program, which has been operating for those eleven years, is currently seen as one of the pillars of Japan's international peace cooperation activities. It is an ongoing challenge for the Program to use this accumulated experience effectively.

One of the very attractive aspects of the Program was that it accepted international Program Associates. Though perhaps small in scale, Japan can be proud of this effective contribution to the international community. The Program has achieved a potentially important role in contributing to a 'true' cooperative relationship with societies that sorely need peacebuilding support.

For example, in various international programs of human resource development, we have developed the Program not based on western ideas or methods, but on original Japanese ideas drawn from our work with the international community. This is an important characteristic of the Program. The Program Associates have developed as kindred spirits and have bonded with each other through the Program. This creates a broad network that can effectively contribute to new activities in the future.

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

Curriculum / Facilitators

Commencement Ceremony

Mr. Masato OHTAKA

Deputy Assistant Minister / Ambassador in charge of United Nations Affairs, Ministry of Foreign Affairs of Japan

Courtesy Visit to the MOFA Japan

Mr. Manabu HORII

Parliamentary Vice-Minister for Foreign Affairs

Week 1

Mr. Hidehiko FURUMOTO

External Relations Officer, UNHCR Japan

Mr. Kojiro NAKAI

Government Partnerships Officer, WFP Japan Relations Office

Mr. Mioh NEMOTO

Senior Advisor / Deputy, UNICEF Tokyo Office, Public Partnership Division

Ms. Mio SATO

Chief of Mission, IOM Tokyo

Mr. Takashi KOMORI

Acting Director, Office for Peacebuilding and Reconstruction, Infrastructure and Peacebuilding Department, Japan International Cooperation Agency (JICA)

Ms. Yuko YASUDA

Public Affairs Specialist, UNDP Japan Representation Office

Mr. Kohei NAKAMURA

Director, International Peace Cooperation Division, Foreign Policy Bureau, Ministry of Foreign Affairs of Japan

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

Mr. Kazuyuki SATO

Commander, International Peace Cooperation Activities Training Unit, Central Readiness Force, JGSDF



Mr. Sukehiro HASEGAWA

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

Mr. Hideaki SHINODA

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

Mr. Yuji UESUGI

HPC Program Officer for the "Global Peacebuilders Program" / Professor, Waseda University

Ms. Michiru TAMANAI

Managing Director, Lotus Insight Global, Pte. Ltd / Former Chief of HR, UNICEF India Country Office

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

President, Conley-International Education Consultants

Mr. Shinichi MIZUTA

Chief, Integrated Analysis Team, United Nations Assistance Mission in Somalia

Ms. Hiroko HIRAHARA

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

Mr. Jomart ORMONBEKOV

Political / Liaison Officer, UN Department of Political Affairs (in Beijing) / Former Peace and Development Adviser, UN in Maldives

Mr. Abraham AWOLICH

Director, Management and Administration Sudd Institute / Deputy Coordinator, South Sudan National Dialogue

Mr. Desmond MOLLOY

Course Mentor, HPC / Senior Programme Director, The Nippon Foundation, Myanmar

Ms. Michiru TAMANAI, 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 and Geopolitics at the World Economic Forum / Former Integrated Missions Planning Officer, UN HQ, DPKO / Former Political Affairs Officer of Office of Deputy SRSG, United Nations Mission in Sudan (UNMIS)

Mr. Jack CHRISTOFIDES

Director, Africa II Division, the Office of Operations, Department of Peacekeeping Operations, United Nations

H.E. Mr. Mohamed El-Amine SOUEF

Minister of Foreign Affairs, International Cooperation and the Francophonie, in charge of Comorians abroad of the Union of Comoros / Former Head of Regional Office, United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA), Gao Sector East

Mr. Sukehiro HASEGAWA, Mr. Desmond MOLLOY, Ms. Michiru TAMANAI, Mr. Hideaki SHINODA, Mr. Yuji UESUGI



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

Mr. Guillaume FOLIOT

Consultant and lecturer on Humanitarian Affairs and Emergency Management

Mr. Peter KOZELETS

Coordinator, the Regional Centre for Emergency Preparedness, UNHCR Bangkok, Thailand

Ms. Marie ONIWA

Senior Gender and Election Advisor, Electoral Division, United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (MONUSCO)

Mr. Hiroto FUJIWARA

Head, Country Analysts Unit, Division of External Operations, Registry, International Criminal Court (ICC)

Ms. Kyungshin LEE

Program Director, Korea NGO Council for Overseas Development Cooperation (KCOC)

Mr. John CAMPBELL

Humanitarian Security Trainer, First Response Trainer & INGO Global Security Advisor

Ms. Louise ROBINSON

Senior Humanitarian Advisor and Security Training Specialist, Director of InSiTu Training

Ms. Michiru TAMANAI, Mr. Hideaki SHINODA, Mr. Yuji UESUGI

Week 5 : Management

Methods for Project Management

Policy Issues in Development Aid through Various Fund Schemes

Mr. Mitsuhiko INABA

Chief of Operations Section / Management Services, United Nations Volunteers (UNV) programme Headquarters

Mr. Toshihiro NAKAMURA

Co-Founder & CEO, NPO Kopernik / Guest Associate Professor, Osaka School of International Public Policy, Osaka University / Former Assistant Country Director, Strategic Planning Advisor, UNDP Sierra Leone

Mr. Shigeki KOMATSUBARA

TICAD Programme Adviser, Regional Bureau for Africa, UNDP Headquarters

Mr. Mamadou N'DAW

Results Based Management (RBM), Evaluation Advisor, Team Leader, UNDP Ethiopia Regional Bureau for Africa Regional Service Center

Ms. Memunatu PRATT

Senior Lecturer and Visiting Professor, Department of Peace and Conflict Studies, Fourah Bay College, University of Sierra Leone

Mr. Kenro OSHIDARI, Mr. John CAMPBELL, Ms. Michiru TAMANAI, Mr. Hideaki SHINODA, Mr. Yuji UESUGI

Week 6 : Personal Safety Management / Career Development / Career Management

Ms. Chio SATO

Head, Office Clutch (Career Consultant conducting consultations / seminars for career design, management and leadership)

Mr. John CAMPBELL, Ms. Louise ROBINSON, Mr. Kenro OSHIDARI, Ms. Michiru TAMANAI, Mr. Hideaki SHINODA

Pick up

Facilitator

Mr. Jack CHRISTOFIDES

Director, Africa II Division, the Office of Operations, Department of Peacekeeping Operations, United Nations

He has considerable experience in peace operations with special reference to human rights issues. He served as Director, Division of

Policy, Evaluation and Training in the Departments of Peacekeeping Operations (DPKO) and Field Support (DFS), Team Leader for Sudan and the Great Lakes, Chief of Staff of the Office of the Special Coordinator for Lebanon (UNSCOL), Director of the Joint Mediation Support Team on Darfur, Political Director at the UN Mission in Sudan, and the Chief of Staff to the High Commissioner for Human Rights. He received the UN 21 award in 2008.

The Course's emphasis on case studies as well as lectures by facilitators offers a good balance between academic work with hands-on experience. I am happy to join this Course, which brings together international and Japanese Program Associates to prepare them for the challenges of peacebuilding.



Primary Course Coursework in Japan



Message Program Associate

Mr. Henry Charles Cornelio SAMBAI (South Sudan)

As the first South Sudanese to have ever been invited to the Primary Course, I am privileged and honored to come to Japan and learn from the “peace-loving-people”. Peace is a much-needed value in our war-torn country and I am sure this opportunity will help me and my colleagues to absorb the good practice in peace building in order to further our career as peace builders.

On behalf of myself and the Program Associates, I would like to express my gratitude to HPC staff, and the wonderful facilitators who in their unique styles made the Primary Course an interesting, but a rare opportunity to get. Indeed, HPC has satisfied my expectations with its invaluable peacebuilding materials animated in a participatory manner. Besides, staying in touch with these highly competent and experienced facilitators, who are willing to mentor each Program Associate is a benevolent chance that someone can get once in a life time. The Primary Course is all about quality and Japan is all known for that. I am sure all my fellow Program Associates will make a change wherever they may go.

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



Message Program Associate

Ms. Mihoko YOTSUI

For four years I worked for the sustainability division of a beverage company, focusing on the restoration and revitalization of regional economies. In pursuing an old dream; to work in the development field, I participated in the Primary Course. Throughout the Coursework, facilitators of

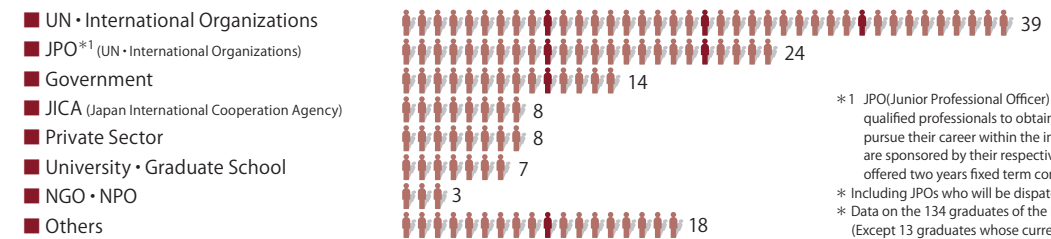
the Primary Course including Program graduates, who are working at the forefront of peacebuilding, fully supported us. Thus, I could complete 6 weeks of intense learning, engaged in group work with fellow Program Associates from various backgrounds, all similarly motivated. In addition to learning analysis and planning methods in a structured manner, through practical exercises and role play, I was able to improve my abilities as required to work for international organizations. Moreover, it was a good opportunity to reflect on my experiences in the private sector and to consider adapting this to addressing peacebuilding and development. Hopefully, I would like to use what I have learned in this Course to work for the public-private partnership field in the future.



Career Development

Current Positions of the Japanese Graduates

The graduates are employed by the UN and other organizations in various fields.



*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.
* Including JPOs who will be dispatched
* Data on the 134 graduates of the Primary Course, in JFY2007 – 2015, as of March 2018 (Except 13 graduates whose current situations have not been updated within a year.)

Organizations Where Japanese Graduates Have Worked

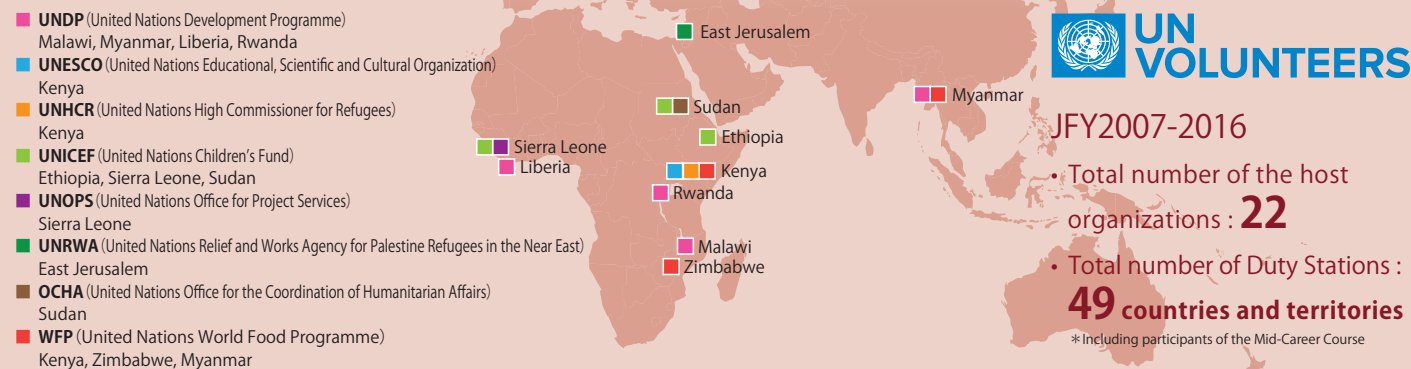
UN Organizations ▶ UNDP (United Nations Development Programme) ▶ UNHCR (United Nations High Commissioner for Refugees) ▶ UNICEF (United Nations Children's Fund) ▶ UNESCO (United Nations Educational, Scientific and Cultural Organization) ▶ WFP (World Food Programme) ▶ FAO (Food and Agriculture Organization 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 programme) ▶ 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 (United Nations Office for the Coordination of Humanitarian Affairs) ▶ UNODC (United Nations Office on Drugs and Crime) ▶ IOM (International Organization for Migration) ▶ 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) ▶ UNMC (UN Mission in Colombia) ▶ International Organizations ▶ 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) ▶ Care International ▶ Government Agencies ▶ Ministry of Foreign Affairs of Japan (Headquarters in Tokyo and Overseas Establishments) ▶ Cabinet Office, Government of Japan ▶ HQ and Oversea 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 ▶ Sasakawa Peace Foundation ▶ Educational Institutions, Development Consultant, and others

Career development samples

| | Before Participating in the Primary Course | Overseas Assignment | After Participation |
|---|--|---|--|
| <p>Ms. Keiko SAKODA <Graduate of JFY 2010></p> <p>Motivation for applying As I didn't have technical and academic background in peacebuilding and international development, the Course was quite attractive since you could grasp the key elements of the relevant topics in a short period of time. The UNV deployment was another attractive part for me, as I can practice what I learned in the field immediately. In addition, the Course created the opportunity for me to make a career shift from the private sector to the international development field.</p> | <p>I obtained Bachelor's and Master's degree in architecture in Japan. Then I worked as an intern and short-term consultant with the United Nations in Indonesia. After that, I worked for a private company in management consulting.</p> | <p>I was assigned to UNHCR in South Sudan, where I was a part of the program which supported the resettlement of returnees who came back from refugee camps in which they spend nearly a decade. The program aimed to promote peaceful co-existence between returnees and host communities through reconstruction of houses and other major infrastructure such as wells, clinics and classrooms. In collaboration with the Japanese Self Defense Force in South Sudan, I also initiated and implemented a construction project of temporary accommodation facilities, where returnees spend nights during their trip to their homeland in South Sudan.</p> | <p>I worked as a Program Formulation Advisor to the Japan International Cooperation Agency (JICA)'s Mongolia office, focusing on disaster risk reduction, environment management and climate change. After the assignment in Mongolia, I moved to the World Bank Disaster Risk Management Hub, Tokyo, as a Disaster Management Specialist. Currently, I am working at the World Bank Headquarters in Washington, as a Disaster Risk Management Specialist, and working on disaster risk management and climate change portfolio in the South Asian region.</p> |
| <p>Mr. Takeshi KAGEYAMA <Graduate of JFY 2012></p> <p>Motivation for applying When I worked in South Sudan as 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.</p> | <p>After graduation, I studied 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 supporting the fields of water and sanitation as well as shelter as a NGO staff in South Sudan.</p> | <p>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.</p> | <p>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.</p> |
| <p>Ms. Takako OGIMOTO <Graduate of JFY 2015></p> <p>Motivation for applying The Program offered an invaluable opportunity to work as a junior professional in the UN. In addition, the Coursework in Japan facilitated smooth entry to a UN career by providing project management skills.</p> | <p>Following the completion of a master's degree in public policy, I joined a governmental development bank, the Japan Bank for International Cooperation, and worked for three years as a finance officer before I assumed my function as a coordinator for economic cooperation at the Japanese Embassy in Tanzania. I also had the privilege to do a short-term internship at the UNHCR Tanzania office prior to joining the HPC Program.</p> | <p>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.</p> | <p>As an Associate Desk Officer at the Middle East and North Africa Bureau in the UNHCR headquarters, I am working as the focal point for the Israel, Yemen and Gulf Cooperation Council country offices. My main work here is to facilitate the headquarters level budget allocations and operational planning for my area of responsibility. Besides being the first responder to assistance requests from the field offices, I also provide guidance related to UNHCR policy and rules to ensure compliant operations.</p> |

Primary Course Overseas Assignment

Program Associates of the Primary Course in JFY2016 deployed as UN Volunteers



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

Ms. Junko NOMURA

Programme Officer, UNHCR Myanmar

As a Primary Course graduate of JFY2011, I was deployed to the UNHCR Branch Office in Rwanda as Associate Reintegration Officer and after completing my assignment, I have been working with UNHCR Field Offices in Myanmar and Uganda as a Program Officer. In the past 6 years since I participated in the Primary Course, I have had a wide range of work experiences, engaging in emergency response and peaceful co-existence projects for the UNHCR's “Persons of Concern” such as

refugees, IDPs and returnees and working with different stakeholders including the host government, donors and other aid organizations for enhancing coordination and collaboration. I have no doubt that these work experiences have contributed to my career development in the peacebuilding field. Having participated with no work experience with UN organizations before the Primary Course, I was able to acquire practical and necessary skills and theories in the field from the experienced facilitators throughout the intensive Course in Hiroshima and learned from other graduates with different expertise and background, which made the Course more meaningful. Having work-life balance, I hope to continue to engage in humanitarian works within the UN.



With children in a refugee camp in Rwanda, after distribution of clothes during the Overseas Assignment

Mid-Career Course

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

The Mid-Career Course was held from September 10th to 16th, 2017 in Tokyo. The Course was designed for those who have more than 7 years of experience in fields related to peacebuilding and development and who aspire to further advance their professional careers in these fields in particular at the UN and other international organizations. 16 participants (11 Japanese nationals and 5 Non-Japanese nationals) took part in 7 days of training, and a preparatory seminar was held on September 9th upon request from participants to provide an overview of the UN system and the roles it plays in peacebuilding and development for those without previous work experience in the UN system.

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



Message

Facilitator

Ms. Shoko NODA

UN Resident Coordinator / UNDP Resident Representative for the Republic of Maldives

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



Curriculum / Facilitators

Preparatory Seminar

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

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

Mr. Shinya KOSAKA
Assistant Professor, College of Policy Science,
Ritsumeikan University

Mr. Andrew CASSIM
Managing Director, Crucial
Communication

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

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

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

2nd. Stage Leadership and Management 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

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

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

Ms. Mikiko TANAKA
UN Resident Coordinator / UNDP
Resident Representative, Guyana

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

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

Mr. Andrew CASSIM, Mr. Sukehiro HASEGAWA,
Mr. Kenro OSHIDARI, Mr. Yuji UESUGI



Message

Participant

Ms. Ayako TSUJISAKA

Former Finance and Human Resources Coordinator,
Médecins Sans Frontières

I greatly enjoyed the Mid-Career Course. The sessions focusing on Communication / Negotiation were led by knowledgeable and inspiring facilitators who provided us with practical know-how and tips to improve our communication skills. I felt that I actually could improve my skills thanks to role-play exercises and feedback from the facilitators and participants. The sessions concerning Leadership / Management were facilitated by experts who had worked with a high level of responsibility in the field of peacebuilding, humanitarian and development aid in the UN system. They taught us leadership based on their own experiences. It was an invaluable learning opportunity for us to see how they had developed their leadership by overcoming challenges in politically and logistically difficult contexts. I learned many ideas that are applicable even in different settings. It was also a beneficial opportunity for me to learn about practical aspects of peacebuilding that I have never been engaged in. Finally, the Course provided me with opportunities to exchange ideas with other participants, which allowed me to reflect on my past experience and future career plan.



Message

Participant

Mr. Christian P. LARA (Colombia)

Master of International Development Policy (MIDP) Fellow
at the Sanford School for Public Policy, Duke University /
Former Team Leader, Relief, Reintegration and Protection
Section, United Nations Mission in the Republic of South
Sudan (UNMISS)

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

After more than 9 years' experience in humanitarian affairs and peacekeeping operations, of which 7 years have been with the United Nations System, I am convinced of the enormous added value of this Program: the United Nations as a global organization requires a work force with the right skills-set to act towards the improvement of the lives of the most disadvantaged populations through coordinating humanitarian relief and preparedness, fostering peace through multidimensional peacekeeping, and protecting Human Rights up front. Doing more with less is an imperative and it requires a perfect match of communications skills, leadership, demonstrated abilities to adapt in challenging situations and self-sufficiency in meeting needs and tasks in fast paced environments –often under pressure and extreme circumstances.

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



* Stated Facilitators and Participants information, as of September 2017

Career Development Support Service

Career Development Support Service

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

Career Support Seminar

The "Career Support Seminar" for this year was conducted for 43 Japanese practitioners with more than 5 years of experience in fields related to Peacekeeping / Peacebuilding and Development and who wish to engage in the UN system. This Seminar aimed to provide the opportunity for participants to acquire the skills and knowledge necessary for applying to UN posts. Initially, facilitators offered Plenary Sessions for the whole group before providing Individual Guidance Sessions to each participant. In the individual Guidance Session, participants were segregated based on their career backgrounds and interests; Peacekeeping / Peacebuilding or Development fields, and received one-on-one advice sessions. We have high hopes that this Seminar will result in an increase in the number of Japanese professionals actively working in UN agencies in the near future.

Curriculum / Facilitators

Schedule

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

Contents

- ☐ Plenary Session
- ☐ Individual Guidance Session
(about 30 minutes per participant)

Peacekeeping / Peacebuilding

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

Development

Ms. Naoual DRIOUICH
Chief of Human Resources Section, United Nations
Volunteers (UNV) programme



Message

Mr. Shingo TADA

Program Officer, Training Program Division,
Japan International Cooperation Agency (JICA)

I applied for this Career Support Seminar in order to know how I can pursue my career in the field of peacebuilding that has been my interest since before.

In the Seminar, there is a lecture and an individual consultation. In the lecture, you can learn methods for writing your CV and more detailed points that only actual recruiters know such as expression to actual interview duration. The interview contains valuable suggestions on self-imposed tasks and possibilities for your own career goal. I myself learned that even the things I thought was shortage would be great strength that could be a confidence, too. In addition, I was able to learn much about the other career paths which I did not know well through a chat with other participants at the lunch break.

To sum up, the Seminar was a really informative and great opportunity that gave me a realization of consideration points of application, individual tasks, and even personal network formation. I definitely recommend this Seminar for anyone in thinking of the United Nations as your future career goal.

Participant



Message

Facilitator

Mr. Anthony P. DUNCKER

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

I was honored to be invited once more as a facilitator of the Career Support Seminar, which was an opportunity for selected participants to

learn more about rewarding careers in UN Peace Operations.

The goal of the Field Personnel Division is to provide our peacekeeping and special political missions in the field with the highest caliber of civilian staff. Beyond the 'blue helmets', or military and police contributed to peace operations, we have around five thousand international civilians serving in the field, alongside over 10,000 local staff and UN volunteers.

Our civilian staff are in the front line of promoting peace. We need Civil Affairs Officers to engage with local communities on conflict mediation, Human Rights Officers to investigate 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, supply chain managers, engineers, aviators, and administrators to make sure that these complex missions run smoothly in challenging environments.

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



Other Activities

HPC also worked to implement the JPO Candidates Pre-departure Training Course and also to 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 Candidates Pre-departure Training Course

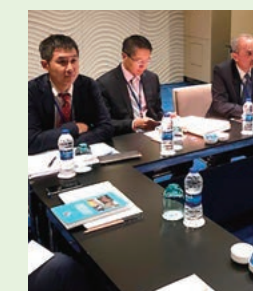
The JPO Candidates Pre-departure Training Course, commissioned by MOFA, was held from January 6th to 9th, 2018 for those who passed the JPO Examination. Led by facilitators with a wealth of experience, the Course was a valuable training opportunity for the JPO candidates and we are confident that they are well prepared to thrive in their posts in international organizations.

Strengthening Partnerships with International Organizations

An HPC staff member attended the 23rd Annual Conference of the International Association of Peacekeeping Training Centres (IAPTC) in Cairo, Egypt from September 11th to 14th, 2017 and also attended the Challenges Forum Workshop in Istanbul, Turkey from October 8th to 10th. Through participation in these meetings, we engaged in information sharing with practitioners from around the world such as international organizations, and endeavored to further our partnerships with them to improve the curriculum of each course.

Research on Human Resource Needs

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



*Stated Facilitators information, as of November 2017