



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

# 2019

*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>

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## Hiroshima Peacebuilders Center: HPC





### Mr. Toshimitsu MOTEGI

Minister for Foreign Affairs of Japan

As conflicts continue around the world, it is imperative that the international community continuously supports people in conflict-affected areas in building peace, working on reconstruction, and advancing along the path of development. Such support requires civilian experts with great expertise and capacities in a wide range of areas including the rule of law and protection of human rights. Since its launch in 2007, this program has been producing personnel who supports the efforts of peacebuilding and development, through coursework in Japan and overseas assignment as a UN Volunteer. A lot of competent graduates are playing indispensable roles in the forefront of the international cooperation. For instance, a female graduate is engaged in the prevention of sexual and gender-based violence in the UN peacekeeping mission in the Democratic Republic of Congo, and another female graduate is working to support displaced persons in Syria as a staff member of the UNHCR. I ardently hope that the participants in this program will exercise a strong leadership towards resolution of global challenges, while working together with local people with a sense of caring to consider what is important for peacebuilding and development, embodying the spirit of "Proactive Contribution to Peace."

MOFA



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

UNV



### Mr. Sukehiro HASEGAWA

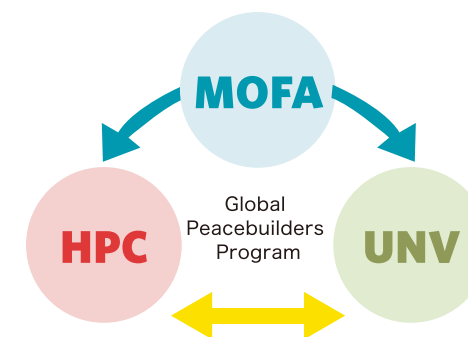
Chair of HPC Council for the "Global Peacebuilders Program" /  
Former Special Representative of the UN Secretary-General for Timor-Leste

The role of peacebuilders has been evolving along with the changing nature of conflict. When the UN was founded over seventy years ago, peace was defined as an absence of armed conflict between nation states. Then the role of the United Nations was to keep peace by setting warring states apart. After the end of the Cold War, the role became not only to manage armed conflict but also address the root causes of conflict and build sustainable peace based on rule of law and democratic principles. Recent changes in the causes of conflict reflect the need for a change in the mindset of not only national but also international leaders. This has made it difficult to develop universally applicable norms of human behavior. National and local community leaders need to harmonize their traditional values and customs with international principles and laws. The international leaders need also to recognize the existence of multiple sets of norms and standards applicable to societies with different social, ethnic and religious values in order to sustain peaceful society. Ultimately, the role of peacebuilders is to respect the leaders and people to decide on their own what needs to be done to achieve sustainable peace, while maintaining their "compassion" to the national and community leaders.

HPC



## 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 civilian capacity for peacebuilding and development.

The Program includes the Primary Course, designed for those who have the strong will to build their careers in the field of peacebuilding and development, the Global Career Course, targeting those who are currently not working in international organizations, but aspire to work there utilizing their professional work experience, 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 graduates of the Primary Course to acquire the skills and knowledge necessary for obtaining posts of the field of peacebuilding and development in the UN and other international organizations, such as NGOs.

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

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

If a program aims at developing human resources for peacebuilding, the operators should be those who are interested in peacebuilding-only with this feeling, we have started this Program. Over the past 13 years, we've been able to meet many people.

Today, many of our fellow participants and graduates contribute to peacebuilding in various organizations around the world. As the implementer, I am genuinely proud that some of former HPC staff members are now working at organizations related to peacebuilding through the United Nations, governments, NGOs, etc. Many people aiming for peacebuilding continue to make significant leaps and play active parts through the Program.

The central player of this Program are the participants and graduates who contribute to peacebuilding and development, across the world. I would like to thoroughly stick with the goal of nurturing actors of these areas. Human resource development is long-term work that the outcome will not be apparent immediately. But it's the activity of real joy. We welcome new colleagues who will further enrich the Program from now on.



### 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 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)

### 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 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 brush up consciousness in focusing on career building

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

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

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





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# Primary Course

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



## 1 | Coursework in Japan

From 23rd January to 25th February 2020, HPC implemented the coursework in Tokyo and Hiroshima, Japan. 14 Japanese program associates and 9 foreign program associates from Asia and Africa gathered. They lived under the same roof for about 5 weeks and challenged themselves by competing with each other through various activities such as role-playing and group work. In collaboration with overseas peacebuilding training institutions and international organizations such as the United Nations, we carried out fulfilling training supported by world-class facilitators. It is expected that this will create effective human networks with front-line practitioners in peacebuilding and development.



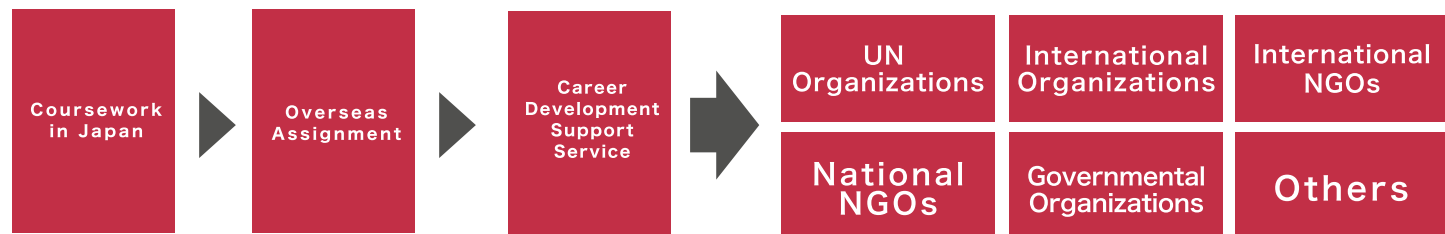
## 2 | Overseas Assignment

After the coursework in Japan, Japanese program associates are dispatched on Overseas Assignment for up to 12 months to peacebuilding and development locations of international organizations as United Nations Volunteers (UNV). They began to be dispatched from March 2020 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 by the UN offices in Japan was held for two days in October 2019 for Japanese program associates.



## 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 it can provide advisory service by mentors who experienced key positions or served as human resources officers in international organizations. Moreover, training itself enables the program associates to develop wide range of human networks, 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



**Mr. Juvénal MUNUBO MUBI**  
Member of the DRC's National Parliament

The Primary Course 2019 was a very great experience for me. During this training, I learned many things (political analysis, planning, coordination and management). I appreciated the choice of facilitators with interesting backgrounds, their teaching methods and the participative exchange. I appreciated too the accommodation, in particular at Hiroshima. I can't forget the visit to Hiroshima Peace Memorial Park and the excursion in

Miyajima and Yamato. A big lesson is that Japan has a big commitment to contribute in the building a peaceful world. That is the reason, I'll advocate the DRC's national Parliament where I am one of the members to vote the treaty against the nuclear weapons. I also appreciated Japanese culture and their level of the development. I'll advocate to my government for establishing the strong diplomatic relationships with Japan. Before the upcoming election in the DRC, I'll take a decision: to look for another parliamentary mandate or to apply to a UN position. I appreciate the DPO.



**Ms. Machiko KITAGAWA**

When I joined the Primary Course, I was in my fourth year of building a career in international development after working in the private sector. Prior to my participation, I worked in Myanmar for a couple of years as a consultant for development projects. This course was perfect for me since I wanted to further my career for the achievement of an inclusive society through private sector partnership in the UN and international organizations. The course has provided me with extensive knowledge on peacebuilding and humanitarian theories as well as an opportunity to identify my weaknesses and strengthen my competencies to grow professionally and personally. The course involved hands-on training from

experienced facilitators who were generous in sharing their expertise. I especially enjoyed the participatory workshops such as role playing for fictional humanitarian interventions and mock meetings that enabled us to get a glimpse of some of the challenges on the ground. In addition, the course provided extensive support on career development, practical tips on CV writing and interview skills. Lunch time turned into informal sessions where facilitators told us about their perilous but inspiring stories from the field. I genuinely feel that the network and bond I formed with the facilitators and my peers are invaluable assets. This course is absolutely recommended if you are interested in understanding the work of UN or international organizations especially in peacebuilding missions, humanitarian or development operations.

## Coursework in Japan



Facilitators and program associates gather from home and abroad, and about 5-week coursework moves ahead in active discussion.



Facilitators with a wealth of experience on the UN Peacebuilding activities directly give lectures.



Both facilitators and program associates provide ideas and cooperate with each other for solving problems.



Through the weekend excursion visit to "Atomic Bomb Dome" where the trace of A-bombing explosion was found in the remnants since 1945, program associates reaffirm the importance of peace.

## Primary Course JFY 2019 : Curriculum / Facilitators

### Initial Week

Commencement Ceremony / Courtesy Visit to Parliamentary Vice-Minister for Foreign Affairs in Japan / Presentations by program associates for Self-Introduction / Team-Building Exercise / Visit to Japan Ground Self-Defense Force (JGSDF) Garrison in Komakado

**Mr. Hideaki SHINODA**  
Director, HPC / Professor, Tokyo University of Foreign Studies

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

**Mr. Yuji UESUGI**  
Program Officer, HPC / Professor, Waseda University

**Mr. Hiroyuki YOKOYAMA**  
Commander, International Peace Cooperation Activities Training Unit, Ground Component Command, JGSDF

### Workshop 1 : Analysis

Theory and Methods of Conflict Analysis  
Policy Issues in the Political / Legal Fields (Peace Mediation / Dispute Settlement in Legal Institutions)

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

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

**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)

**Mr. Desmond MOLLOY**  
Course Mentor, HPC / Program Manager, Peace and Transitions Team, The Asia Foundation, Myanmar

**Ms. Emma BIRIKORANG**  
Deputy Director, Faculty of Academic Affairs and Research, Kofi Annan International Peacekeeping Training Centre (KAIPTC)

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

**Mr. Hideaki SHINODA**  
**Mr. Yuji UESUGI**

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

### Workshop2: Planning

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

**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**  
Deputy Director, Chief of Staffing Service, Department of Operational Support, United Nations

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

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

**Mr. Hideaki SHINODA**  
**Mr. Yuji UESUGI**  
**Ms. Michiru TAMANAI**  
**Mr. Desmond MOLLOY**

### Workshop 3: Coordination

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

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

**Mr. Rashid ELMI**  
Director, International Peace Support Training Centre (IPSTC), Karen, Kenya / Senior Directing Staff (SDS) AIR at the National Defense College, Kenya

**Ms. Kyungshin (Faye) LEE**  
Independent Consultant, Research & Lectures in Humanitarian Assistance

**Mr. John CAMPBELL**  
Private Consultant / Former Safety Advisor, UNHCR Indonesia

**Mr. Peter KOZELETS**  
Coordinator at the Regional Centre for Emergency Preparedness for UNHCR in Bangkok

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

**Ms. Jane KONY**  
Team Leader, Relief, Reintegration and Protection (RRP), Bentiu Field Office, United Nations Mission in South Sudan (UNMISS)

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

### Workshop 4: Management

Methods for Project Management  
Policy Issues in Development Aid Activities

**Mr. Toshihiro NAKAMURA**  
Co-Founder & CEO, NPO Kopernik / Guest Professor, Center for the Study of CO-DESIGN, Osaka University

**Ms. Suki NAGRA**  
Senior Peace and Development Adviser / Head of UN Resident Coordinator's Office, Yemen

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

**Mr. Mioh NEMOTO**  
Senior Advisor / Deputy, UNICEF Tokyo Office, Public Partnerships Division

**Ms. Minako MANOME**  
Team Leader, Economic Development and Livelihoods, United Nations Development Programme (UNDP), Syria

**Mr. Hideaki SHINODA**  
**Mr. Yuji UESUGI**  
**Mr. Kenro OSHIDARI**  
**Ms. Kyungshin (Faye) LEE**  
**Mr. John CAMPBELL**

### Career Design

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

### Personal Safety Management

**Mr. John CAMPBELL / Ms. Louise ROBINSON / Mr. Kenro OSHIDARI / Ms. Kyungshin (Faye) LEE / Mr. Hideaki SHINODA / Mr. Yuji UESUGI**

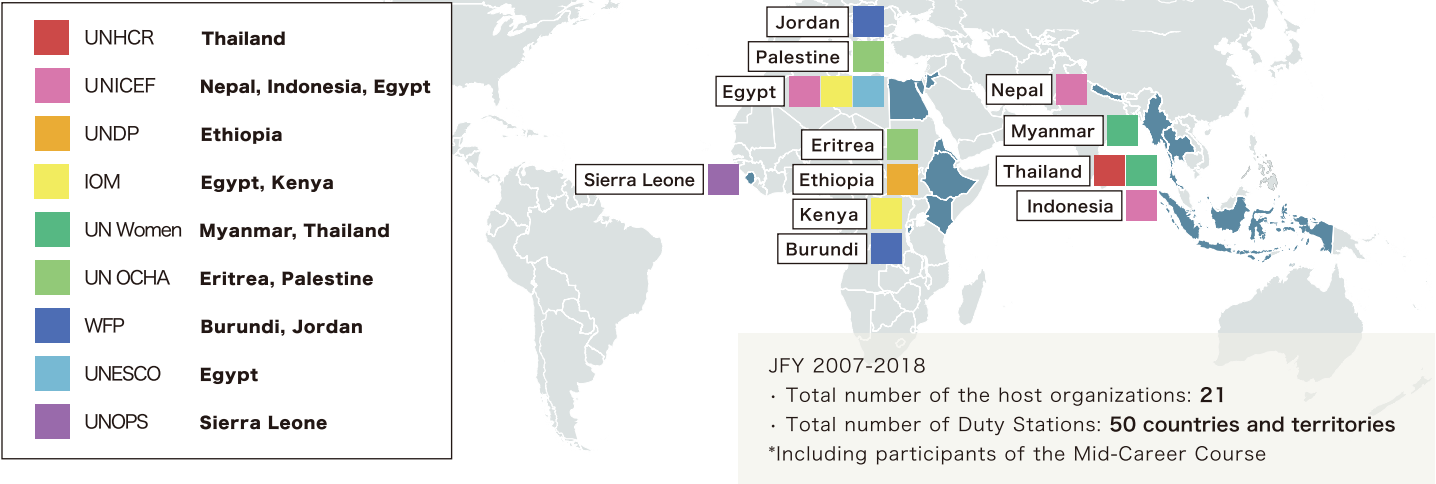
### Career Development

**Ms. Michiru TAMANAI**

< The briefing session by the UN offices in Japan for Japanese program associates in October 2019 >  
OCHA / FAO / UNICEF / UNFPA / UNOPS / WFP / IOM / UNDP / UNDRR / UNHCR



Overseas Assignment: Program Associates of the Primary Course in JFY 2018 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 Program (WFP) as well as International Organization for Migration (IOM) were the main host institutions. The dispatch destination area is also very diverse including Africa, Europe, the Middle East, Central Asia, Southeast Asia, Central America and so on.



**UNOPS Sierra Leone**  
Discussion on the disaster prevention project in the capital city, with city governments, donors and the other stakeholders.



**WFP Jordan**  
The opening ceremony of the Jordanian youth job training project. The contents of the project include training for 200 young people between the ages of 18 and 30 (barista, butchery, dessert, baking bread, etc.). The purpose of this training, the beneficiaries is to be independent from food supply.



**UNICEF Nepal**  
Visiting a temporary learning center built at Bal Chetan Elementary School, and listening to how they use the contents of the training support provided by UNICEF.

Career Development Samples of the Primary Course Graduates



**Ms. Miho YOSHIKAWA**  
Graduate of JFY 2013  
Primary Course

**Reason for Application**

Since I was a college student, my dream was to work in child protection, especially for conflict-affected children. I applied to gain a deeper knowledge and broader experience though working in child protection programs at UNICEF that provides a variety of support and advocacy in over 190 countries around the world towards realizing children's rights.

**Career before Participation**

I majored in International Development Studies at a graduate school in the U.S. While at school, I interned at the US-based NGO's Rwanda office engaged in assisting orphans affected by HIV / AIDS. After receiving my master's degree, I worked at the Embassy of Japan in Ethiopia as a Grassroots Grant Aid Officer for two years, conducting grassroots level development assistance in terms of project management, monitoring, and evaluation. After returning to Japan, I worked as a research assistant in a think tank, where I conducted policy analysis on social welfare in Asian countries.

**Overseas Assignment**

For the duration, I worked as a child protection officer at UNICEF India Office. I was involved with multiple sectors in creating a child protection system (launch of the information management system and pilot projects), juvenile justice, child labor, child marriage, violence against children, and protection of children affected by civil wars.

**Career after Participation**

After extending the one-year term as UNV at UNICEF India Office and had worked for a total of two years, I worked for UNICEF Cambodia Office as JPO for three years. At UNICEF Cambodia Office, I worked in collaboration with multiple sectors (education, public health, social welfare, gender, communication, etc.) to prevent and respond to violence against children. Since June 2019, I've joined as a Child Protection Specialist (P3) for UNICEF Cambodia Office.



**Mr. Yuichi SUGAWARA**  
Graduate of JFY 2014  
Primary Course

**Reason for Application**

During my search for future opportunities to work in the field of peacekeeping and peacebuilding in post-conflict areas, I learned about this program. I wanted to participate in this program since I was an undergraduate student and after gaining practical experience in the relevant field, I applied to the Primary Course in order to obtain work experience with the UN closer to the site.

**Career before Participation**

After graduating from university, I earned a master's degree in conflict resolution studies from a graduate school in the UK. I was hired as an Economic Cooperation Specialist at the International Cooperation Bureau of the Ministry of Foreign Affairs and was in charge of development cooperation for Rwanda and Burundi (a year). Later, I was hired as a researcher at the Japanese Embassy in Sudan and worked in political affairs, economics, public relations, and cultural affairs in Khartoum, the capital of the country for 2 years.

**Overseas Assignment**

I was dispatched to the UN PKO mission in South Sudan (UNMISS) as a Reporting and Information Analyst. Residing in the field office in the West Equatoria region of the country, I engaged in information gathering and operation coordination. I monitored the political, security and humanitarian situations in my area with military liaison officers as well as UN Police colleagues and reported to the mission headquarters in Juba, the capital, on a daily and weekly basis.

**Career after Participation**

After returning to Japan, I majored in quantitative political analysis in my second graduate master's program, because I realized how I had lacked statistical skills in analyzing data in conflict areas. Then, I was employed as a JPO after working as a researcher at the Secretariat of the International Peace Cooperation Headquarters in the Cabinet Office. Since June 2019, I've been working at the Department of Peace Operations, the UN Headquarters in New York. As an Associate Civil Affairs Officer, I'm responsible for collecting and analyzing data from civil affairs officers dispatched to the UN Peacekeeping Operations.



**Ms. Yumiko KANEKO**  
Graduate of JFY 2017  
Primary Course

**Reason for Application**

I applied because of being attracted by the chance of gaining practical experience in peace-building onsite in international organizations as well as knowledge from instructors vastly experienced in a wide range of fields and a network with fellows in coursework in Japan.

**Career before Participation**

After graduating from university, I had worked as a consultant and sales and marketing in Japanese private companies, earned a master's degree (MSc in Development Administration and Planning) and entered a doctorate (PhD in Politics) in the UK. My research looked at resilience approaches in peacebuilding with a case study of Timor-Leste.

**Overseas Assignment**

I worked at the UNDP Philippines Office as a Peacebuilding and Resilience officer. Toward the inauguration of the Bangsamoro Transition Authority (as of February 22, 2019), I carried out projects to support the peace process, coordinated between governmental agencies and donors, and hosted a forum. Also, I formulated a project to support the Normalization Process (Disarmament, Demobilization and Reintegration of Moro Islamic Liberation Front combatants) and was assigned to manage it.

**Career after Participation**

I renewed my contract as an International Professional Officer with UNDP Philippines where I used to work as a UNV. Now I continue to manage the project supporting the normalization process. It is hard to judge what is legitimate due to differences in values, and sometimes it is not appropriate to put forth sound arguments. Therefore, I keep up facing challenges by learning every day and leading colleagues to achieve goals.



# 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 of 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 (capability to accomplish business tasks)" in international institutions, focusing on reinforcing "communication/negotiation" and "leadership/management" skills through role-play exercises, empowering participants to address complex tasks through innovative perspectives and approaches within an organization in the dynamism of world trend transformation. The course provided opportunities for participants to improve performance both as individuals and as part of a team based on feedback from both lecturers and team members, and to promote the development of appropriate network going forward. In this fiscal year, the Course was held in Tokyo for 7 days from 31st August to 6th September 2019.

## Messages from Participants



### Mr. Hisashi IZUMI

Head of the Technical Secretariat a.i. Darfur Community Peace and Stability Fund (DCPSF), UNDP Sudan

I have had the privilege of working in development and peacebuilding in Ethiopia, Sudan, Papua New Guinea, South Sudan and New York over the past 14 years including 12 years with UNDP.

Leadership encompasses a set of competencies such as strategic thinking, judgment, delivery, communication and people management etc. Over the years of experience working in development and peacebuilding, I achieved a lot, and I also faced challenges when it comes to exercising leadership. This led me to the realization that you need to invest time and make efforts – conscious and continuous efforts – to work on these competencies if you want to transition to more senior level leadership positions and if you want to be leaders who achieve impactful results and make a difference to the lives of the people you serve.

I therefore decided to take part in this Mid-Career Course because I wanted to strengthen my leadership competencies to be ready and prepared for greater managerial and leadership responsibilities in the UN. The Mid-Career Course offers a good combination of lectures, scenario-based role play exercises, peer-to-peer reflective learning, and interactions with UN senior managers participating as facilitators alongside you where they share insights, advice and 'real-life' examples. I found the Mid-Career Course informative, interactive and well-designed for those who aspire to assume greater managerial and leadership responsibilities in the UN and alike.



### Ms. Jane KONY

Team Leader, Relief, Reintegration and Protection (RRP), Bentiu Field Office, United Nations Mission in South Sudan (UNMISS)

Out of my over 20 years of work experience, 1.5 years of it has been in peacekeeping with the rest being in humanitarian emergency, early recovery and development. The one-week training is a rare opportunity that gave me critical, practical life skills

in leadership and communication that will surely be key in propelling my career in the UN from mid-level to senior management. During the training, I was privileged to serve as a resource person to share experiences given the long journey it took me to get into the UN plus, additionally learn from my colleagues and facilitators who came in with own rich experiences. I found the course unique in the way it was like a "one-stop center", giving we participants the complete package of leadership and communication skills that laid the foundation for each of us to grown in our different fields professionally and personal relationships as one we relate to other people.

As a mature woman who has tried to balance family and work life, I know from experiences that it is not easy to make both works. My encouragement especially to the young female professionals, if your dream is to have both, you do not have to sacrifice one for the other. If your preference is one or other, then go for it. Either way, good leadership and communication skills are toolkit that can help you whichever direction you choose to go.

I would like to thank HPC for this excellent programme and as well reaffirm to the Ministry of Foreign Affairs of Japan, that your money is well invested in this programme. We the beneficiaries of such programme only know and appreciate the value of it. Kindly continue to support HPC to expand the programme to benefit more people in the world. Through such programmes, you continue to make invaluable contributions to world peace.



## Mid-Career Data — Organizations of Participants (JFY 2015-2019)

### UN Organizations

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) / WFP (World Food Programme) / UNICEF (United Nations Children's Fund) / 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 Organization) / 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 Works 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 the Republic of 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) / Office of the Special Envoy of the Secretary-General for Syria  
(Name of Organizations and Departments are at the Time of Participation to the Course)

### Peacekeeping Training Center

KAIPTC (Kofi Annan International Peacekeeping Training Centre)

### International Organizations

ICRC (International Committee of the Red Cross) / INTERPOL (International Criminal Police Organization) / World Bank / MRC (Mekong River Commission)

### Government Agencies

MOFA (Ministry of Foreign Affairs) / JICA (Japan International Cooperation Agency) / NGOs and Private Sector



## Mid-Career Course JFY 2019 : Curriculum / Facilitators

### 1st. Stage Training

#### Communication Competencies in International Organizations

#### Day 1

Overview of Communication

**Mr. Andrew CASSIM**

Managing Director, Crucial Communication

#### Day 2

Practical Interpersonal Skills

**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

#### Day 3

Practical Public Relations Skills

**Ms. Michiru TAMANAI**

HPC Senior Advisor, Career Support & Development

**Mr. Kenro OSHIDARI**

Member of HPC Council / Former Regional Director, WFP Regional Bureau for Asia, Bangkok, Thailand

### 2nd. Stage Training

#### Leadership Competencies in the UN System

#### Day 4

Theories and Competencies for Leadership

**Mr. Siddharth CHATTERJEE**

UN Resident Coordinator in Kenya

#### Day 5

Leadership in the UN System

**Mr. Paul EGUNSOLA**

Chief of Staff to the United Nations in South Sudan (UNMISS)

**Ms. Miwa KATO**  
(On Skype)

Director, Division for Operations, United Nations Office on Drugs and Crime (UNODC)

#### Day 6

Leadership for a Fractured World

**Mr. Oumar BA**

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

#### Day 7

Comprehensive Exercises on Communication/Leadership in the UN System

**Ms. Ayaka SUZUKI**  
(On Skype)

Director of the Strategic Planning and Monitoring Unit, EOSG, UNHQ in NY



# Global Career Course

Knowledge for career development in international organizations and hands-on experience in the field

"Global Career Course" aimed to deepen knowledge of various activities of the United Nations (UN) for those who are not working in international organizations such as the UN as of now, while having about 10 years of professional work experience. After reaffirming the skills that one has been acquiring, we aim to explore the opportunity of a career development in international organizations in the future and make it as concrete as possible. In this course, we offered coursework in Japan (compulsory) and overseas field trips (optional). In this fiscal year, the coursework was held in Tokyo on separate days from 7th September to 14th December 2019.



## Message from Participant



**Ms. Mayumi KAWASUGI** Child Psychologist, Osaka City Child Guidance Center

In my career as a psychologist, I meet families that call for help from others. I realize that social atmosphere often influences condition of family or individual. It means the surroundings like economic, political and cultural situations impact greatly on vulnerable people. Because there are some common issues, bridging domestic and international humanitarian assistant knowledge would open the door to find multiple solutions, so I decided to participate in global career course. This course offers the explanation of the recruiting process at the UN, which contains practical tips for interviews. Within role play, we are assigned roles like officers of the UN agencies, governments, and NGOs, and then we discussed the issues. In this way, we could experience aspects of the difficulties and dilemma that occurs in conflict areas. Communicating with participants was enjoyable as well. We could discuss not only about career but also private issues. It was worth a visit to Tokyo from Osaka every time. I had a chance to visit UN agencies during the field trip to Sierra Leone. At the IDP campsite, people rebuild their lives. In central city, people take back their pride through working, which is supported by IOM. This assistance increases their sense of worth and contributes to peacebuilding. Humanitarian assistance activity is not only based on theory. It becomes a meaningful encounter; a commitment to and understanding of each other. That which I have gained from participation in this course supports me with a steadfast perspective for the future.

## Field Trips



### Sierra Leone

The Field Trip to Sierra Leone was undertaken from 23rd November to 1st December 2019, visiting 6 local UN agencies, 2 UN project sites and civil society organizations to observe and to exchange opinions. Also, the participants visited the International Organization for Migration (IOM) Water Supply Project site, a project assisted by the government of Japan, addressing the problem of flooding in the flood-affected migrants' community in the suburb of Freetown. They also visited UNDP's Project site in Kenema. In addition to interacting with UN agency officers, these visits enabled the participants to meet with responsible government officials and procurement officials from the city council. By learning about the local situations from each agency and visiting project sites, the participants gained a further understanding of the UN's work.

### Cyprus

The Field Trip to Cyprus was conducted from 7th to 13th November 2019. The participants visited the UN PKO (UNFICYP) which engages in peacekeeping in a long-running contested environment, the Office of Special Advisor to the Secretary-General (OSASG) that is engaged in mediation for peacemaking, and UNHCR which is conducting humanitarian assistance in Cyprus. The participants not only received an overview of the activities of each agency but also obtained useful insights for working in the UN in the future. In addition to visiting the UN organizations, the participants attended workshops and seminars which were held by the local civil society organizations for informing on the history of the conflict and current situations in Cyprus.

## Coursework in Japan of Global Career Course JFY 2019: Curriculum / Facilitators

### Introduction: Personnel System of International Organizations

Enhancement of Competencies and Communication Skills / UN Working Environment

<b>Mr. Keiichi TANABE</b>	HPC Advisor, Career Support & Development / Associate Professor, Department of International Studies, Tokai University
<b>Ms. Michiru TAMANAI</b>	HPC Senior Advisor, Career Support & Development
<b>Mr. Kenro OSHIDARI</b>	Member of HPC Council / Former Regional Director, WFP Regional Bureau for Asia, Bangkok, Thailand
<b>Mr. Hideaki SHINODA</b>	Director of HPC / Professor, Graduate School of Tokyo University of Foreign Studies
<b>Mr. Yuji UESUGI</b>	Program Officer of HPC / Professor, Faculty of International Research and Education, Waseda University

### Concepts of United Nations Peace Operations

UN Competency-Based Interview and UN Career Management

<b>Mr. Sukehiro HASEGAWA</b>	Chair of HPC Council / President, Global Peacebuilding Association of Japan / Former Special Representative of the UN Secretary-General for Timor-Leste
<b>Ms. Shukuko KOYAMA</b>	Associate Professor, CAMPUS Asia Program for Conflict Resolution and Social Innovation, Waseda University / Former Civil Affairs Officer, United Nations Organization Mission in the Democratic Republic of the Congo (MONUC), Kinshasa, the DRC

### Humanitarian Assistance: Emergency Assistance in Natural Disaster

Humanitarian Negotiation Skills

<b>Mr. Kenro OSHIDARI</b>	
<b>Ms. Mio SATO</b>	Chief of Mission, International Organization for Migration (IOM) Tokyo

### UN Development Cooperation

UN Democratic Governance Operations

<b>Mr. Ken INOUE</b>	Senior Advisor on Democratic Governance, Japan International Cooperation Agency (JICA)
<b>Ms. Setsuko YAMAZAKI</b>	Member, World Meteorological Organization (WMO) Audit Committee, Geneva, Switzerland / Former Country Director, United Nations Development Programme (UNDP) Country Office in Cambodia / Former Country Director, UNDP in Viet Nam

### Presentation on Action Plans for Career Change

Mr. Keiichi TANABE / Ms. Michiru TAMANAI / Mr. Kenro OSHIDARI / Mr. Hideaki SHINODA

### Field Trips (optional) and Presentations of Participants' Findings through the Field Trips

Cyprus as a case of long-term engagement of UN peacekeeping operations. Sierra Leone as a case of post-conflict peacebuilding.

Mr. Keiichi TANABE / Mr. Hideaki SHINODA

### Career Development Exercises

value card exercise, mock interview sessions, SWOT analysis in the job market of UN, self-mapping in UN recruitment market

Mr. Keiichi TANABE / Ms. Michiru TAMANAI / Mr. Kenro OSHIDARI / Mr. Hideaki SHINODA / Mr. Yuji UESUGI





# Career Development Support

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



**Ms. Michiru TAMANAI**

HPC Senior Advisor, Career  
Support & Development

## Career Development Counseling

Continuous counseling is provided by senior advisor, Ms. 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.

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 prepare for entry strategically. If you put 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 stages 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 for 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 and for accomplishing goals.

The UN that deploys programs around the world is a challenging workplace. It is the workplace working with people and the environment of different cultures while thinking of the world. It is a unique career. You have no choice but to overcome the boundary and the limit of your own culture every time while you laugh, cry, driven to despair, and moved. I believe, for those who want to challenge oneself to the 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.

## Career development Support Seminar

A seminar on "Tips for Career Development with Special Reference to Field Oriented Jobs" by Ms. Alina Budeci (psychotherapist) and Mr. Mioh Nemoto (Deputy Director of UNICEF Tokyo Office) was held on 18 and 19 February 2020 during the Primary Course JFY2019. Ms. Budeci and Mr. Nemoto, who have a wealth of knowledge on the work in the fields, actively exchanged their opinions with the Program Associates about working in the fields.



## Examples of the organizations where Japanese graduates have worked after overseas assignment (over the last three years)

**UN Organizations** ▶ UN DPO (United Nations The Department of Peace Operations) ▶ PBSO (United Nations Peacebuilding Support Office) ▶ MONUSCO (United Nations Organization Stabilization Mission in the DR Congo) ▶ UNSOM (United Nations Assistance Mission in Somalia) ▶ UNVMC (United Nations Verification Mission in Colombia) ▶ Integrated Office of the DSRSG/RC/HC/RR for Somalia ▶ UNRCO (United Nations Resident Coordinator Office) ▶ UN DOS (United Nations Department of Operational Support) ▶ UNMAS (United Nations Mine Action Service) ▶ UNODA (United Nations Office for Disarmament Affairs) ▶ OHCHR (Office of the United Nations High Commissioner for Human Rights) ▶ UNODC (United Nations Office on Drugs and Crime) ▶ UNDP (United Nations Development Programme) ▶ UN OCHA (United Nations Office for Coordination of Humanitarian Affairs) ▶ UNHCR (United Nations High Commissioner for Refugees) ▶ UNFPA (United Nations Population Fund) ▶ UNICEF (United Nations Children's Fund) ▶ WFP (World Food Programme) ▶ IOM (International Organization for Migration) ▶ FAO (Food and Agriculture Organization of the United Nations) ▶ UN Women (United Nations Entity for Gender Equality and the Empowerment of Women) ▶ UN-Habitat (United Nations Human Settlements Programme) ▶ UNOPS (United Nations Office for Project Services) ▶ WHO (World Health Organization) ▶ UNIDO (United Nations Industrial Development Organization) ▶ UNU (United Nations University) ▶ ICC (International Criminal Court)

**International Organizations** ▶ World Bank ▶ OSCE (Organization for Security and Co-operation in Europe) ▶ The Global Fund to Fight AIDS, Tuberculosis and Malaria ▶ ADB (Asian Development Bank)

**NGOs** ▶ Humanity & Inclusion ▶ Plan International Japan ▶ Daiwa Anglo-Japanese Foundation ▶ Save the Children

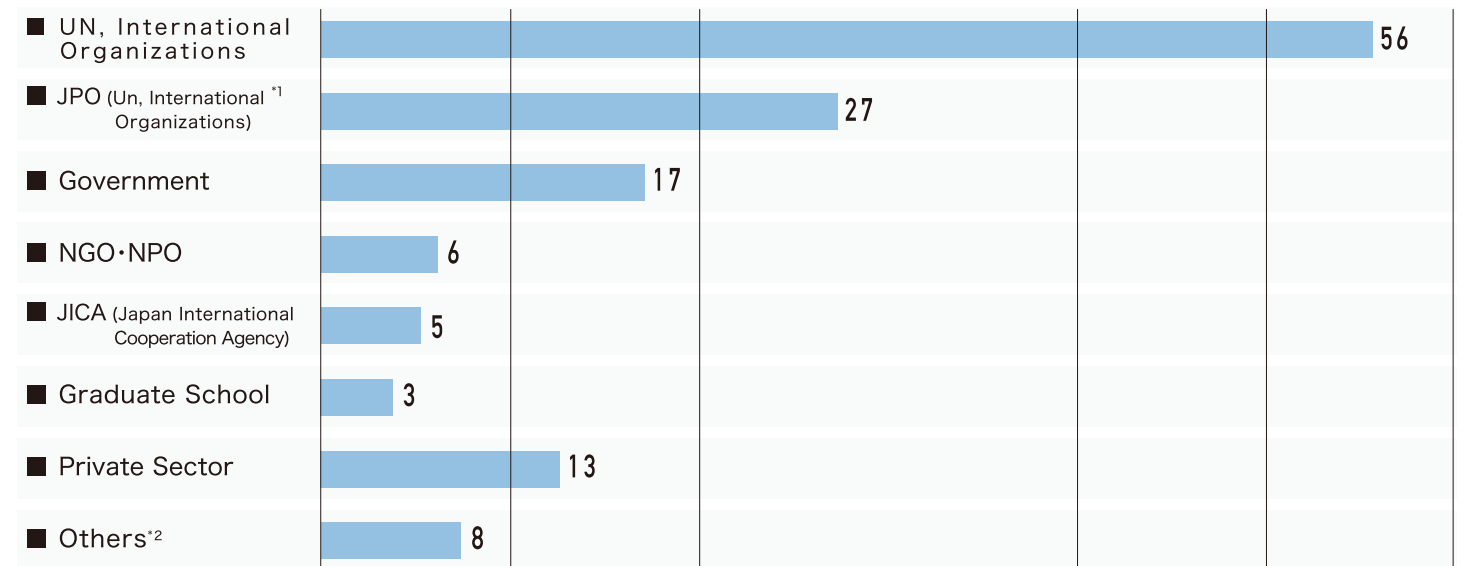
**Government Agencies** ▶ Ministry of Foreign Affairs in Japan (Headquarters in Tokyo and Overseas Establishments) ▶ Cabinet Office, Government of Japan ▶ JICA (Japan International Cooperation Agency) ▶ Ministry of Justice

**Others** ▶ Educational institutions, medical institutions, legal and political offices, etc.

(From JFY 2017 to JFY 2019)

## Career Development at a Glance

### Current Position of the Japanese Graduates

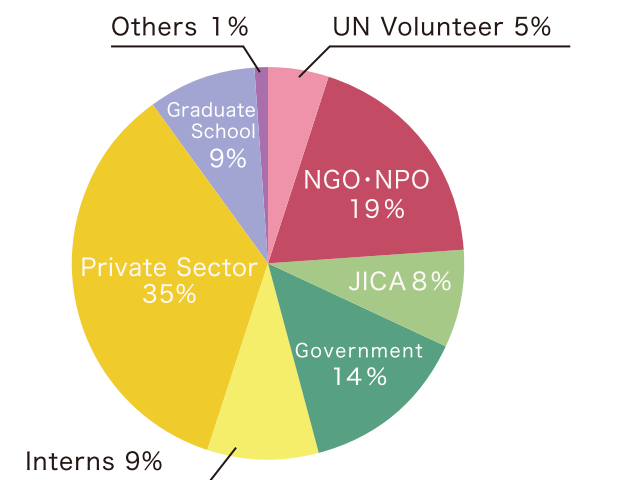


<sup>\*1</sup>: JPO (Junior Professional Officer) program under which aspiring international civil servants are dispatched, in principle for two years, to international organizations at the expense of the Japanese government to enable the candidates to gain work experience and increase the likelihood of them becoming full employees of international organizations in the future.

<sup>\*2</sup>: "Others" refers to those who are engaged in activities such as parental leave for career reasons.

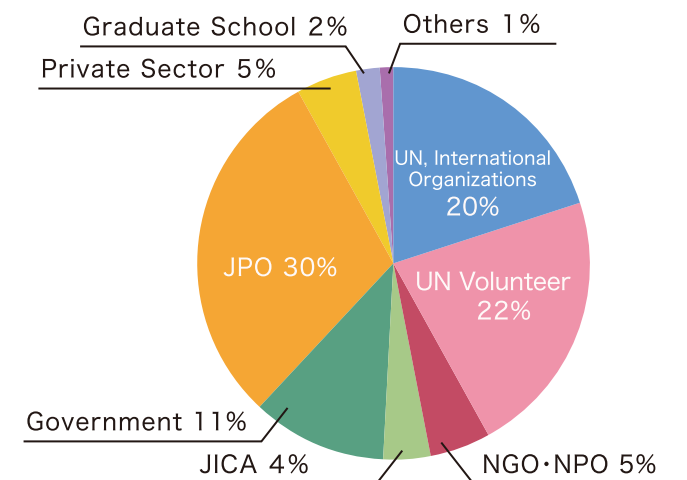
※ Data on the 164 graduates of the Primary Course, in JFY 2007-2017, as of March 2020.  
(Except 29 graduates whose current situations have not been updated within a year.)

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



※ JFY 2007-2019

Positions before Participation



※ JFY 2007-2018

Positions immediately after  
the Overseas Assignment

(\*JFY 2007-2018, expect 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 staff, UN volunteers and JPOs after the overseas assignments.





**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)

## Career Development through the Program

Hiroshima Peacebuilders Center (HPC) has been implementing the Program of Human Resource Development for Peacebuilding commissioned by the Ministry of Foreign Affairs of Japan over the past 13 years. It has been providing numerous qualified peacebuilding professionals throughout the world. Mr. Hideaki Shinoda, Director of HPC, talked about the career development which the Program aims to achieve.

The Global Peacebuilders Program seeks to develop human resources who can contribute to peacebuilding by providing 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. In reality, it is not easy to design and pursue long-term career development. For instance, there is an issue of life-work-balance when considering the maintenance of a career with an international organization when experiencing such life events as marriage, childbirth, and aging of parents.

There is no one-fit-all type of solutions to address such issues of career development. HPC thus believes it is important to learn from various samples of senior professionals so that the graduates of the Program can be ready to develop broader and more flexible perspectives. HPC is seeking to provide tools and tips to enable the graduates of the Program to continue to review their careers constructively.



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



**Ms. Alina BUDECI**  
 Psychotherapist

I constantly consult with Ms. Michiru Tamanai, Senior Advisor for HPC Career Development Support, to find ways to enhance career development support. Ms. Tamanai is an incredible contributor to the Program, as she always enthusiastically provides counseling services to the program associates and graduates. I know that she advises on how to maintain motivation for career development in addition to such technical issues as

writing and interview skills. Also HPC set up an occasion during this year's Primary Course on which Ms. Alina Budeci, a psychotherapist advisor for HPC, talked about mental health issues in the environment of international organizations.



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



**Mr. Anthony P. DUNCKER**  
 Deputy Director, Chief of Staffing Service,  
 Department of Operational Support, United Nations

remarked that he was able to build his career with field and headquarters duties with the support and cooperation of his family.

Career development is not a topic just for HR professionals. In this program, HPC invited many practitioners as facilitators, mainly UN staff. They not only shared their expertise in the formal training course, but they also provided the participants with a variety of practical advice for career development.



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



**Ms. Jane KONY**  
 Team Leader, Relief, Reintegration and  
 Protection (RRP), Bentiu Field Office, United  
 Nations Mission in South Sudan (UNMISS)

Human Resources experts also joined the Primary Course of the Program this year, as they did last year.

Mr. Michael Emery, for example, talked about the importance of an open mind and flexibility when building a career at the UN. He shared his own experiences of having left the UN several times but also coming back repeatedly in pursuing his career. Mr. Anthony Duncker discussed the importance of knowing oneself when making decisions with integrity in a systematic manner. He also

For example, Ms. Maria Lopez, who works at the forefront of peacebuilding in South Sudan, explained that developing a career requires a commitment to determining priorities and effective planning. Life management is, therefore, significant.

There are many attractive opportunities in the UN work environment. So, she suggests, if used well, there should be no more enjoyable workplace than the UN. Ms. Jane Kony, who continues to work in the challenging UN PKO missions while raising five children, strongly advised that it would be meaningless to build a career if not concurrently pursuing fulfilling work and enriching one's personal life.



**Mr. Desmond MOLLOY**  
 Course Mentor, HPC /  
 Program Manager, Peace and  
 Transitions Team, The Asia  
 Foundation, Myanmar



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



**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. Desmond Molloy, who has experienced multiple rigorous UN DDR missions, spoke about the importance of creating new career opportunities by analyzing, applying and leveraging our experiences. Mr. Kenro Oshidari, who has held senior positions in emergency humanitarian assistance missions, has repeatedly taught that building a good relationship with local staff is paramount.

Mr. Sukehiro Hasegawa, having completed 37 years of his UN career as Special Representative of the Secretary-General in Timor-Leste, felt that he could have served the United Nations better

if he had had an opportunity to take a Primary Course before he joined the United Nations. He encouraged the program associates to apply many lessons they have learned from the Primary Course in their UNV and UN assignments.





# Featured Peacebuilders

Here are the voices of facilitators, graduates, and program associates of the Global Peacebuilders Program bringing their own experiences of peacebuilding from around the world.



**Mr. Yuta KONO**  
Primary Course Program Associate of JFY 2018  
Peacebuilding and Governance Specialist /  
EU-UN Cross Border Project (Ethiopia, Kenya, Somalia),  
UNDP - Regional Service Centre for Africa

I am currently working on a regional project entitled Support for Effective Cooperation and Coordination of Cross-border Initiatives in Southwest Ethiopia-Northwest Kenya, Marsabit-Borana & Dawa, and Kenya-Somalia-Ethiopia (SECCCI) at UNDP Regional Service Centre for Africa (UNDP RSCA) in Addis Ababa, Ethiopia. In short, this is a project to promote intergovernmental cooperation among Ethiopia, Kenya and Somalia in the border areas of the Horn of Africa (HoA). The project is intended to address the drivers of conflicts and instability, irregular migration and displacement in the cross-border areas of the HoA through improved cross-border cooperation and cooperation. Main activities of the project is to enhance inter-governmental cooperation and collaboration at cross-border areas, peaceful co-management of transboundary natural resource (river basins, lakes, rangeland, etc.), and to conduct a wide range of capacity building to local government officials including writing policy documentation to develop borderlands to improve the livelihood of local residents who support themselves predominantly via fishery and pastoralism.

The project's background lies in the fact that such natural resources are declining due to climate change and population growth, with conflicts over limited resources thus being on the rise. Should the situation worsen, it would result in an increase in refugees and internally displaced persons. In addition, people living in these border areas have fewer educational and livelihood opportunities than those living in cities, causing dissatisfaction in context they live. What's more, while many of these people are religious, not many can fully read and understand their

own religious scriptures. All the factors combined, as UNDP studies have shown, border areas tend to be a hotbed of recruitment for anti- government organizations. In many cases, such recruitment is done by misusing religion.

The contractor of this project is UNDP RSCA, and the project is being implemented in partnership with the Intergovernmental Authority on Development (IGAD) and the United Nations Environment Programme (UN Environment). This photo was taken as we were coming back from the mission visiting a remote town in Ethiopia called Dollo Ado that shares borders to Kenya and Somalia. It was taken at the airport in Addis Ababa to commemorate the completion of the mission. With the idea of establishing a new field office for the project in Dollo Ado, the mission aimed, 1) to assess whether the office could be established from security and operational perspectives, 2) to identify best suitable property to be used as a field office, and 3) to build a positive relationship with local governments which contributes in forming conducive environment for the project to move in to the town, by holding a stakeholder coordination meeting where we detailly explained on the project's overview, reasons for the establishment of the field office in Dollo Ado and discussed extensively on challenges and opportunities regarding cross-border cooperation and borderlands development. This joint mission was participated by IGAD, the Ministry of Peace of Ethiopia and UNDP.

The gentleman wearing glasses on the left in the above picture is an IGAD staff. The second person next to him is an official of the Ministry of Peace of Ethiopia, and then there's me (UNDP), while the person on the right is also an IGAD staff. The aircraft we used to travel between Addis Ababa and Dollo Ado was of United Nations Humanitarian Aviation Service (UNHAS) operated by the United Nations World Food Program (WFP). Since no commercial airlines fly to Dollo Ado, UNHAS flights are the only direct flight available from Addis Ababa. Throughout this mission, we achieved the 3 objectives mentioned above and made a substantive progress in the setting up of the field office. From smiles in our face, you can see that we are relieved to achieve what we wanted to achieve in this mission.



**Ms. Lisa REEFKE**  
Facilitator of the Primary Course JFY 2019  
Senior Political Affairs Officer,  
Political Affairs Services | United Nations Assistance  
Mission in Afghanistan (UNAMA)

I have been privileged to serve for the United Nations for over 15 years, in peace operations in the field in Timor-Leste, Lebanon, Burundi, South Sudan and Afghanistan, as well as at headquarters in Geneva and New York. I have served as Senior Political Affairs Officer with the United Nations Assistance Mission in Afghanistan (UNAMA) since February 2019. I support the Mission leadership in exercising good offices through political analysis, advice and engagement; lead and direct the work of team portfolios in the areas of domestic politics, parliamentary affairs, security sector monitoring, and sub-national liaison with the PAS teams based in UNAMA's field offices.

Anyone interested in pursuing an international career with the United Nations should have a keen interest in serving people in need and be ready to live far away from home, in often challenging circumstances. I would advise to keep three things in mind. First, invest in your team, as the work you are asked to do can only be accomplished as a collaborative team effort. Second, be knowledgeable in your area of expertise and be open to continuously improve yourself. And third, remain humble. No matter which position you hold, treat everyone with respect. As difficult as it may be, every day, try to give your best and encourage and help others to do so, too.

The Primary Course offers the Program Associates a unique opportunity to enhance their professional competencies in analysis, planning, coordination and program/project management, while strengthening their teamwork skills. At the same time, they can share their own experiences and exchange with and learn from fellow participants. The course organization is outstanding, providing a conducive learning environment.



**Ms. Yumiko YOSHIOKA**  
Primary Course Graduate of JFY 2008  
United Nations Mine Action Services (UNMAS),  
Syrian Response, Beirut (Lebanon) Office

When I was in my third year of junior high school, there was a documentary on the morning news about how there are not many Japanese people worked in the UN. I was deeply impressed by the sight of a small Japanese civilian woman negotiating with military personnel wearing blue helmets, most likely in the Balkans. At the end of the documentary, there was a message saying that "there are not many people working in the United Nations, so if you are interested in peacebuilding, please apply." After seeing that and thinking that I would like to do something related to peacemaking in the future, it became the catalyst for me to work in the field of peacebuilding.

After finishing graduate school, I worked as an expert investigator for an overseas diplomatic mission and supported the JICA (Japan International Cooperation Agency) restoration effort in Iraq. Then, I participated in "The Program for Global Human Resource Development for Peacebuilding and Development" and was dispatched as UNV to the UNMAS office in southern Lebanon. Afterwards, while working on Palestinian support at a ministry, I applied for and was accepted into a vacant position at UNMAS.

Since joining UNMAS, I have started my career in Abyei (a disputed border region between Sudan and South Sudan), then worked in Libya and South Sudan, and I am currently working in landmine management from Syria to Lebanon. It has been 10 years since the beginning of the conflict in Syria, and the explosives in the country put people's lives at risk and even hinder humanitarian aid, making it an exceptionally serious problem.

Compared to working in Japanese society for a long time, working at the United Nations may appear to have many more unstable factors, and I think that sometimes the people around you will point out those instabilities. However, if you want to work in the field of peacemaking and international cooperation in the future, and feel confident that "I want to do this!", there is no guarantee that it will work out. I want to convey that it is important to take action anyway.

