



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 2020

2020



Be a peacebuilder!

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)

<Hiroshima Office>

〒730-0053 Knowledge Square 1F, Higashisendamachi 1-1-61, Naka-ku, Hiroshima-shi, Hiroshima-ken

<Tokyo Office>

〒102-0083 2F, 1-4-4 Kojimachi, Chiyoda-ku, Tokyo

TEL 082-909-2631 FAX 082-553-0910

URL <https://eng.peacebuilderscenter.jp>

Copyright (C) The Ministry of Foreign Affairs of Japan
Design and Edit Hiroshima Peacebuilders Center (HPC)
Publication Date March, 2021

HPC
Hiroshima Peacebuilders Center

Establishment of the Program

In 2002, the Advisory Group on International Cooperation for Peace (AGICP), chaired by the former Under-Secretary-General of the United Nations, Mr. Yasushi AKASHI, produced a report to examine and strengthen Japan's support for consolidation of peace and state-building efforts in conflict-affected countries as to make it a pillar of Japan's international cooperation.

Subsequently, the establishment of the "Pilot Program for Human Resource Development in Asia for Peacebuilding" was announced at a seminar event entitled "People Building Peace: Human Resource Development in Asia for Peacebuilding," which took place at United Nations University in August 2006. After this announcement, the "Pilot Project for Human Resource Development in the Peacebuilding Field" was launched in 2007, and in 2009, it was fully established as the "Peacebuilding Human Resource Development Program". Subsequently, in order to strengthen efforts related to human resource development in the field of peacebuilding, the "Advisory Board on the field of Peacebuilding", chaired by Mr. Yoshio HATANO, the Chancellor of the Gakushuin School Corporation, held several discussions, and addressed the Board's proposal to then Foreign Minister Kishida in April 2014. In response to this proposal, "The Program for Global Human Resource Development for Peacebuilding and Development" was started in 2015. As a result of the procedures on the competition of proposals conducted by the Ministry of Foreign Affairs in 2018, the Hiroshima Peacebuilders Center (HPC) was commissioned to implement the Program until 2020. As a result, HPC has been implementing the project for 14 years since 2007.

In addition to the "Primary Course" which has been conducted continuously, the "Mid-Career Course" is also implemented. The participants in the "Primary Course" were dispatched as UN Volunteers by the UN Volunteers programme. Graduates of the Program are making active contributions in headquarters and field offices of UN agencies, international organizations, government agencies and NGOs.



Hiroshima Peacebuilders Center (HPC)

The Hiroshima Peacebuilders Center (HPC) is a general incorporated association established to conduct human resource development and research activities in the field of peacebuilding. In 2020, HPC implemented the Program for Global Human Resource Development for Peacebuilding and Development (Global Peacebuilders Program) commissioned by the Ministry of Foreign Affairs of Japan (MOFA Japan) based on its experience over the past thirteen years.

Based on the spirit of reconstruction of Hiroshima, HPC is conducting activities to support the career development of human resources which contribute to world peace reflecting Japan's enthusiasm towards contributing to peace. HPC aims to be a hub for a community of peacebuilding, development and humanitarian aid professionals.



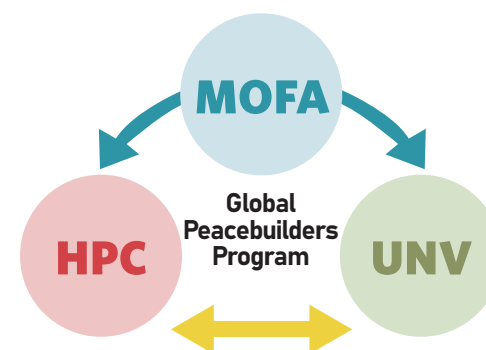
United Nations Volunteers (UNV) programme

The United Nations Volunteers (UNV) programme contributes to peace and development through volunteerism worldwide. UNV works with partners to integrate qualified, highly motivated and well supported UN Volunteers into development programming and promote the value and global recognition of volunteerism. UNV administers the Overseas Assignment component of the Program. UNV is active in around 130 countries every year. With field presences in about 60 countries, it is represented worldwide. The organization is administered by the United Nations Development Programme (UNDP) and reports to the UNDP Executive Board.



We Aim to Develop Experts of Peacebuilding and Development

Implementation System



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 human resources 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 about 10 years of work experience in the field of peacebuilding and development and aspire to further advance their careers, and the Career Development Support, which offers an opportunity for the participants to acquire the skills and knowledge necessary for obtaining posts in the field of peacebuilding and development in International Organizations, NGOs, etc. This year, "Webinar on United Nations Peacekeeping Operations and Leadership" was also held.

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

Helping enthusiastic human resources to contribute to international assistance and to further enhance their motivations

If the program aims at developing human resources for peacebuilding, it should be operated by people who have a deep interest in peacebuilding. With that frame of mind alone, I started this program. Over the past 13 years, I have come to know many motivated people. As an organizer, I am truly proud to see that many of our fellow participants and graduates are now contributing to peacebuilding in various organizations around the world. I am also happy to see that former HPC staff are currently working in peacebuilding-related fields and organizations through the UN, governments, and NGOs. Many people who aspire to build peace have made great strides and continue to be active while using the resources offered to them through the medium of HPC.

The main actors in this program are the participants and graduates who are contributing to peacebuilding and development across the globe. Therefore, in managing this project, we would like to thoroughly stick to the idea of what we can do to strengthen the capacity of the main actors.

We are fortunate to have the support of a wide variety of related organizations for this program. In addition, there is a broad range of professional supporters, including lecturers, who have become fans of the program through its long-term operation. Human resource development requires long-term commitment with results becoming apparent incrementally over time. However, that's what makes it such an exciting activity. The HPC will continue to welcome new members who will help us further develop this program.



Dr. Hideaki SHINODA

Director of HPC/Program Director for the "Global Peacebuilders Program"/Professor, Graduate School of Tokyo University of Foreign Studies/Ph.D. in International Relations (LSE)

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

CONTENTS

About the Global Peacebuilders Program	02
Infectious disease countermeasures introduced this year	03
Primary Course	05
Overseas Assignment of the Primary Course	07
Career Development Samples of the Primary Course	08
Mid-Career Course	09
Webinar	11
Career Development Support	12
Career Development at a Glance	13
Career Development through the Program	15
Featured Peacebuilders	17

Features of the training courses offered in this program

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

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

Creating an environment to accentuate consciousness in focusing on career building

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

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

As people with diverse academic qualification, career and backgrounds are involved in the practice of peacebuilding, there is no fixed career path. We need to develop and adapt our own career creatively by being exposed to many different role models and expanding experiential knowledge. We give maximum consideration in the operation of training courses to promote exchanges with the expert's broad perspective including facilitators with rich knowledge and experience as well as amongst the graduates to expand a circle of immediate peers who can exchange ideas.

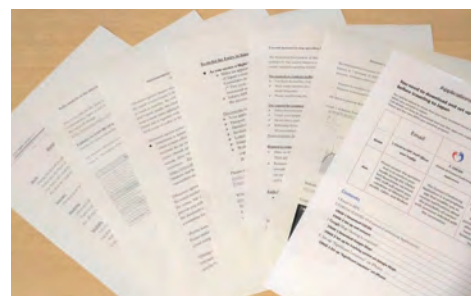
Infectious disease countermeasures introduced this year

This year's Mid-Career Course and Primary Course were implemented while the whole world was being affected by the Novel Coronavirus infection. We implemented both courses in a "hybrid style" harmonizing aspects of best practice in face-to-face training and the safety and convenience of online training.



Measures for Program Associates travelling from overseas

We committed to infection prevention, not only for international Program Associates(PAs), but also for Japanese Program Associates, by implementing thorough measures that included movement without the use of public transportation. Furthermore, we ensured that PCR tests were taken both at arrival and departure, and ensured the PAs underwent the 14-day self-quarantine. During the self-quarantine, we not only communicated with the PAs every day to check if they had fever or any symptoms related to the Novel Coronavirus infection, but also offered a support system ensuring that the PAs did not have to go out unnecessarily while undertaking the self-quarantine.



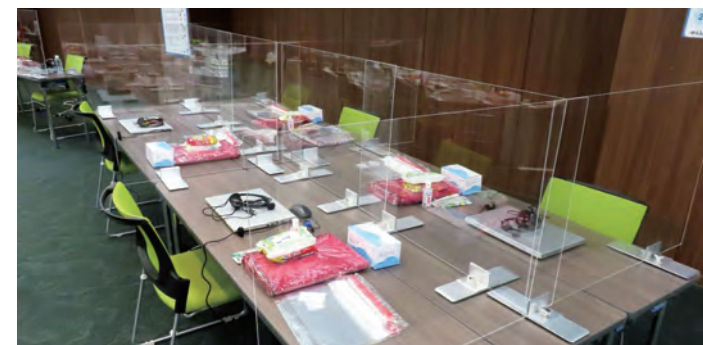
Support for online Program Associates

For the Program Associates who could not travel to Japan due to immigration and pandemic related regulations, we facilitated their active participation in a remote mode. By streaming all the training contents, both in situ and to PAs away from the venue, all PAs could fully participate in all aspects of every session, either together in plenary sessions or in smaller groups. Thus presentations, group exercises, role-plays and Q&A sessions all operated smoothly. Thanks to the overseas online PAs' special effort to overcome the disadvantage of the time difference, we secured attendance of all PAs to almost all the sessions in both of the Mid-Career Course and the Primary Course.



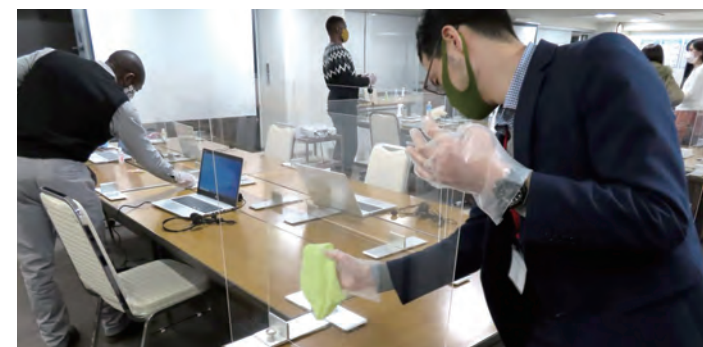
Measures against the spread of COVID-19 in the training venues

Measures against droplets



In the venues, we installed acrylic boards in front and on the side of everyone's table and wearing a mask was mandatory. We used a conference room with capacity of 100 persons for approximately 30 participants, and allotted a microphone to everyone in order to ensure that no one needed to speak loudly. We undertook the same measure for the facilitators, but installed larger acrylic boards so that they could keep standing during presentations. We installed a TV monitor at each PA's table. We also prepared partitioned tables in various rooms where PAs could undertake group work or take their lunch.

Measures against contact infection



We installed alcohol sanitizer units in several points of the venues to sanitize hands, surrounding tools, tables, etc. Furthermore, we distributed portable sanitizers to Program Associates (participants) and recommended sanitization of their surrounding tools, doorknobs etc. Staff members always used disposable gloves and sanitizer together. During the training, we refrained from distributing paper media or sharing not disinfected objects, such as seats for group work. Everyday, before and after meals, and after sessions, staff members sanitized anything that may have had shared contact, such as tables, chairs, doorknobs, tablets, computers, etc. with alcohol, and sanitized the acrylic boards with neutral detergent.

Measures against airborne infection



In the venue, we ensured the optimum air-ventilation environment, keeping some windows open, and shortly opening other windows every 30 minutes; running the air-ventilation with particle filters and further, we installed additional air-purifiers with particle filters as recommended by the government. Also, we maintained room temperature at approximately 18°C and humidity at higher than 40% as recommended by the Government in terms of infection control measures. We provided each participant with disposable blankets as well as body warmers, and recommended participants to wear thick clothes. Humidifiers were also installed in the venues.

Other Precautions



We checked body temperature of those entering the venues using automatic thermometer units to scan for fever. Furthermore, we instructed PAs to promptly inform HPC staff if they felt unwell, so that they would be recommended to attend the training online from their own room. Before the training, we distributed information about prevention measures against the Novel Coronavirus infection, as well as putting-up in the training rooms risk communications posters made by Ministry of Health, Labour and Welfare of Japan to raise awareness about prevention of the spread of COVID-19. Further, during training, we offered information about the overview of the measures against the Novel Coronavirus infection taken by the Government and local authorities. We also provided information about local food delivery services and offered ordering support.



Primary Course

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

1 | Coursework in Japan

HPC implemented the coursework in Japan from 20th January to 23rd February 2021 for 5 weeks. Eight international Program Associates participated in the course: seven international Program Associates entered Japan through undertaking the enforcement measures against COVID-19 such as PCR tests and 2 weeks of self-quarantine and one international Program Associate participated in the entire course online. Regarding Japanese Program Associates, nine of them participated in the course on-site, while the other undertook the entire course online from overseas. In addition to that, nine facilitators contributed to the course on-site; three of whom came to Japan and subsequently completed two weeks of self-quarantine while twenty-four facilitators contributed to the course online. We implemented the coursework in "Hybrid Style" that seamlessly enabled concurrent on-site and online participation throughout its entire period and incorporated a great amount of group work, as in previous years. The course was highly successful as group work was carried out under the guidance of highly experienced facilitators with online Program Associates also participating actively. We implemented the appropriate prevention measures against droplet, airborne, and contact infection by COVID-19 in the training venue. The coursework in Japan concluded on 23rd February and all the international Program Associates confirmed negative PCR test results on departure and safely returned home. In collaboration with overseas peacebuilding training institutions and international organizations such as the United Nations, we carried out fulfilling training supported by world-class facilitators. It is expected that this will create an on-going effective human network with practitioners working at the forefront of peacebuilding and development.

2 | Overseas Assignment

After the coursework in Japan, Japanese program associates are dispatched on Overseas Assignment for up to 12 months to peacebuilding and development locations with international organizations as United Nations Volunteers (UNV). They will be dispatched from March 2021 after the coursework in Japan. Work experience is essential in order to become an expert in peacebuilding and development. It is an invaluable opportunity to practice in the field the theory and skills acquired in the coursework in Japan.

In addition, with the aim of having a smoother matching process between program associates and potential host agencies, a briefing session for Japanese program associates was given by the UN offices in Japan for two days in October 2020.

【The briefing session by the UN offices in Japan for Japanese program associates in October 2020】

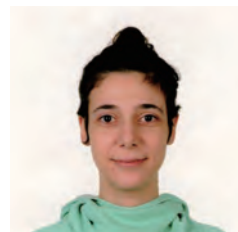
"FAO (Food and Agriculture Organization of the United Nations) Liaison Office in Japan" "UNICEF (United Nations Children's Fund) Tokyo Office" "UNFPA (United Nations Population Fund) Tokyo Office" "UNOPS (United Nations Office of Project Services Tokyo Liaison Office)" "WFP (United Nations World Food Programme) Japan Relations Office" "International Organization for Migration (IOM) Tokyo-Country Office with Resource Mobilization Function" "UNDP (United Nations Development Programme) Representation Office in Tokyo" "UNDRR (United Nations Office for Disaster Risk Reduction) Office in Japan" "UNHCR (United Nations High Commissioner for Refugees) Representation in Japan"

3 | Career Development Support Service

From the inauguration of coursework in Japan, we support program associates to formulate their career plans. We strengthen such a support system as can provide advisory service by mentors who have experienced key positions or served as human resources officers in international organizations. Moreover, training itself enables program associates to develop a wide range of human network, including co-participants, facilitators in the coursework in Japan, and host institutions of the overseas assignment. We also aim to provide appropriate information on recruitment.



Messages from Program Associates



Ms. Melisa GUNDUZ

In our fast-paced work environments, we often miss the opportunity to pause and strengthen our knowledge and skills. In this regard the space and time created by the Primary Course has been a unique opportunity which allowed me to rebuild and strengthen my foundation and competencies. The holistic and innovative structure of the program in peacebuilding and development aid

allowed me to not only study but also to discuss, practice and comprehend the core humanitarian principles from different perspectives. From headquarters to the field, the course allowed us to observe and understand the structure of the UN. The rich variety of trainers and the up-to-date structure of the weekly modules encouraged me to daily identify and work on my strengths and weaknesses. Receiving direct supervision and tips on career development from experts connecting from all around the world has been a true privilege. Above it all, observing and studying peace from the window that Hiroshima opened to the world has been an experience that will linger on with me forever. Regardless of all difficulties, Hiroshima managed to build and sustain peace within. If Hiroshima can, so can and so should everyone in the world. I recommend the course to everyone who looks forward to creating collective power to make a difference on the ground.



Ms. Yuuka TAZAWA

What attracted me to the Primary Course is a great chance to gain knowledge and skills needed for working in peacebuilding. During the 5-week training in Japan, I learned a lot from facilitators

as well as my fellow Program Associates who had rich experience in the field. It was such a valuable opportunity for me as I was going to work at a UN field office for the first time. You will also have many occasions to get advice on career development from human resource experts in the training. This course is highly recommended for anyone who aims to start a career in peacebuilding.

Coursework in Japan



Facilitators and program associates from Japan and abroad gathered and engaged in active discussions and group work.



Highly experienced facilitators including current UN officers delivered lectures on-site and online and provided guidance on group exercises as well.



Program associates demonstrated teamwork and engaged in group work while receiving advice from facilitators.



Program associates visited "Hiroshima Peace Memorial Park" on the first weekend's excursion.

Primary Course JFY 2020: Curriculum of Coursework in Japan / Facilitators

Initial Week

Commencement Ceremony / Courtesy Visit to State Minister for Foreign Affairs of Japan / Presentations by program associates for Self-Introduction / Team-Building Exercise / Introduction to peacebuilding / Introduction to competencies

On-site Facilitator

Dr. Hideaki SHINODA Director, HPC; Professor, Tokyo University of Foreign Studies
Dr. Yuji UESUGI Program Officer, HPC / Professor, Waseda University
Ms. Michiru TAMANAI HPC Senior Advisor, Career Support & Development

Workshop1: Analysis

Theory and Methods of Conflict Analysis / Policy Issues in the Political / Legal Fields

On-site Facilitator

Mr. Kenro OSHIDARI
Member of HPC Council / Board Member, Association for Aid and Relief (AAR) Japan / Former Regional Director, WFP Regional Bureau for Asia, Bangkok, Thailand

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

Dr. Hideaki SHINODA / Ms. Michiru TAMANAI

Online Facilitator

Mr. Desmond MOLLOY
Course Mentor, HPC / Consultant to Center for Peace and Conflict Studies (CPCS)

Mr. Jomart ORMONBEKOV
Political Affairs Officer, UN Departments of Political and Peacebuilding Affairs and Peace Operations, Beijing

Ms. Simonetta ROSSI
Peace and Development Adviser, Office of the United Nations Resident Coordinator, Sierra Leone

Ms. Lisa REEFKE
Senior Political Affairs Officer, Political Affairs Services, United Nations Assistance Mission in Afghanistan (UNAMA)

Ms. Kyoko ONO
Head, United Nations Office for the Coordination of Humanitarian Affairs (OCHA) Rakhine Office

Dr. Yuji UESUGI

Workshop2: Planning

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

On-site Facilitator

Dr. Hideaki SHINODA / Ms. Michiru TAMANAI

Online Facilitator

Ms. Maria Lopez ECHEVARRIA
Recovery, Return and Reintegration Officer, United Nations Mission in South Sudan (UNMISS)

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

Mr. Sukehiro HASEGAWA
Chair of HPC Council / President, Global Peacebuilding Association of Japan / Former Special Representative of the UN Secretary-General for Timor-Leste

Mr. Anthony P. DUNCKER
Director, Linguistic, Conference and Common Service, World Meteorological Organization

Mr. Oumar BA
Former Head of Gao Regional Office, United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA)

Mr. Michael EMERY
Director, Human Resources Management Division, International Organization for Migration (IOM)

Mr. Fiifi Edu-AFFUL
Senior Research Fellow and Deputy Program Head, Peace Support Operations Program, Kofi Annan International Peacekeeping Training Centre, Accra-Ghana

Dr. Yuji UESUGI
Mr. Desmond MOLLOY

Career Development

On-site Facilitator

Ms. Michiru TAMANAI

Workshop 3: Coordination

Methods of Coordination and Negotiation among Various Organizations/ Policy Issues in Humanitarian Aid / Communication Skills

On-site Facilitator

Ms. Chika SUEFUJI
Former project coordinator at Médecins Sans Frontières / Doctor without Borders

Ms. Mari MASUOKA
Supply Chain Officer, United Nations World Food Programme, Sana'a, Yemen

Mr. Toshihiro NAKAMURA
Co-Founder & CEO, NPO Kopernik / Guest Professor, Design for the study of co-design, Osaka University

Dr. Hideaki SHINODA
Mr. Kenro OSHIDARI
Ms. Michiru TAMANAI

Online Facilitator

Mr. Peter KOZELETS
First Officer, UNHCR – The UN Refugee Agency

Mr. Guillaume FOLIOT
Founder and lead consultant, Global Vision / Founder and Owner - Le Designer Clandestin

Mr. John CAMPBELL
Security Consultant / Former UNHCR Regional Safety Advisor Asia-Pacific and eCentre Coordinator

Mr. Tomoya SOEJIMA
Protection Officer, United Nations High Commissioner for Refugees (UNHCR), Sub Office in Cox's Bazar, Bangladesh

Ms. Louise ROBINSON
Director of InSiTu Training / Senior Humanitarian Advisor and Security Training Specialist

Ms. Marie ONIWA
Reintegration Specialist (International Consultant), UNDP South Sudan, in support of the Revitalized Agreement on the Resolution of the Conflict of South Sudan (R-ARCSS)

Dr. Yuji UESUGI
Mr. Desmond MOLLOY

Workshop 4: Management

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

On-site Facilitator

Mr. Shigeki KOMATSUBARA
Resident Representative, United Nations Development Programme, Malawi

Dr. Hideaki SHINODA / Mr. Kenro OSHIDARI
Mr. Toshihiro NAKAMURA / Ms. Mari MASUOKA

Online Facilitator

Mr. Mamadou N'DAW
Results Based Management and Evaluation Advisor, Team Leader, UNDP Regional Service Centre in Addis Ababa

Ms. Eri SUZUKI
Child Protection Specialist, UNICEF Regional Office for Eastern and Southern Africa, Nairobi, Kenya

Ms. Minako MANOME
Team Leader, Economic Development and Livelihoods, UNDP Syria Country Office

Ms. Monica RIJAL
Team Leader- Conflict Prevention and Peacebuilding, UNDP/Crisis Bureau

Ms. Aiko WATANABE
Programme Management Officer, Department of Peace Operations, United Nations Secretariat

Dr. Yuji UESUGI
Ms. Michiru TAMANAI
Mr. Desmond MOLLOY

Personal Safety Management

On-site Facilitator

Dr. Hideaki SHINODA / Mr. Kenro OSHIDARI / Ms. Chika SUEFUJI

Online Facilitator

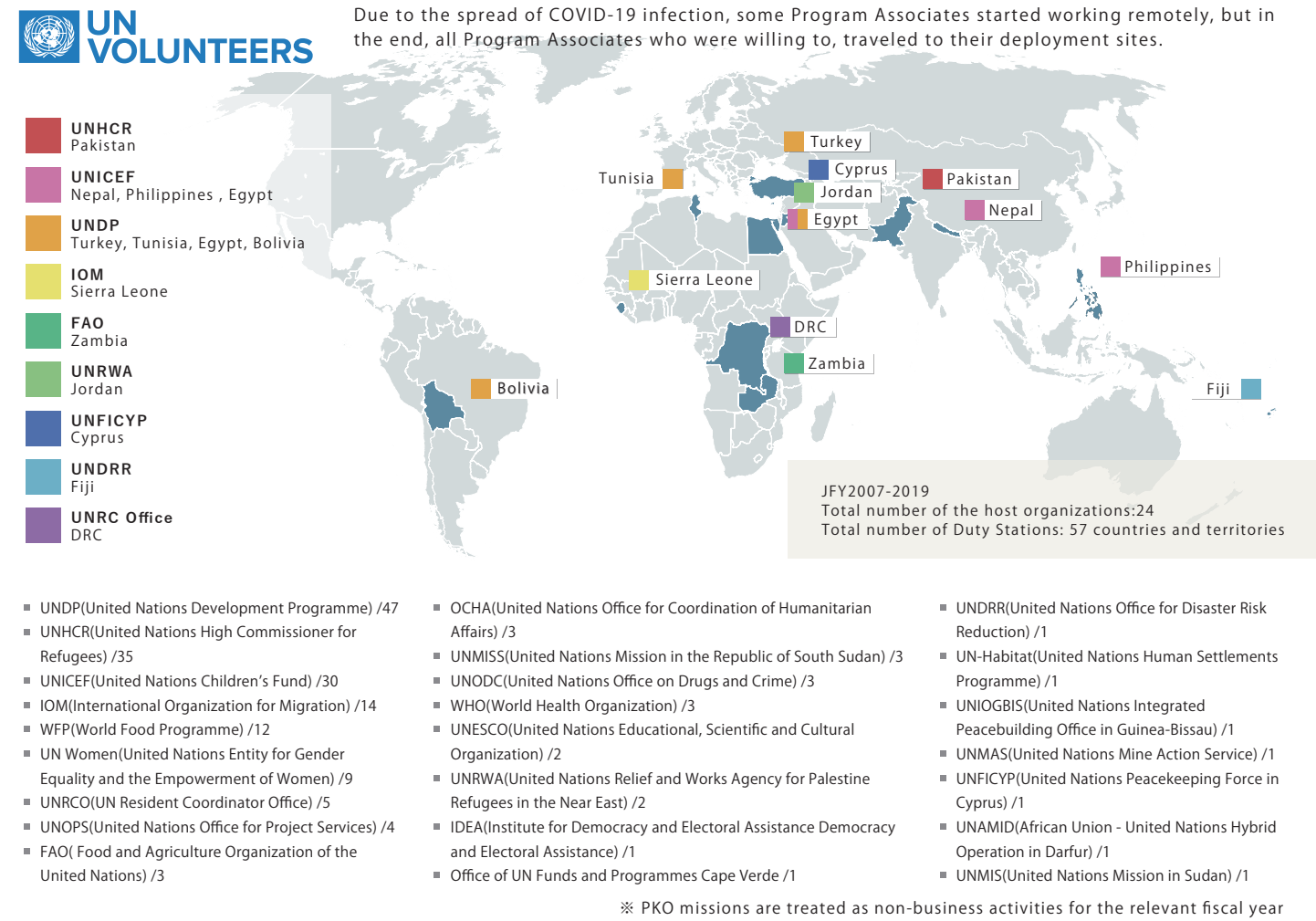
Mr. John CAMPBELL / Ms. Louise ROBINSON
Mr. Desmond MOLLOY / Dr. Yuji UESUGI

Career Design

Online Facilitator

Ms. Chio SATO Head, Office CLUTCH (Career Consultant conducting Consultations/ Seminars for Career Design, Management and Leadership)

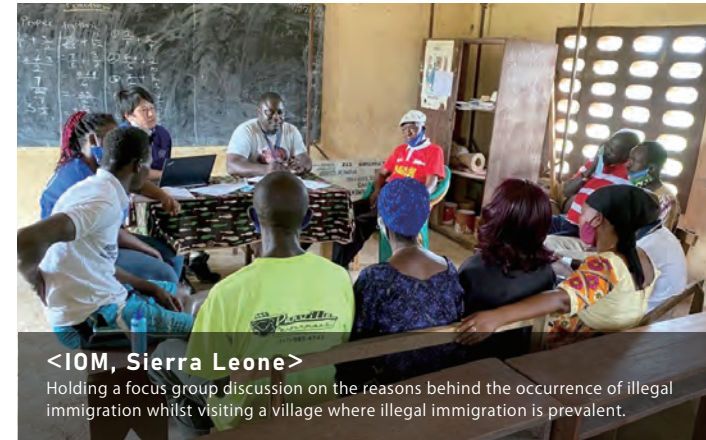
Overseas Assignment: Program Associates of the Primary Course in JFY 2019 deployed as UN Volunteers



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

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

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



Career Development Samples of the Primary Course



Mr. Koji KUMAMARU
Graduate of JFY 2011
Primary Course

- Reason for Application
- Career before Participation
- Overseas Assignment
- Career after Participation

To transform my career from being a researcher to be a practitioner to serve the most vulnerable people on the ground by applying my technical expertise on Water, Sanitation and Hygiene (WASH). To facilitate the exploration of a synergized approach across humanitarian aid, peacebuilding and development.

After graduation, I supported asylum seekers in Japan at Refugee Assistance Headquarters (RHQ). Prior to joining the Primary Course, I engaged in UNICEF Zambia/Ethiopia Country Office (CO)'s pilot programme on water supply in the sparsely populated rural area as a Ph.D. research candidate at the Water, Engineering and Development Centre (WEDC), UK.

As a WASH Specialist, I served Internally Displaced Persons (IDPs) to provide safe water and sanitary facility in Somalia...in the face of devastating conflict and severe famine. In facilitating a sustainable environment, I initiated Public Private Partnership (PPP) by introducing innovative water purification technology with Japanese private company. The project was featured by popular Japanese TV media programme, "Dawn of Gaia".

I secured a WASH Specialist position with UNICEF South Sudan CO and managed WASH programme at Great Upper Nile State to serve people at a PoC (Protection of Civilian) site and IDP camps. I realized importance of integration among peacebuilding, climate change adaptation and private sector engagement for sustainable water resource development and management based on my field experiences across remote, conflict and fragility-affected states. Afterwards, as a Climate Change Adaptation (CCA) Specialist at Ministry of Environment, I contributed to policy development on CCA in 8 developing countries in the Asia-Pacific Region, and engaged in the international negotiation process of the Paris Climate Agreement at COP21. Then, I moved to UNICEF as a Corporate Partnerships Specialist to leverage business service & technology and enhanced investment in WASH, Health and Innovation through financing and innovative frontier technology. At present, as a Project Manager (P4) for climate-resilient water resource development and management funded by Green Climate Fund (GCF), I work for UNDP in the Marshall Islands.



Ms. Haruka NAKAYAMA
Graduate of JFY 2013
Primary Course

- Reason for Application
- Career before Participation
- Overseas Assignment
- Career after Participation

With my academic training in conflict resolution, I have developed a passion to contribute to peacebuilding with the United Nations and was particularly interested in working for post-conflict development. I applied for this program because I believed that it would offer a great opportunity to build a solid foundation for my career in peacebuilding through its coursework on peacebuilding, and an opportunity to gain field experiences overseas. The great experiences and reputation shared by past participants of this program also helped me decide to apply for this program.

I acquired an undergraduate degree in international studies and a master's degree in conflict analysis and resolution in the US. I interned with the UN Regional Centre for Peace and Disarmament in Asia and the Pacific in Nepal during my master's program. After completing graduate school, I worked at a global consulting firm in Tokyo, managing projects related to business management for global corporates, including process improvement, internal control, and system implementation.

I worked as a Specialist in Youth, Governance, and Citizen Participation with the UNDP in Rwanda. I was mainly responsible for the project and financial management of a programme to strengthen civil society in Rwanda by providing grants to local NGOs and monitoring their activities. In addition, I also assisted in coordinating 5 different UN agencies as part of the One UN initiative and organizing innovative events for the UNDP Innovation Facility.

My experience in Rwanda made me interested in the role of the private sector in sustainable development and also in the organizational management of global organizations like the UN. To gain further experiences, I joined a global consulting firm in Tokyo and provided advisory services for cross-border mergers and acquisitions, foreign investment, and organizational change management. In January 2020, I joined the Department of Operational Support, UN Secretariat in NY as a JPO, and have been managing projects related to UN reform as a Programme Management Officer.



Mr. Hiroshi KUWATA
Graduate of JFY 2013
Primary Course

- Reason for Application
- Career before Participation
- Overseas Assignment
- Career after Participation

The experience working in countries like Sudan and Iraq where peacebuilding was a core agenda made me think that it is important to familiarize myself with peacebuilding for recovery and reconstruction of those countries. Through the HPC primary course, I thought I would be able not only to familiarize myself with peacebuilding but also to have a wider network of peers who are working in the same field.

I started my career with a British NGO, Pastoral and Environmental Network in the Horn of Africa (PENHA) based in the UK. I worked for PENHA for 2 years as Sudan Programme Officer. After PENHA, I joined JICA Sudan and was responsible for managing the Agriculture Science and Technology Project for 2 years. After JICA Sudan, I joined JICA Iraq office and managed Agriculture, Education, and Governance portfolios by monitoring five technical cooperation and concessional yen loan projects. On completion of my 2 years contract with JICA Iraq office, I joined HPC UNV programme in Bangladesh.

As UNV, I joined UNDP Bangladesh office and worked as Programme Officer—Decentralized Governance and Peacebuilding. I was assigned to Chittagong Hill Tracts where there were still small conflicts between indigenous populations of Jumma and Bengali even after the Chittagong Hill Tracts Conflict (1977–1997). I managed several projects to enhance capacity of local government in Chittagong Hill Tracts. For instance, we provided small grants to district government offices for community-driven small livelihoods improvement projects (i.e. rehabilitation of farm roads, irrigation channels, purchase of small agricultural equipment, etc). This initiative not only contributed to improving community livelihoods but also contributed to enhancing capacity of district government offices to manage the grants properly throughout the process.

Coming close to the end of the contract with UNDP Bangladesh, I was offered a post with UNOPS Sudan. I worked as Project Coordinator to manage two emergency response projects in Darfur. One of those was to rehabilitate schools and health clinics and the other was to construct water supply points. After UNOPS Sudan, I got a Special Assistant to Resident Coordinator (SARC) position in Bhutan and worked for RC and UN country team in Bhutan for 2 and half years. Right after the SARC assignment, I joined UNDP and UNICEF South Sudan to take up a unique cost-shared position to enhance partnerships between UNDP and UNICEF, develop UNDP and UNICEF joint programme/projects and mobilize funding for UNDP and UNICEF South Sudan. I worked for two years for this position. Now I am working for Crisis Bureau in UNDP Headquarters and monitoring COVID-19 response projects.

Mid-Career Course

Deepening and practicing skills and abilities to build careers in the field of peacebuilding and development



"Mid-Career Course" is aimed at career development for people with about 10 years previous practical experience in various fields related to peacebuilding and development (including law, administration, medical care, IT, procurement, accounting, public relations, etc.). We strengthened the main elements of "Competencies (capacity to accomplish business tasks)" in international institutions, focusing on reinforcing "communication/negotiation" and "leadership/management" skills through role-play exercises, empowering participants to address complex tasks through innovative perspectives and approaches within an organization in the dynamism of world trend transformation. The course provides opportunities for participants to improve performance both as individuals and as part of a team based on feedback from both lecturers and team members, and to promote the development of appropriate network going forward. In this fiscal year, the training was implemented in a "hybrid style" that combined on-site and online participation and the Course was held in Tokyo for 7 days from 5th to 11th January, 2021.

Messages from Participants



Mr. Suiunbek AIDAROV

Head of Sub Office, United Nations World Food Programme(WFP), Kyrgyzstan

The Mid-Career Course organized by the Hiroshima Peacebuilders Center (HPC) was an eye-opener and a real discovery at this stage of my career. Having had nearly 15 years of work experience in the field of peacebuilding, conflict resolution, and development at various UN agencies, I was looking for top-quality practical guidance. The HPC's Mid-Career Course helped me get the hands-on experience and genuinely honed my competencies in communication, negotiation, leadership and management through interactive discussions and role-play exercises. For the full seven days of the course duration, I was literally taken from reality and put among the true leaders whose diversity of ideas and experience, as well as the expertise and knowledge of the course facilitators, expanded my thinking.

Throughout the course I had an opportunity to meet and interact with the experienced and ambitious young leaders in the area of peacebuilding and development, as well as learn the wisdom thoughts from personal stories of the top ranked

UN representatives and facilitators. Not only the interactive discussions I had with the course participants and the skill-set acquired during the seven-day training course but I also built a social and professional network for future projects and facilitating the exchange of information. The course became a great platform to challenge each other while monitored by facilitators with colossal professional background working in the front lines of development and peace building who were able to reflect on the most effective and efficient approaches applied internationally.

Now, having acquired the set of necessary skills, attributes and behaviors important for me as a humanitarian as well as built the network with the international professionals, I am ready to contribute to the conflict prevention, peacebuilding, and development processes at a different level and a larger scale.



Ms. Yuki DAIZUMOTO

Programme Manager (Immigration and Border Management), IOM (International Organization for Migration), Nigeria

I am currently working with IOM Nigeria, where I am responsible for managing comprehensive programme for immigration and border management. Over the past 13 years, I have gained a wide range of experience in peacebuilding, humanitarian assistance and development work in Indonesia, Sudan, Sri Lanka, Nepal and Sierra Leone. However, my current responsibilities are broader, more multifaceted and complex, and I felt that the same leadership style and approach that I have used might be limited to address current issues and to create impact. This meant that it was a time for me to take a step up in my career, and in that sense, this training course was very timely for me.

Leadership is demonstrated through integrated competencies such as strategic thinking, ethical influences to others, communication and negotiation skills, among others. In current COVID-19 pandemic situation, it is also important to utilize online communication effectively and to pay attention to mental health and well-being for colleagues and

oneself. In this course, the experts explained these issues theoretically, and I was able to experience them practically through role-play and group work. For instance, in the exercise of holding a press conference, a camera and lights were actually set up to create similar atmosphere and pressure, and I was able to learn the necessity of flexible response to reports on the spot. The feedback from the facilitators and other participants on my comments and performance made me discover something new about myself and suggested new possibilities for me. The lectures given by the current and former UN senior management were also a great opportunity to see how they demonstrate their leadership.

One of what I remember most from this course is the quote " Leaders are people who do the right thing, managers are people who do things right." What is the right thing for us? It is to realise the vision of the United Nations and to share that vision with others. In this course, you will learn the leadership skills necessary to achieve this. I hope many of you will be able to participate in this course.

Mid-Career Data | Organizations of Participants (JFY2020)

DPPA(Department of Political and Peacebuilding Affairs) / IOM(International Organization for Migration) / WFP(World Food Programme) / UNICEF(United Nations Children's Fund) / UNMISS(United Nations Mission in South Sudan) / UNDP(United Nations Development Programme) / UNHCR(United Nations High Commissioner for Refugees) / UNIDO(United Nations Industrial Development Organization) / ICC(International Criminal Court) / ADB(Asian Development Bank) / ASEAN-JAPAN CENTER / Permanent Mission of Japan to the United Nations / Ministry of Defense / NGO and Private Sector

Mid-Career Data | Organizations of Participants (JFY2015-2019)

DPKO(Department of Peacekeeping Operations) / DFS(Department of Field Support) / UNMAS(United Nations Mine Action Service) / DPI(Department of Public Information) / UNRCO(UN Resident Coordinator Office) / IOM(International Organization for Migration) / UNICEF(United Nations Children's Fund) / WFP(World Food Programme) / UNHCR(United Nations High Commissioner for Refugees) / FAO(Food and Agriculture Organization of the United Nations) / UN-Habitat (United Nations Human Settlements Programme) / UNESCO (United Nations Educational, Scientific and Cultural Organization) / UNAIDS(The Joint United Nations Programme on HIV/AIDS) / ILO(International Labour Organizations) / UNOPS(United Nations Office for Project Services) / UNDP(United Nations Development Programme) / UNFCCC(United Nations Framework Convention on Climate Change) / UNRWA(United Nations Relief and Work Agency for Palestine Refugees in the Near East) / WHO(World Health Organization) / UNITAR(United Nations Institute for Training and Research) / UNMISS(United Nations Mission in South Sudan) / UNSOM(United Nations Assistance Mission in Somalia) / MINUSMA(United Nations Multidimensional Integrated Stabilization Mission in Mali) / UNSOA(United Nations Support Office for AMISOM) / UNOCA(United Nations Regional Office for Central Africa) / UNFICYP(United Nations Peacekeeping Force in Cyprus) / OSES (Office of the Special Envoy of the Secretary-General for Syria) / KAIPTC(Kofi Annan International Peacekeeping Training Centre) / ICRC(International Committee of the Red Cross) / INTERPOL(International Criminal Police Organization) / WB(World Bank) / MRC(Mekong River Commission) / OSCE(Organization for Security and Co-operation in Europe) / MOFA(Ministry of foreign Affairs) / Cabinet Office / JICA(Japan International Cooperation Agency) / NGOs and Private Sector

※ Name of Organizations and Departments are at the Time of Participation in the Course



Mid-Career Course JFY2020 : Curriculum / Facilitators

Basic Points for Leadership and Communication Competencies Application of Leadership and Communication Skills in International Organization

- Day 1** Overview of the Course
- Day 2** Essential Points for Leadership and Communication
- Day 3** How to Manage Remote Workplaces
- Day 4** Sharing Leadership Experiences at UN
- Day 5** Leadership Experiences within a System
- Day 6** Enhancing Leadership at the Field Level
- Day 7** Overall Review of Leadership and Communication

On-site Facilitators

- Dr. Hideaki SHINODA**
Director of HPC; Professor, Graduate School of Tokyo University of Foreign Studies
- Dr. Yuji UESUGI**
Program Officer of HPC; Professor, Faculty of International Research and Education, Waseda University
- Ms. Michiru TAMANAI**
HPC Senior Advisor, Career Support & Development
- Mr. Kenro OSHIDARI**
Member of HPC Council / Board Member, Association for Aid and Relief (AAR)Japan / Former Regional Director, WFP Regional Bureau for Asia, Bangkok, Thailand
- Ms. Neeru GUPTA**
Director Unnati Unlimited Pvt. Ltd. [Coaching & Business Consulting Firm]
- Ms. Julia SLOAN**
Strategic Thinking Consultant, Principal of Sloan International Inc.

Online Facilitators

- Ms. Ameerah HAQ**
Chair of the Global Board of BRAC/Formal Under-Secretary-General (USG) for the Department of Field Support/Formal Special Representative of the Secretary-General (SRSG) for Timor-Leste and Head of the United Nations Integrated Mission in Timor-Leste (UNMIT)
- Ms. Izumi NAKAMITSU**
Under-Secretary-General and High Representative for Disarmament Affairs
- Mr. Siddharth CHATTERJEE**
UN Resident Coordinator in Kenya
- Mr. Oumar BA**
Former Gao Head of Regional Office, United Nations Multidimensional Integrated Stabilization Mission in Mali [MINUSMA]
- Ms. Ayaka SUZUKI**
Director of the Strategic Planning and Monitoring Unit, EOSG, UNHQ in NY
- Mr. Sukehiro HASEGAWA**
Chair of HPC Council President /Global Peacebuilding Association of Japan , Former Special Representative of the UN Secretary-General for Timor-Leste



Webinar

United Nations Peacekeeping,
Experience of Leadership



"Webinar on United Nations Peacekeeping and Experience of Leadership" was held for participants to gain useful knowledge and information on practical leadership in the field of UN Peacekeeping Missions that can be applied to actual work in international organizations. This was done through a lecture by an experienced lecturer on the challenges faced by leadership and their countermeasures, qualities required of Mission Leaders. The participants were encouraged to further improve their skills through the lecture and the following Q&A session. This lecture was streamed from Tokyo on November 18, 2020.

Lecturer | Ms. Ameerah Haq

Ms. Ameerah Haq served as Under-Secretary -General for the Department of Field Support from 2012 to 2014. She has 39 years' experience working in the United Nations, including an appointment as Special Representative of the Secretary-General for Timor-Leste and Head of the United Nations Integrated Mission in Timor-Leste (UNMIT), followed by the positions of Deputy Special Representative of the Secretary-General, United Nations Mission in Sudan (UNMIS). Her previous positions include Deputy Special Representative of the Secretary-General, United Nations Assistance Mission to Afghanistan (UNAMA) and Resident Coordinator, and Humanitarian Coordinator in Afghanistan. After her retirement from the United Nations, she is currently the Chair of the Global Board of BRAC, the largest international NGO in terms of staff based in Bangladesh.

More than 50 people attended the webinar, including HPC graduates and Japanese officials from the Ministry of Foreign Affairs, Cabinet Office, and international organizations

Participant evaluation

According to the results of the participant evaluation, 85% of the participants were satisfied with the webinar, 79% found it useful for their future career, and 89% were satisfied with the lecturer.

In the participant survey conducted after the webinar, we received the following comments.

Question 1 Did the webinar meet your expectations?

- It was good for me to know deep insights of well-known highest officials on leadership characterized as art of influencing people to achieve your/the desired outcomes.
- Presenter was very inspirational, also because everything she said was based on her actually having landed and doing USG and SRSG, DSRSG jobs.
- Ameerah's thoughts on leadership was very resonating.

Question 2 Did you find the Webinar useful for your future career?

- Knowing required competency for leaders at UN is nice information for building a successful career at UN.
- I had learned some tips for pursuing my career.
- I understand how a leader should be.

Question 3 What was your motivation for participating in the Webinar?

- To learn experiences and leadership model from UN's high officials so that I can reflect to my own career.
- To know about Peacebuilding and Japan's role in it.
- I was interested in leadership in UN. I wanted to learn it from the former high-ranking official of UN.



Career Development Support

Understand the application process and system,
and know the tips to strategically prepare for entry



Career Development Counseling

Continuous counseling is provided by senior advisor Michiru TAMANAI for the program associates of the Primary Course as well as the participants of other courses. Everyone was given beneficial advice to reflect on their own experiences and expertise so far to further advance their future careers.



Ms. Michiru TAMANAI HPC Senior Advisor, Career Support & Development

Hello everyone. I have been involved in the work of personnel and human resources development at UN agencies for many years. In fact, in order to enter the UN and international organizations, there are some techniques to understand the special application process and system, and to prepare for entry strategically. If you put this into practice, it can increase the chance of acceptance. Human resources and job categories of the UN agencies are seeking to cover all fields. Even those who have built their careers thinking their field is nothing to do with the UN can find positions where they can make the best use of their expertise. "Global Human Resources" working on the world stage refers to those who possess world-class expert knowledge, skills, and behavioral patterns, not limited to international organizations

but also in the area of global business. It also refers to those who have not just language proficiency but the flexibility to overcome cultural and communication style differences, and who can work effectively with diverse people in accomplishing goals.

The UN that deploys programs around the world is a challenging workplace. It is a workplace working with people and an environment of different cultures while thinking of the world. It is a unique career in which you have no choice but to overcome the boundary and the limits of your own culture even while you laugh, cry, are driven to despair, and are moved. I believe, for those who want to challenge oneself with a global career, HPC Courses will be your valuable turning point in your career life. Everyone, please do participate.

Career Development Support System

HPC is developing a Career Development Support System designed to enhance networks between the graduates of the Program, the facilitators and other supporters. The website page, dedicated to graduates, provides opportunities to expand networking between graduates, hold online seminars, to introduce a mentoring system, and to think deeply about their careers.



Career Development Support Seminar

On April 25, 2020, we held a ZOOM session on "The Current Situation on COVID-19 and International Politics" by Dr. SHINODA, Director of HPC, and a talk on the local situation by the program associates who were in the overseas assignments then, as well as a lecture entitled 'Well-being & Post-COVID-19 Career Development' by Ms. Michiru TAMANAI, the Senior Advisor of the HPC. In addition, an online seminar on "The Future of the United Nations and Japanese Staff under the COVID-19 Crisis" by Mr. Hajime KISHIMORI, the Senior Advisor, UNDP, was held on July 23, and another seminar on "Recent Development at UN Headquarters under the COVID-19 Crisis" by Mr. Takakazu ITO, Senior Program Officer, Department of Operational Support, was held on August 23.

In all cases, we used the opportunities to exchange information among the former program associates of the JFY 2019 who had started their assignments as a UNV by working remotely in Japan or had their overseas dispatch delayed due to COVID-19 and who could receive valuable advice from the graduates. During the Primary Course, we also held sessions engaging graduates. On 6th March 2021, Mr. Guillaume FOLIOT, a former World Food Programme (WFP) officer who is also a Primary Course facilitator, held an online seminar entitled "Salon for Staff Members in Francophone countries and regions." This seminar was aimed at strengthening both present and future Francophone regions' personnel and workers who are the Primary Course graduates and Mid-Career Course participants, who are currently working in the area or hoping to serve there in the future.

Websites for the graduates

In JFY 2020, we continued to operate website pages for Japanese graduates of the Primary Course to help them to obtain posts in their fields with international organizations, etc., and also to obtain higher positions. On the website, four areas of content were provided to expand support for their career development.

"Career Periodic Diagnosis" is an expansion of the "Career Design Training" annually conducted by Ms. Chio SATO of the Office CLUTCH, for Japanese program associates in the Primary Course. It is designed to provide graduates with an opportunity to periodically review their careers through "periodic career checkups". The objective of this program is to encourage the program associates who undertook the training a while ago to take a fresh look at their careers to gain confidence and improve understanding of pertinent issues and raise awareness of the need to improve their career plans. We also provide an opportunity for graduates who wish to seek specific consultation and counseling to contact her through HPC.

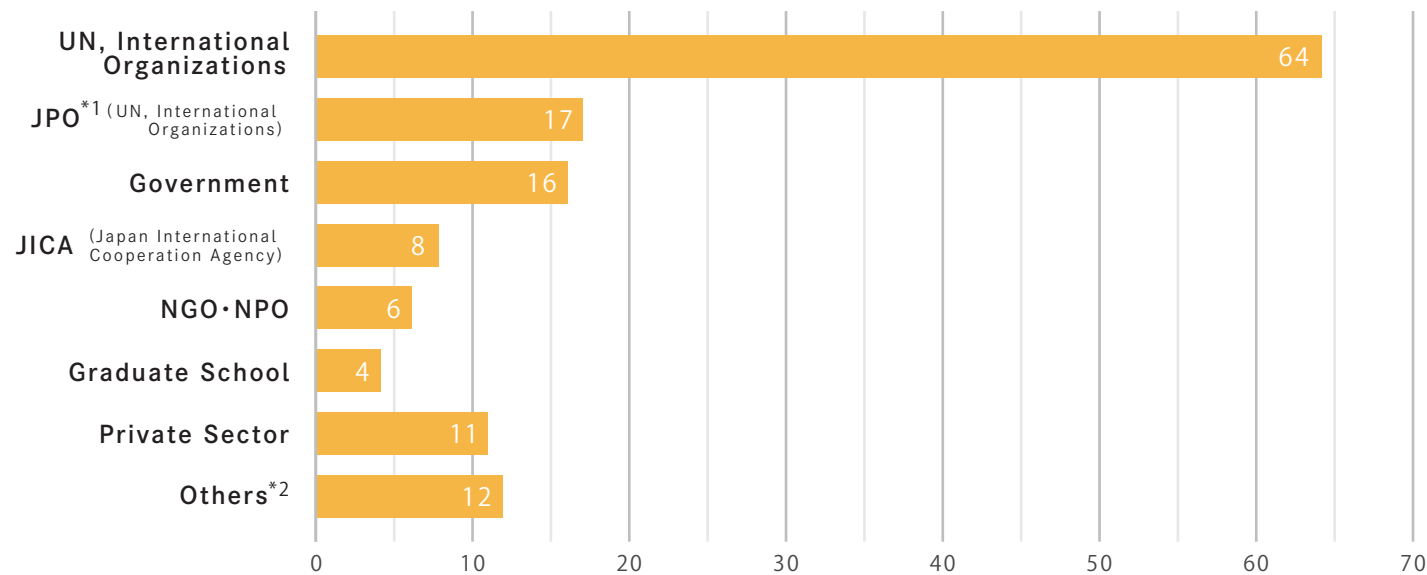
Videos of the online seminars on Career Development and Mental Health in the UN are available at Online Seminar on the website.

"Free Sign Up for POTI (Peace Operations Training Institute) E-Learning Course" is offered to the Primary Course graduates and the Mid-Career course participants at no cost by the POTI, a US-based NGO, as their privilege. A certificate of completion co-signed by the POTI Executive Director and HPC Director will be jointly issued upon completion of each course with a score of a minimum of 75% on the final exam.

In the "List of Mentors", with the permission from the lecturers who have contributed to this program, their profiles, current titles, and organizations where they are based are listed. The program provides an opportunity for graduates to initiate specific consultations with facilitators regarding career development through HPC. Moreover, to enhance opportunities for mutual exchange among graduates, we have posted a list of current positions of graduates who have given us permission so that they can contact each other and promote opportunities for two-way networking.

Career Development at a Glance

Current Position of the Japanese Graduates

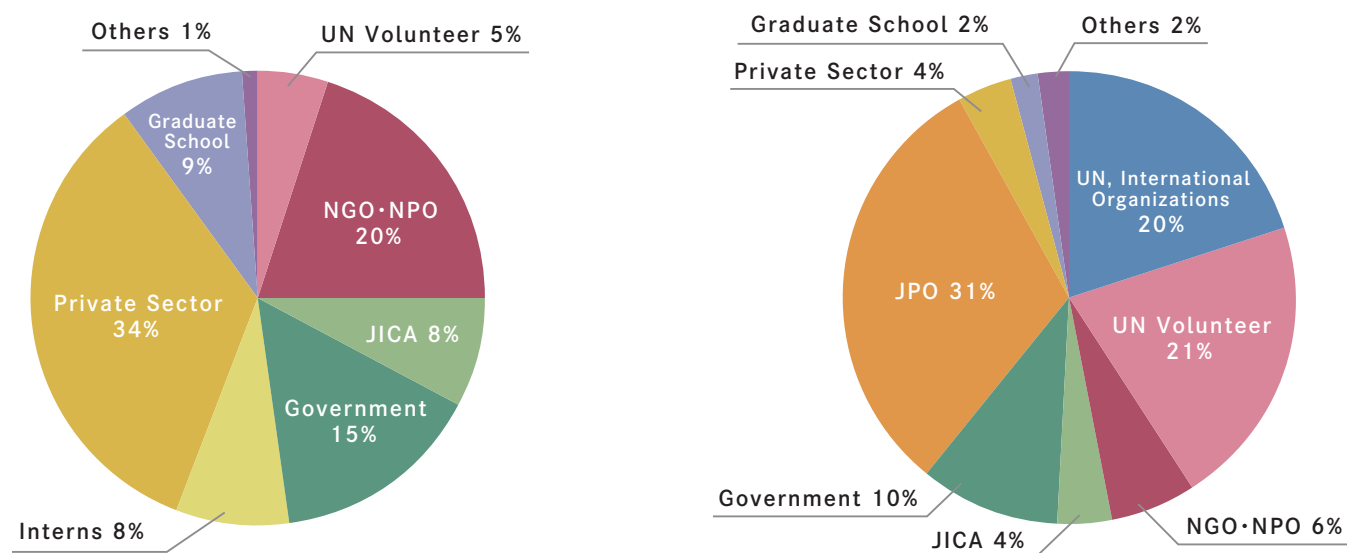


*1 J P O (Junior Professional Officer) program provides the opportunity for young qualified professionals to obtain knowledge and hands-on experience required to pursue their career within the international organizations as permanent staffs. JPOs are sponsored by their respective governments, and in the case of Japan, JPOs are offered two years fixed term contracts.

*2 "Other" refers to those who are engaged in activities related to career reasons such as childcare.

Data on the 179 graduates of the Primary Course, in JFY 2007-2018, as of March 2021. (Except 41 graduates whose current situations have not been updated within a year.)

Professions of Primary Course Program Associates / Graduates Before and after Participation to the Course



Positions before Participation

※ JFY 2007-2020

Positions immediately after the Overseas Assignment

※ JFY 2007-2019, except the Program Associates currently on Overseas Assignment

The data shows that some people had work experience in peacebuilding/development fields, but few people had worked in the UN/International organizations before the overseas assignments. It also indicates that many graduates started developing their careers in the UN/International organizations as a staff and JPOs after the overseas assignments.

Examples of the UN/International Organizations in which Japanese Primary Course Graduates work (JFY2007-JFY2018)

- UNHCR(United Nations High Commissioner for Refugees) /14
- UNICEF(United Nations Children's Fund) /12
- UNDP(United Nations Development Programme) /9
- WFP(World Food Programme) /5
- IOM(International Organization for Migration) /4
- WB(World Bank)4
- DPO(Department of Peace Operations) /3
- UN Women(United Nations Entity for Gender Equality and the Empowerment of Women) /3
- DOS(Department of Operational Support) /2
- UNFPA(United Nations Population Fund) /2
- UNODC(United Nations Office on Drugs and Crime) /2
- UNU(United Nations University) /2
- ADB(Asian Development Bank) /1
- FAO(Food and Agriculture Organization of the United Nations) /1
- Joint UNDP-DPPA Programme on Building national Capacities for Conflict Prevention) /1
- OCHA(United Nations Office for Coordination of Humanitarian Affairs) /1
- OHCHR(Office of the United Nations High Commissioner for Human Rights) /1
- SRSO/SVC(Office of Special Representative of the Secretary-General on Sexual Violence in Conflict) /1
- UN-Habitat(United Nations Human Settlements Programme) /1
- UNMAS(United Nations Mine Action Service) /1
- UNODA(United Nations Office for Disarmament Affairs) /1
- UNOPS(United Nations Office for Project Services) /1
- UNRCO(UN Resident Coordinator Office) /1
- UNSOM(United Nations Assistance Mission in Somalia) /1
- UNV(United Nations Volunteers programme) /1
- WHO(World Health Organization) /1
- ICC(International Criminal Court) /1
- International IDEA(International Institute for Democracy and Electoral Assistance) /1
- ASEAN-Japan Centre /2

※ Including JPO and UNV contract extension
※ As of March 2021

Graduates' Posts at UN

Numerous graduates have assumed positions of responsibility at the headquarters and in the field of international organizations, supporting the frontlines of peacebuilding, development assistance, and humanitarian aid activities. With 2 graduates in P5, 7 graduates in P4, and 22 graduates in P3, who are ranked to lead their own team in the field and contribute with responsibility in the headquarters, they support the activities of international organizations. These graduates are those who will be the supervisors of the new program associates when they start working as UNV in international organizations. This program has already been providing many career-developing supports for graduates and program associates to interact with each other and such a profoundly multi-layered network with the graduates is one of the great assets of the program.

Introduction of Facilitator Graduates

The graduates holding middle management positions as mentioned above are now leading their teams with responsibility for specific projects in a wide variety of activities at international organizations. Coming to Japan to contribute to the training was not easy for them in the past since they engage in crucially important positions. However, in this year a large number of facilitators was expected to contribute online to the Primary Course, it also brought about a great opportunity to secure tangible contributions by graduates. As a result, we were able to have six graduates who are active in major international organizations involved in peacebuilding, development assistance, and humanitarian aid that address the diverse interests of program associates to contribute as facilitators. It was a valuable opportunity for the program associates not only to understand the way of thinking of the UN officials whose ranks are to be their direct supervisors, but also to envisage their professional advancement. The following graduates have made very stimulating lectures to this year's program associates to ponder deeply about how they can build their careers in the years after this program. In addition, when Ms. Monica RIJAL of UNDP Headquarters Crisis Bureau delivered an online lecture, two of her colleagues, Ms. Risa FUJIMURA, a graduate of JFY2012 of the Primary Course who is currently working as an M&E Program Specialist in the UNDP-DPPA Joint Program on Building National Capacity for Conflict Prevention and Mr. Hiroshi KUWATA, a graduate of JFY2013 Primary Course and the Project Coordination Specialist in the Crisis Bureau at the United Nations Development Programme (UNDP) Headquarters, both participated as observers and assisted Ms. RIJAL with their professional comments based on their expertise that further stimulated the program associates.



Facilitator Graduates of the Primary Course JFY 2020

Ms. Marie ONIWA <Primary Course Graduate of JFY2007>
Reintegration Specialist, (International Consultant) UNDP South Sudan, in support of the Revitalized Agreement on the Resolution of the Conflict of South Sudan (R-ARCSS)

Ms. Eri SUZUKI <Primary Course Graduate of JFY2007>
Child Protection Specialist, UNICEF Regional Office for Eastern and Southern Africa, Nairobi, Kenya

Mr. Tomoya SOEJIMA <Primary Course Graduate of JFY2010>
Protection Officer, United Nations High Commissioner for Refugees (UNHCR), Sub Office in Cox's Bazar, Bangladesh

Ms. Aiko WATANABE <Primary Course Graduate of JFY2008>
Programme Management Officer, Department of Peace Operations(DPO), United Nations Secretariat

Ms. Minako MANOME <Primary Course Graduate of JFY2009>
Team Leader, Economic Development and Livelihoods, UNDP, Syria

Ms. Mari MASUOKA <Primary Course Graduate of JFY2013>
Supply Chain Officer, United Nations World Food Programme, Sana'a, Yemen



JFY 2007



JFY 2020

Career Development through the Program



Dr. 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)

The Global Human Resource Development Program invites human resources who can contribute to peacebuilding and provides them with various opportunities such as training courses to obtain knowledge, skills, experiences, and networks. It may also provide opportunities to work with international organizations.

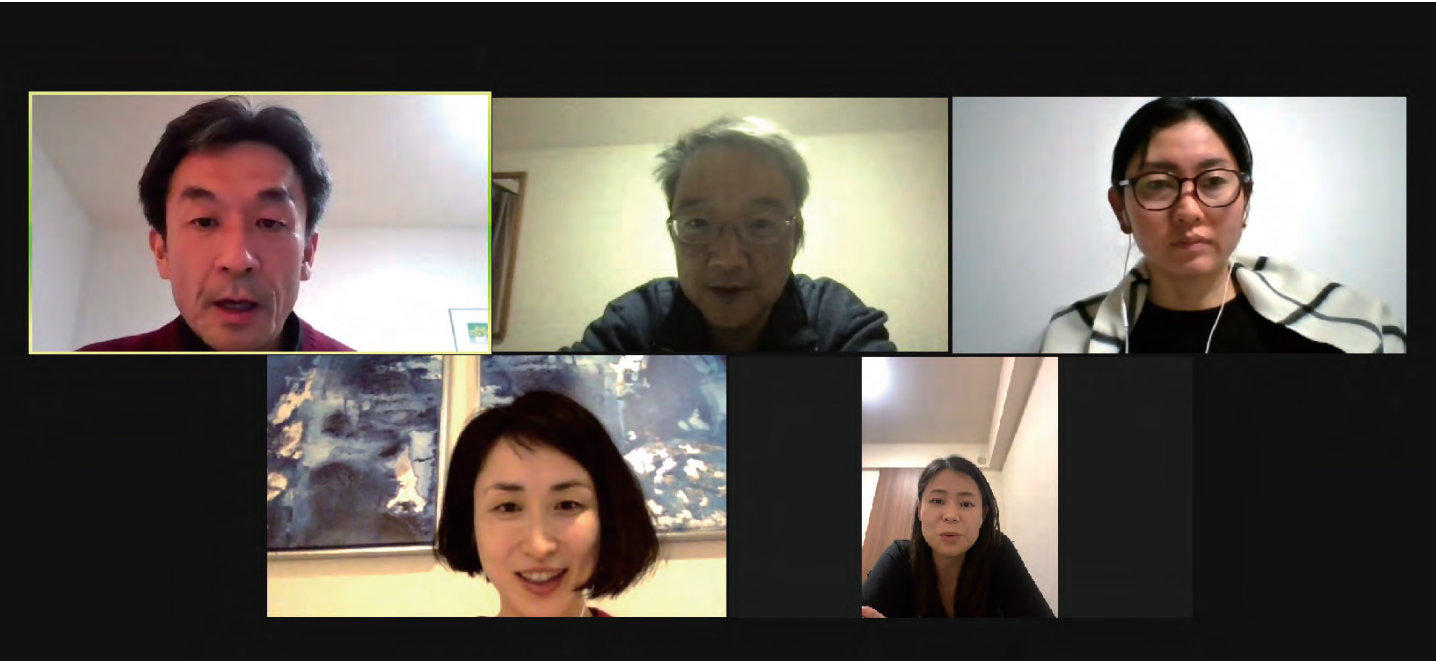
Through the training, HPC provides knowledge and skills that are useful for career advancement and opportunities to be fully acquainted with the concept of career development appropriate for professionals in international organizations. This year, we also did new ventures such as re-editing the career design materials used in the primary course training in Japan for the graduates and posting them on the exclusive website for graduates. These were to give our graduates, who are active and scattered all over the world, the flexibility to adapt them according to their situation. HPC believes that career development should be considered to take a long-term perspective and regular re-checks.

Moreover, HPC has advisors who specialize in career development and are ready to provide ongoing career development support to graduates, flexibly depending on the situation. This year, various supports were offered from counseling and coaching support by several HR professional advisors to mental care support by a psychotherapist advisor.

In reality, it is not easy to manage a long career successfully. There is also the issue of how to balance various life events, such as marriage, childbirth, and aging of parents, with work in the global fields through international organizations. In building a career that requires specialization, creativity, and flexibility, it is so important to consider a wide range of flexible perspectives after learning about experiences from seasoned seniors. As part of career-building support in the program, the various stories of graduates are introduced and continuous reviews on career design are supported. Knowledge and skills gained from the training cannot be the sole resources to build a long career. That is why we hope for the graduates to turn the insights and interpersonal connections gained from the training to a foundation for building a long-standing career.

A career path is not a topic that is only important for HR professionals. In this program, a number of practitioners, mainly UN officials, were invited as facilitators. They did not only share their expertise in the formal training curriculum, but also shared their experiences and thoughts on career building and provided individualized advice to the program associates. In this year, the major theme was how to reconsider the work environment and a work-life balance that have changed drastically due to the Novel Coronavirus infection.

Online Salon ~ Career Development at the UN Organizations ~



On February 5, 2021, during the Primary Course of the JFY 2020, an online salon on the theme of "Career Development in UN Organizations" was held for program associates of the Primary Course to help them broaden their perspectives on how to build a career in the UN and International organizations, with a focus on peace operations. Two guests from the Primary Course graduates currently working at UN: Ms. Atsuko WATANABE, Liaison Officer of the UNHCR office in Japan, and Ms. Ai MORITA, Civil Affairs Officer of the UN Department of Peace Operations (DPO) were invited to talk with a group of the Primary Course facilitators about how they have built their careers. Throughout this year's program, we have held online salons on an irregular basis outside of the training for graduates and program associates who have been dispatched overseas. The online salon during the Primary Course on February 5 was held to allow participants to receive insights shared by graduates that would be beneficial to them, from graduates remotely. In that salon, a lively discussion took place in English with the program associates of not only Japanese but also international program associates.

Dr.SHINODA Ms. MORITA, could you please tell us about your experience of getting the UN position?

My career milestone happened when I got a business meeting in New York, whilst working as a UNV in Malawi. During that time, I tried to see as many people as possible, one of whom was the current supervisor, as I was genuinely interested in the work of his team (Civil Affairs in peacekeeping operations). I listened to him talking about his work, and also talked about my experience in that short meeting of 30 min or so. A couple of months later, I was informed of a position opening up in his team. So, I applied and went through the interview and writing exam, and I got the job. It was fortunate that I was able to meet my current supervisor through different people in New York.

Dr.SHINODA As you mentioned, the meeting might have been fortunate. But I think there was another factor that made you stand out. Looking back on time, what do you think made you outstanding?

Giving a positive impression of yourself to others is useful in any situation. In this regard, I think the very basic qualities such as being humble and polite, and attentive listening can matter a lot sometimes. Also I was able to talk about my previous experience in relation to his current work to show the linkages between the two, so maybe that helped too.

Dr.SHINODA We make our own luck by preparing for opportunities and being open. I mean that preparation doesn't guarantee anything until opportunities arise. But when an opportunity arises, we should be prepared to deliver our best.

I think what Ms. MORITA did was really great. Proactivity is always needed if you want to build a career in the UN. I am happy to know that UNDP experience helped her career development, leading to her current assignment. While it is not easy to travel under COVID 19, the online meeting is a great tool too. You can go beyond regions and borders and connect with anybody easily.

Dr.SHINODA I totally agree with you. We always want to cultivate something new in any circumstance. Next, we would like to have comments from Ms. MASUOKA, who amazed me by her determination to work in Yemen. Could you give us any suggestions how best we could do networking?

I actually would like to make two points regarding networking. Firstly, personally I believe that networking is most valuable when operated at 360 degrees. Specifically, it includes the supervisors, colleagues, your team members, or it could also be HR, MOFA, and the embassy of Japan. Secondly, I feel that networking is not all about meeting someone and say "Hi", but about building strong bond through gaining a credit by work. Therefore, it is essential for me to increase the opportunity of meeting people, working together and building strong and sound networks.

Dr.SHINODA Thank you for your essential insight about building a strong career path, Ms. MASUOKA. Can I turn to Ms. WATANABE about your career?

I'd like to make the point that when arriving at a new duty station, it is better to learn from national staff who are the back-bone of the organization and build good relationships with them during the first 6 months. Having a good relationship and observing cultural context for several weeks or months are really crucial to make work run smoothly.

Dr.SHINODA Thank you for your excellent points. I know your career started as a JPO. Did you have any difficulties taking the leap from JPO to get a position in the UN?

Yes, I could not get any new post after I completed the contact of JPO. Luckily, my supervisor extended my temporary assignment in South Sudan. While I was working, I was shortlisted for one of the posts, to which my supervisor made a good reference. That's how I was selected for the post. Performing well in daily work leads to the next career step. The key is not to give up. There is always an opportunity in the same organization or somewhere else.

Dr.SHINODA Why did you decide to come back to the UNHCR Japan office?

At some point, everyone considers life-work balance. Even though the position in External Relations may not be in my area of expertise, I believe this is an opportunity to develop my career by acquiring new expertise.

Dr.SHINODA I admire you. This is a great career path, maintaining a position in the same organization and consolidating your life-work balance.



Ms. Ai MORITA
Civil Affairs Officer, Department of Peace Operations, UN headquarters in NY



Mr. Shigeki KOMATSUBARA
Resident Representative, United Nations Development Programme, Malawi



Ms. Mari MASUOKA
Supply Chain Officer, United Nations World Food Programme, Sana'a, Yemen



Ms. Atsuko WATANABE
External Relations Officer, UNHCR Representation in Japan

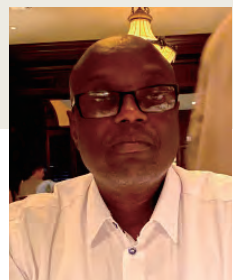


Featured Peacebuilders



Here are the voice of facilitators and graduates of the Global Peacebuilders Program bringing their own experiences of peacebuilding from around the world.

Facilitator of the Mid-career Course /the Primary Course JFY 2020



Mr. Oumar BA

Former Head of Gao Regional Office, United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA)

For more than 26 years, I had the privilege of working for the United Nations Organization. I first started working in the office of the United Nations High Commissioner for Human Rights (OHCHR), in Rwanda, Burundi and Cameroon as a Human Rights Officer (from 1994 to 2006).

Then, I moved to the Department of Peacekeeping Operations in several countries such as Haiti, Sudan, Mali and Central African Republic, working as Senior Human Rights Officer and Principal Political Affairs Officer from 2006 to 2020.

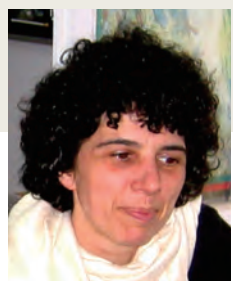
If I can give any type of advice to the participants of the Associates Program, I would love to tell them to focus on two key points during their careers. The first point relates to team building. It is extremely important to build an excellent team. If you have an efficient team, a team where everyone

looks in the same direction and respects one another, you can accomplish tremendous goals. Your team will respect you and it will be ready to go the extra mile for and with you. It is important that you keep in mind that without your team you are nothing and you will probably not be as successful.

The second key point is related to your contacts with local partners. It is important that you are honest with them. Never promise things you will not be able to do. It is about your credibility. If the stakeholders ask you to do something that you know very well you cannot deliver, it is vital to tell them the truth. Telling the truth while using diplomatic language will help you in gaining respect from those stakeholders. Even if it can be difficult at times, integrity is always the best decision. It was a privilege for me to participate as a facilitator of the Primary Course.

This training organized by the HPC offers a unique opportunity to strengthen the capacity of participants in several fields such as leadership, planning, competencies-based interviews and more. It will build and help you strengthen your UN career.

Facilitator of the Primary Course JFY 2020



Ms. Simonetta ROSSI

Peace and Development Adviser, Office of the United Nations Resident Coordinator(UNRCO), Sierra Leone

I started my career more than 30 years ago as a volunteer, working with refugees and supporting them to develop projects to establish small businesses in the host country. While I was training the refugees on business skills, I was learning from them the value of Peace. Since

then, I dedicated my life to help to construct and sustain peace in several countries in different regions of the world. When I look back at my career, I feel I have been privileged to serve for the United Nations for about 15 years

as Peace and Development Advisor (PDA). As a PDA, I have engaged in trust-building, social cohesion, dialogue, reconciliation, and I have developed conflict analyses and sought entry points for peacebuilding. I think that anyone interested in pursuing an international career should be prepared to work in difficult circumstances, ready to learn and find innovative solutions to the many challenges at work and at home. The primary course, at the Hiroshima Peacebuilders Center, offers a unique opportunity to prepare participants for the work in the UN, developing analytical and communication skills, team-building and leadership competencies. I am proud I had the opportunity to support the course as a resource person, sharing experience and also learning from facilitators and participants.

Primary Course Graduate of JFY2013



Mr. Takahiro UTSUMI

Vulnerability Assessment and Mapping Officer, World Food Programme (WFP), Armenia

I was interested in obtaining a job in the humanitarian and development fields from my experience of the Great Hanshin-Awaji Earthquake disaster when I was in elementary school. While I was traveling in the Middle East as a backpacker during my time at university, my desire for humanitarian and development assistance rekindled as I met refugees and people facing the long-running occupation in Palestine. After that, while majoring in peacebuilding at graduate school, I studied in Palestine for a year, learning Arabic while working in an international NGO as an intern to cultivate the language skills and field experience necessary for a development career. After attaining a master's degree, I gained field experience in the Middle East and Africa at the Embassy of Japan in Egypt and then at a development consulting firm. My experience with development assistance from these two different perspectives has led me to want to work in an organization that can involve peacebuilding and poverty issues at the policy level, while also practicing at the field level. Therefore, I participated in the Ministry of Foreign Affairs' "The Program for Global Human Resource Development for Peacebuilding and Development" and was dispatched to the WFP Regional Bureau for Middle East which involves the policy level to the project implementation as an UN volunteer. I saw the increasing number of refugees and starving populations year by year, and I felt the importance of connecting humanitarian aid with assistance that encourages people to become self-reliant. Since then, I have been working in the Regional Bureau for Middle East and North Africa as well as Sudan, Rome Headquarters, Bangladesh, Uganda, Nairobi Regional Bureau, and Armenia for seven years, including JPO (Junior Professional Officer), and have been involved in the project development which connects humanitarian assistance and self-reliance.

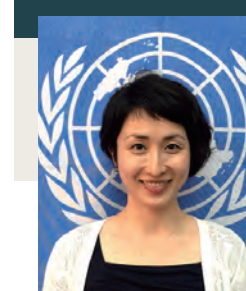
In World Food Programme (WFP), I have been involved in conflict and disaster emergency humanitarian relief and reconstruction assistance in the Middle East and Africa, focusing on research and analysis work to design and monitor humanitarian, development, and reconstruction projects. The first important step in launching humanitarian and development projects is proper situation analysis to launch effective assistance, analyzing where, how many people, what kind of people are suffering from different degrees of starvation and what kind of support is needed. Assistance begins by answering these questions. I saw the newflash that WFP won the Nobel Peace Prize while I was having a meeting on research projects with each regional office in the Nairobi Regional Bureau. When the news broke, the unexpected event caused the surprise and joy in the offices around the world. I belong to the WFP, which aims at eradicating hunger in 88 countries around the world and is engaged in activities that save lives and change life. WFP was awarded the 2020 Nobel Peace Prize for its efforts to combat hunger, contribute to improving conditions for peace in conflict-affected regions and for its role as a driving force to prevent hunger from being used as a weapon of war and conflict. I believe that winning the Nobel Prize is the fruit of the daily efforts of my WFP colleagues who continue to support famine-stricken people under challenging circumstance at the forefront of conflict and natural disasters.

I am currently working in the WFP Armenia country office as a Vulnerability Assessment and Mapping Officer. Armenia is a country in the Caucasus region between Asia and Europe. After a territorial dispute with Azerbaijan over the Nagorno-Karabakh region broke out in September 2020, WFP launched an emergency humanitarian aid program for internally displaced people and host communities of refugees from the region. As the Vulnerability Assessment and Mapping Officer, I analyze household surveys on food shortages, nutrition status, severity of poverty, and various other needs of displaced people, and promote evidence-based project design, thereby quickly providing food assistance to the most vulnerable displaced populations and local residents. Project design based on evidence such as these surveys and data obtained from them not only serves as a foundation for project development to meet the needs and situation, but also as an important means of advocacy to receive more support from donors. In particular, with the spread of the Coronavirus infectious disease, it was urgently necessary to incorporate health hazards caused by the Coronavirus infection and the social and economic impact from infection prevention measures by each government. However, as we work amid the spread of the Coronavirus infections, we must pay close attention to minimizing the risk of spread of infectious

diseases, so we are coping with difficulties one by one by adapting to the situations, switching to surveys by online call to allow remote surveys and so on.

What I value is a strong sense of purpose to patiently reach the goal. In the case of humanitarian organizations such as WFP, there are many hardship duty stations where the living and working conditions are difficult and families cannot accompany. While engaging in emergency relief is rewarding, it can often be challenging. Even in such a situation, it is important to think about the suffering of beneficiaries from the difficult situation and work together with your colleagues to always move forward as one team. Furthermore, in order to improve the quality of our projects, we believe that it is important to constantly learn and deepen our knowledge across disciplines while incorporating new elements to innovate our projects.

Primary Course Graduate of JFY2016



Ms. Ai MORITA

Civil Affairs Officer, Division of Policy Evaluation and Training (DPET), Department of Peace Operations (DPO), UN Headquarters in NY

I am currently working for the Department of Peace Operations as a Civil Affairs Officer (P3) at the UN Headquarters in NY. The division I work for supports peacekeeping operations

from the headquarters through policy development and capacity building among others. My current role includes developing a conflict analysis tool and providing training workshops to peacekeepers to introduce the tool and strengthen their analysis and planning capacities. The tool was developed in the face of increasing reality that local conflicts are the leading cause of civilian casualties and population displacement, and the field offices in peacekeeping that are at the forefront of addressing local conflicts often face resource and capacity constraints. For example, field offices may not have the required capacities for strong and integrated conflict analysis, or they may not consult to a sound conflict analysis when they develop their operational plans. Insufficient and siloed analysis-based planning affects the overall effectiveness of their interventions to resolve local conflicts and create lasting impact. The tool that I helped develop provides field offices of peacekeeping operations with the methodologies for sound, comprehensive conflict analysis at the local level and integrates the analysis into operational planning in sequential flow. The picture given below was taken at the workshop I conducted to introduce the tool to field offices in MONUSCO, DRC. The impact of the tool has been observed in different ways—for example, one of the staff trained in our workshop applied the tool to the conflict in their locality and together with their colleagues used the result to develop a conflict resolution strategy.

Through my experience in the field of peacebuilding gained in different organizations and countries (NGO in Pakistan, UNDP in Malawi, and DPO in New York), I realized that I feel the most fulfilled when I contribute to peacebuilding processes by creating change agents who, through awareness raising, empowerment, or capacity building, start taking initiatives for peace and conflict prevention in their own communities. The field of peacebuilding is so broad that there are so many ways to contribute to it. As such, in addition to building on your experience and skillsets, I believe it is also important to reflect on your deep values and keep exploring where your passion lies and what gives you the sense of fulfillment and dedication, as that would lead you to the most rewarding job in the long run. For me, it is when supporting creation and transformation of leaders who in turn take initiatives in building peace in their own communities that I feel most passionate and rewarded. As the first step to further pursue my passion, I am currently in the process of obtaining a certification in professional coaching to gain concrete skill-sets to better guide the people I work with in their transformation processes.

