



*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)

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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 2018







**Mr. Taro KONO**

*Minister for Foreign Affairs of Japan*

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

**MOFA**

Against this background and under Japan's "Proactive Contribution to Peace" based on the principle of international cooperation, we are making efforts to cultivate the peacebuilding and development capacities of our civilian experts. To this end, we launched this program in 2007 and have carried it out every year since then. I ardently hope that as participants of this program you will play proactive roles in global peace and prosperity, utilizing your expertise and acquiring positions in international organizations such as the United Nations.



**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

**UNV**

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



**Mr. Sukehiro HASEGAWA**

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

The role of peacebuilders has been evolving along with the changing nature of conflict. When the UN was founded over seventy years ago, peace was defined as an absence of armed conflict. Then the role of the United Nations was to 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 to address the root causes of conflict and build sustainable peace based on rule of law and democratic principles. Recent changes in the causes of conflict reflect the need for a change in the mindset of not only national but also international leaders. This has made it difficult to develop universally applicable

**HPC**

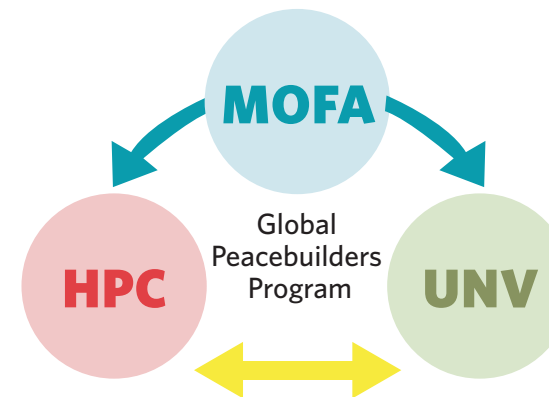
norms of human behavior. National and local community leaders need to harmonize their traditional values and customs with international principles and laws. The international leaders need also to recognize the existence of multiple sets of norms and standards applicable to societies with different social, ethnic and religious compositions in order to sustain peaceful society. Ultimately, the role of peacebuilders is to respect the leaders and peoples to decide on their own what needs to be done to achieve sustainable peace, while introducing various norms and standards that are available to build a stable and peaceful society.



# We Aim to Develop Experts of Peacebuilding and Development

## About the Global Peacebuilders Program

### Implementation System



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

The Program includes **the Primary Course**, designed for those who have the strong will to build their careers in the field of peacebuilding and development, **the Global Career Course**, which offers coursework for those who do not have work experience in International Organizations to seek their possibilities in career development targeting and to embody their visions, **the Mid-Career Course**, targeting those who already have work experience more than 10 years in the field of peacebuilding and development and aspire to further advance their careers, and **the Career Development Support**, which offers an opportunity for the participants to acquire the skills and knowledge necessary for obtaining posts of the field of peacebuilding and development in the UN and other international organizations, such as NGOs. The Program is implemented by the Hiroshima Peacebuilders Center (HPC), which was commissioned by MOFA Japan to run the "Program for Global Human Resource Development for Peacebuilding and Development". The United Nations Volunteers (UNV) programme administers 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 11 years, we've been able to meet many people.

Today, many of our fellow participants and graduates contribute to peacebuilding in various organizations around the world. As the implementer, I am genuinely proud that the graduates are now working at organizations related to peacebuilding through the United Nations, governments, NGOs, etc. Many people aiming for peacebuilding continue to 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 project

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

In developing a career in the field of peacebuilding, it is useful to be aware of, for example, the relevant issues relating to a specific field; the main activities of organizations operating on site, and related policies. In addressing these subjects efficiently, we adopt simulation-oriented exercises focusing on coordination and project management that require the capacity for multifaceted responses. It is important for the participants to have close to the actual work experience of problem-solving in groups. Moreover, to develop a career in international organizations, 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 of participants, and offer opportunities for concrete experience to strengthen these competencies. .

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

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

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

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





Article 1, Paragraph 1, of the United Nations Charter stipulates that the purpose of the UN is "to maintain international peace and security". Even we established a universal international organization for peace, following the horrible disaster of the two world wars, the day without a war has not come yet. Many armed conflicts are still prevailing in today's world. That is why the international community is working together to build peace. In addition to conflict prevention and peacekeeping, peacebuilding activities through development assistance and humanitarian aid are also important. People suffering from human rights violations, poverty, disasters, and other hardships are not leading peaceful lives. They need peacebuilding activities.

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

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\*Brahimi Report, p.5  
<https://undocs.org/A/55/305>





TOMOYA SOEJIMA ON THE SCENE IN RUWAYSHED, JORDAN

## The Portrayal of Peacebuilders

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

UNHCR Office  
Ruwayshed, Jordan

GRADUATE TOMOYA SOEJIMA'S  
STORY AS A RESPONSIBLE  
PEACEBUILDER ON THE SCENE  
IN JORDAN



### Mr. Tomoya SOEJIMA

Head of the UNHCR Field Office in  
Ruwayshed (Officer-in-Charge), Jordan  
PRIMARY COURSE GRADUATE OF JFY 2010

Graduated from the postgraduate school of  
University of Oxford (MSc in Forced Migration).  
He also studied at the University of Tokyo  
(MA in Human Security) and Keio University  
(BA in law). Majored in the studies of refugees  
and forced migration besides international  
politics. Employed by the United Nations High  
Commissioner for Refugees (UNHCR), assigned  
to the Dadaab Office in Kenya, the Beirut Office  
in Lebanon, the Irbid Office in Jordan, prior to  
assuming the present office in October 2016.  
Currently responsible for the humanitarian  
assistance to the Syrian displaced population  
in Rukban. A graduate of the Human Resource  
Development Program for Peacebuilding.

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

We had to transport her to a large hospital in the country. However, transportation of a Syrian national requires permission from Jordanian authority which usually takes 24 hours at the earliest. This case seemed to be impossible and hard. For a while being packed with an atmosphere almost giving up the case on both sides of headquarters and on-site, I raised my voice.

"Let's not give up on the hope. We shall stay until the very last moment and give it our all to saving the life."

We had this patient on site and if no transfusion within next few hours her life would have perished. We couldn't afford to wait another 24 hours. While setting up to bring a blood unit from a small hospital approximately 2 hours away by vehicle, the team continued to negotiate with the authority to manage to gain the permit of transport in an exceptional circumstance so we were able to take her by ambulance. As blood transfusion started in the middle of the road in a desert, she got saved.

We've had no experience at all with transporting blood to a clinic in a desert nor starting blood transfusion in an ambulance in the middle of the desert.

"Though it was really good to turn out she survived, it's all the same every day." Mr. Soejima, who is serving as the Head of UNHCR Ruwayshed Office in Jordan, told us about his day-to-day operation on the protection and assistance of Syrian refugees and his views on work.

### Human Security Issues

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

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

### The responsibility as Someone on the Scene

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

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

But sometimes we are so busy with routines realizing policies day to day on site, it becomes hard to catch up with reporting to offer information and analysis. We must write a daily report while various things are happening in emergency situations. In that case, some might think it would be beneficial if we can assign the time to devote to the response at hand such as finding a doctor for the person who needs treatment on site. However, our task is more than that.

"If no staff of this office talk about what we see regarding the present situation and refugees at this moment, then no one in the world can speak on their side. If just focusing our energy on saving the person's life in front of our eyes without telling to anyone, nobody can understand their severe situation other than ourselves." I often tell my staff. I always talk to them that accurately reporting the site situation is one of our important duties.



### Working in the United Nations

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

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

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

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



*"If no staff of this office talk about what we see regarding the present situation and refugees at this moment, then no one in the world can speak on their side."*

### Motivation from "Accountability"

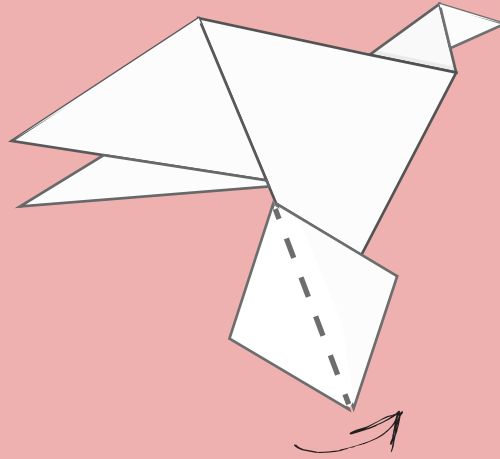
Decision-making on site often referred to as a required skill for the UN. We require the capacity to be able to act on incomplete on-site information in the field. Frustration grows as the unthinkable happens. However, even when decisions on probabilities are necessary, there are things we should not compromise.

For example, given the fact that more international efforts are being made to put the Syrian crisis an end and find permanent solutions for the displaced including the repatriation of refugees, what is important to me is "Is he or she, each refugee as an individual, willing to return?"

If you ask refugees, of course they might say they want to return some day. However, they are in the different circumstances, such as they still have a security concern at this time, or they have no money to go home, or worrying family members may be taken away by the Syrian authorities when they return, and so on. I strongly believe we ought to communicate the nuance of local opinions and draw the attention of people who make policy decisions. Such a sense of accountability is the source of motivation at the workplace where we have a bunch of real problems.







# Primary Course

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



### ① Coursework in Japan

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



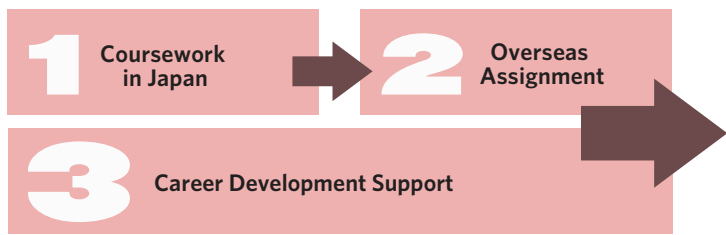
### ② Overseas Assignment

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). 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.



### ③ Career Development Support Service

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



UN Organizations	International Organizations	International NGOs
National NGOs	Governmental Organizations	Others

## Messages from Program Associates

**Ms. Emilia Epeti MIKI** *Humanitarian and Social Entrepreneur, Founder/CEO of Denis Miki Foundation and Efeti Ventures*



and professionally package my expertise and abilities.

I am convinced of the added value this new knowledge, global network and recognition gained during and after the course will have on my work back in Cameroon and globally. The quality of the facilitators, their humility and ability to share their knowledge, experiences, networks and the selection of program associates made my visit to Japan a very memorable personal and professional experience.

**Mr. Yuta KONO**



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

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

## Curriculum / Facilitators

### 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 found in the remnants since 1945, program associates reaffirm the importance of peace.

## Primary Course JFY 2018: Curriculum / Facilitators

### Initial Week

- Mr. Hideaki SHINODA**  
Director of HPC / Professor, Graduate School of Tokyo University of Foreign Studies
- Mr. Yuji UESUGI**  
Program Officer of HPC / Professor, Faculty of International Research and Education, Waseda University
- Ms. Michiru TAMANAI**  
Member of HPC Council / HPC Senior Advisor, Career Development Support / Managing Director, Lotus Insight Global, Pte. Ltd / Former Chief of HR, UNICEF India Country Office, New Delhi, India
- Ms. Mio SATO**  
Chief of Mission, IOM Tokyo
- Mr. Dirk HEBECKER**  
Representative in Japan, UNHCR
- Mr. Mitsugu HAMAI**  
Government Partnerships Officer, Japan Relations Office, UN World Food Programme (WFP)

- Mr. Mioh NEMOTO**  
Senior Advisor, Deputy, Public Partnership, UNICEF Tokyo
- Ms. Chika KONDOH**  
TICAD Partnership Specialist, UNDP Representation Office in Tokyo
- Ms. Yuko DOHI**  
Senior Adviser on peacebuilding at JICA
- Mr. Shotoku HABUKAWA**  
Principal Deputy Director, International Peace Cooperation Division Foreign Policy Bureau
- Visit to Japan Ground Self-Defense Force (JGSDF) Garrison in Komakado, Shizuoka Prefecture**
- Mr. Kazuyuki SATO**  
Commander, International Peace Cooperation Activities Training Unit, Central Readiness Force, JGSDF

### Workshop 1: Analysis

- Theory and Methods of Conflict Analysis**  
Policy Issues in the Political/Legal Fields (Peace mediation / Dispute settlement in legal institutions)
- Mr. Marshall CONLEY**  
President, Conley-International Education Consultants
- Mr. Jomart ORMONBEKOV**  
Liaison Officer in Beijing, Departments of Political and Peacebuilding Affairs (DPPA) and Peace Operations (DPO)
- Ms. Simonetta ROSSI**  
Peace and Development Adviser, Office of the United Nations Resident Coordinator, Sierra Leone
- Mr. Kwesi ANING**  
Director, Faculty of Academic Affairs & Research, Kofi Annan International Peacekeeping Training Centre (KAIPTC)
- Mr. Desmond MOLLOY**  
Course Mentor, HPC / Programme Director, The Nippon Foundation, Myanmar
- Mr. Hideaki SHINODA**  
**Mr. Yuji UESUGI**  
**Ms. Michiru TAMANAI**

### Workshop 2: Planning

- Methods of Project / Mission Planning**  
Policy Issues in the Field of Security (DDR / SSR / Peacekeeping missions)
- Mr. Sukehiro HASEGAWA**  
Chair of HPC Council for the "Global Peacebuilders Program" / Former Special Representative of the UN Secretary-General for Timor-Leste
- Mr. Paul EGUNSOLA**  
Chief of Staff, United Nations Mission in South Sudan (UNMISS)
- Mr. Michael EMERY**  
Director, Human Resources Management Division, IOM
- Mr. Hideaki SHINODA / Mr. Yuji UESUGI**  
**Ms. Michiru TAMANAI / Mr. Desmond MOLLOY**
- Mr. Anthony P. DUNCKER**  
Deputy Director, Chief of Staffing Service, Department of Operational Service, UN
- Ms. Hiroko HIRAHARA**  
Head of Field Office, Bentiu Field Office, United Nations Mission in the Republic of South Sudan (UNMISS)
- Ms. Marie ONIWA**  
Senior Advisor, Electoral Division, United Nations Organization Stabilization Mission in the Democratic Republic of Congo (MONUSCO)

### Workshop 3: Coordination

- Coordination and Negotiation among Various Organizations in Peacebuilding Policy Issues in Humanitarian Aid (including gender and child protection)**
- Mr. Kenro OSHIDARI**  
Member of HPC Council / Former Asian Regional Director, United Nations World Food Program (WFP)
- Ms. Kyungshin LEE**  
Associate Regional Director, Community World Service Asia
- Mr. Peter KOZELETS**  
Coordinator, the Regional Centre for Emergency Preparedness, UNHCR Bangkok, Thailand
- Mr. Guillaume FOLIOT**  
Consultant and lecturer on Humanitarian Affairs and Emergency Management
- Mr. Hiroto FUJIWARA**  
Chief, Country Analysis Unit, International Criminal Court
- 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)
- Mr. John CAMPBELL**  
Former Humanitarian Security Trainer, First Response Trainer & Former INGO Global Security Advisor
- Mr. Hideaki SHINODA**  
**Mr. Yuji UESUGI**  
**Ms. Michiru TAMANAI**

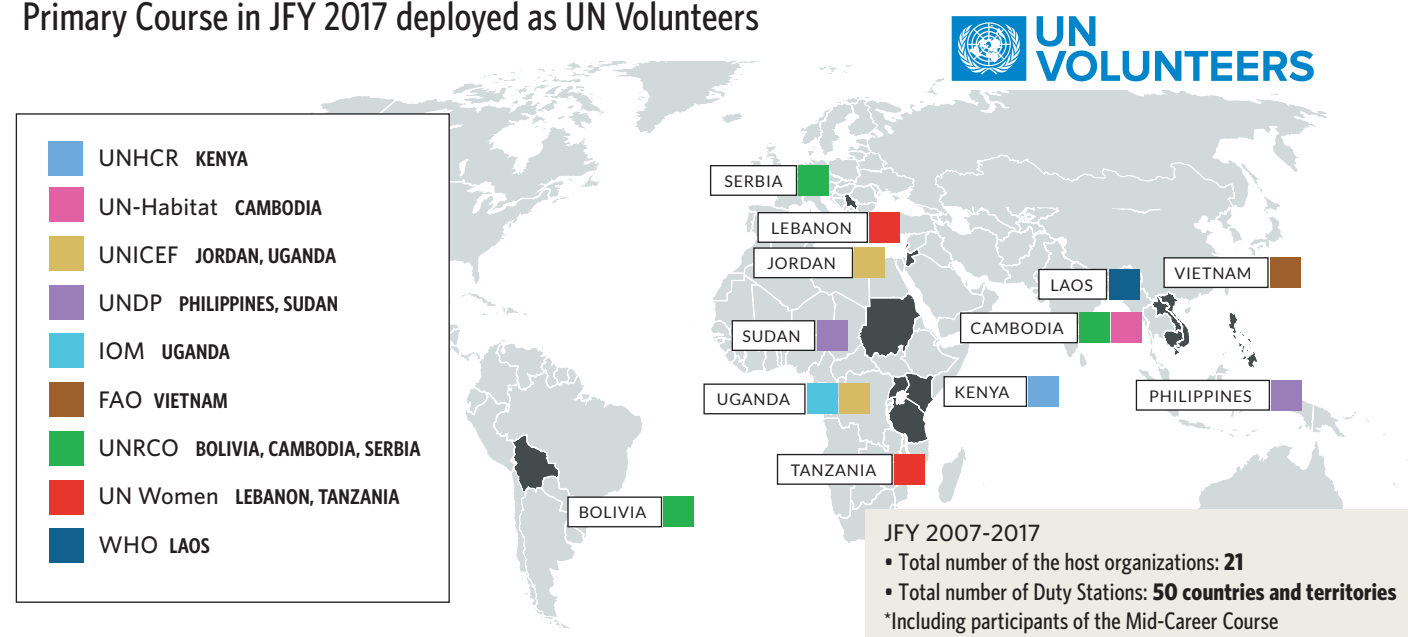
### Workshop 4: Management

- Methods for Project Management**  
Policy Issues in Development Aid through Various Fund Schemes
- Mr. Shigeki KOMATSUBARA**  
TICAD Program Adviser, Regional Bureau for Africa, UNDP Headquarters
- Mr. Mitsuhiro INABA**  
Chief of Finance & Budget / Management Services, United Nations Volunteers (UNV) Headquarters
- Mr. Mamadou N'DAW**  
Results Based Management (RBM), Evaluation Advisor, Team Leader, UNDP Ethiopia Regional Bureau for Africa Regional Service Center
- Mr. Hideaki SHINODA**  
**Mr. Yuji UESUGI**  
**Ms. Michiru TAMANAI**  
**Mr. Kenro OSHIDARI**  
**Mr. John CAMPBELL**
- Mr. Toshihiro NAKAMURA**  
Co-Founder & CEO, NPO Kopernik / Guest Professor, Osaka University's Center for Study of Co\* Design / Former Assistant Country Director, Strategic Planning Advisor, UNDP Sierra Leone
- Mr. Philip SHETLER-JONES**  
Community Lead, Peace and Reconciliation, International Security at the World Economic Forum
- Mr. Edward Kingston JOMBLA**  
Regional Conflict Analyst West Africa Network for Peacebuilding (WANEP)

- Personal Safety Management / Career Development / Career Management**
- Ms. Chio SATO**  
Head, Office Clutch (Career Consultant conducting consultations / seminars for career design, management and leadership)
- Ms. Louise ROBINSON**  
Senior Humanitarian Advisor and Security Training Specialist, Director of InSiTu Training
- Mr. Kenro OSHIDARI**  
**Mr. John CAMPBELL**



## Overseas Assignment: Program Associates of the Primary Course in JFY 2017 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 projects, UN agencies such as United Nations Development Program (UNDP), United Nations Children's Fund (UNICEF), United Nations High Commissioner for Refugees (UNHCR), and the United Nations World Food Program (WFP) as well as International Organization for Migration (IOM) were the main host institutions. The dispatch destination area is also very diverse including Africa, Europe, the Middle East, Central Asia, Southeast Asia, Central America and so on.



## Career Development Samples of Primary Course Graduates

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

#### Motivation for applying



contribute to peace in South Sudan.

When I worked in South Sudan as NGO staff, I wanted to know more about international assistance towards South Sudan as a whole and how international society could better

#### Before the Primary Course

After graduation, I studied Business Administration in a master's degree in the United States. After that, I worked at the finance department in a private company. Then I engaged in supporting the fields of water and sanitation as well as shelter as an NGO staff in South Sudan.

#### Overseas Assignment

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

#### After Participation

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

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

#### Motivation for applying



prevention and peacebuilding at a community level, a sector that has interested me since I was a student. The HPC course was very appropriate for me as it would prepare me to work in a peacebuilding environment as a UN volunteer as an aspect of the overseas assignment.

Before applying to HPC, I had worked in development and humanitarian assistance in the Democratic Republic of Congo (DRC) and Haiti. Through these experiences, I came into contact with conflict

#### Before the Primary Course

After graduation, I took a master's degree in Conflict Resolution at a university in the UK. After that I worked with the Carter Center in the US; then as a Consultant for Grassroot Grant Projects in the Embassy of Japan in the DRC. Later, I worked as an administrative staff in an NGO in Haiti.

#### Overseas Assignment

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

#### After Participation

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

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

#### Motivation for applying



The Program offered an invaluable opportunity to work as a junior professional in the UN. In addition, the Coursework in Japan facilitated smooth entry to a UN career by providing project management skills.

#### Before the Primary Course

Following the completion of a master's degree in public policy, I joined a governmental development bank, the Japan Bank for International Cooperation, and worked for three years as a finance officer before I assumed my function as a coordinator for economic cooperation at the Japanese Embassy in Tanzania. I also had the privilege to do a short-term internship at the office of the United Nations High Commissioner for Refugees (UNHCR) Tanzania office prior to joining the HPC Program.

#### Overseas Assignment

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

#### After Participation

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

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

#### Motivation for applying



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

Through field experience at international organizations, which is different environment and position from those of NGOs,

#### Before the Primary Course

After graduating from an American university, I worked at a private company. After that, I went through a teacher at a language school in Argentina, a graduate school in the UK, a consultant at an educational institution in Indonesia, and after the Great East Japan earthquake, I took a job with a Japanese NGO. After engaged in domestic and overseas projects, emergency assistance etc. at Tokyo headquarters, I've involved in education support activities of Afghanistan refugees in the Pakistan office and office management work.

#### Overseas Assignment

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

#### After Participation

Renewed my contract as a prominent officer (P3) at UNICEF Sierra Leone where I worked as UNV, and served as Child Protection Specialist. While continuing to engage in previous work, I become newly responsible for the management of capacity building and peacebuilding program for youth, as well as the monitoring and evaluation of the overall protection activities of children.



# Global Career Course

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



"Global Career Course" deepens the knowledge of various activities of the United Nations, for those who do not have work experience in international organizations such as the United Nations while having about 10 years of professional work experience. After reaffirming the skills that you have been acquiring, we aim

### Messages from Participants

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



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

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

to explore the possibility of career development in international organizations in the future and make it as concrete as possible. In this course, we offer the coursework in Japan (compulsory) and the overseas field trip (optional). In this fiscal year, the coursework in Japan was held in Tokyo for 13 times from 9<sup>th</sup> October to 22<sup>nd</sup> December 2019.

**Mr. Michiharu HONDA**  
Associate Director, Global Practice, Blackpeak Japan Co., Ltd



While I've worked as a journalist for many years, I have this experience of covering the years of turmoil of Timor-Leste from its insurrection to independence as news. The eyes of UN staff whom I interviewed were shining with the mission to get done. And, the people of the United Nations High Commissioner for Refugees (UNHCR) who were in charge of relief work appeared so full of life and cool. When I asked them, "Which country are you from" and they answered, "from the UN". I had a strong admiration for their figures contributing to world peace beyond borders with a bond like a large family.

I received concrete coaching on presentation and interviewing skills and so forth, and during the field trip in Cyprus, I had a chance to talk with someone working at the United Nations directly that made me clear what is required of UN staff. The encounter with people of different ages and backgrounds I would not have met if without this course is the greatest treasure for the future. I also obtained an important awareness that "perseverance" is necessary in addition to "luck" to aim at becoming a UN staff taking this opportunity again.

### Field Trips (optional)

#### Sierra Leone

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



#### Cyprus

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



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

Introduction: Personnel system of International Organizations and Enhancement of Competencies

Japan's International Cooperation for Peacebuilding Careers at International Organizations

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

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

Method of Project Management: Planning and Organizing

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

UN personnel system, method of survival in UN: Communication

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

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

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

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

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

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

Method of Coordinating Meetings and Discussions: Teamwork

**Ms. Nahoko ASAI**  
Public Partnership Specialist, Public Partnership Division, UNICEF Tokyo Office

Method of Project Coordination: Client Orientation

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

Method of Managing Emergency Assistance: Judgement / Decision-Making

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

Method of Negotiation: Building Trust

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

**Mr. Hidehiko FURUMOTO**  
External Relations Officer, UNHCR Japan

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

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

**Mr. Hideaki SHINODA**  
Director of HPC / Professor, Graduate School of Tokyo University of Foreign Studies  
**Mr. Yuji UESUGI**  
Program Officer of HPC / Professor, Faculty of International Research and Education, Waseda University

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





# 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 strengthen the main elements of "Competencies (capability to accomplish business tasks)" in international institutions, focusing on reinforcing "communication/negotiation" and "leadership/management" skills through role-play exercises, empowering

participants to address complex tasks through innovative perspectives and approaches within an organization in the dynamism of world trend transformation. The course provides opportunities for participants to improve performance both as individuals and as part of a team based on feedback from both lecturers and team members, and to promote the development of appropriate network going forward. In this fiscal year, the Course was held in Tokyo for 7 days from 5<sup>th</sup> to 11<sup>th</sup> January, 2019.

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

**UN Organizations** ▶ UN Secretariat ▶ 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) ▶ 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)

**PKO 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**

## Messages from Participants



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

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

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



**Ms. Lisa REEFKE**  
Senior Political Affairs Officer, Political Affairs Division United Nations Mission in the Republic of South Sudan (UNMISS)

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 and South Sudan as well as at headquarters in Geneva and New York. The Mid-Career course offered a unique opportunity to enhance my communication/negotiation and leadership/management competencies through training and coaching by expert practitioners and scholars. At the same time, I enjoyed serving as a resource person to share my own experience and exchange with and learn from fellow participants. The course facilitation and organization were outstanding, providing a conducive learning environment.

There are three thoughts that, I believe, anyone interested in pursuing an international career should keep in mind. First, aim to foster a strong sense of team spirit. Serving the people who are most in need, working in places far away from home, together with people of different nationality and from diverse backgrounds, requires a collaborative team effort, working jointly across organizational boundaries. Second, be a master 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.

## Mid-Career Course JFY 2018: Curriculum / Facilitators

### 1<sup>ST</sup> STAGE Communication Competencies in International Organizations

Day 1 Overview of Communication

Day 2 Practical Interpersonal Skills

Day 3 Practical Public Relations Skills

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

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

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

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

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

**Mr. Andrew CASSIM**  
Managing Director, Crucial Communication

### 2<sup>ND</sup> STAGE Leadership Competencies in the UN System

Day 4 Functions and Trends of UN Peace Operations

Day 5 Overview of Leadership and Management

**Mr. Siddharth CHATTRJEE**  
The UN Resident Coordinator in Kenya

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

**Mr. Hideaki SHINODA / Mr. Yuji UESUGI / Mr. Sukehiro HASEGAWA / Ms. Michiru TAMANAI / Mr. Kenro OSHIDARI / Mr. Andrew CASSIM**

**Mr. Dean WILLIAMS**  
Adjunct Lecturer in Public Policy at Harvard Kennedy School

**Mr. Hideaki SHINODA / Mr. Yuji UESUGI / Mr. Sukehiro HASEGAWA / Ms. Michiru TAMANAI / Mr. Kenro OSHIDARI / Mr. Andrew CASSIM / Mr. Siddharth CHATTRJEE / Ms. Mikiko TANAKA**

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

**Ms. Ayaka SUZUKI (on Skype)**  
Senior Official, United Nations Secretariat



# 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 participants and graduates of respective course. Every attendee was given beneficial advice to reflect on their own experiences and expertise so far to further advance their future careers.

### Ms. Michiru TAMANAI

Member of HPC Council / HPC Senior Advisor, Career Development Support / Managing Director, Lotus Insight Global, Pte. Ltd / Former Chief of HR, UNICEF India Country Office



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 United Nations 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 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 expert knowledge, skills, and behavioral patterns, not to limited for international organizations but also in the area of global business and any part of the world. 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 limit 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 transformational point in your career life. Everyone, please do participate.

## Career Support Seminar

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

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



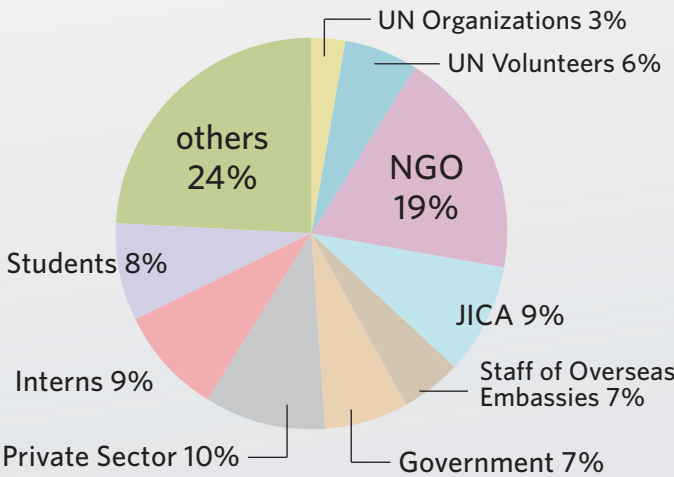
## Career Development Support System

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

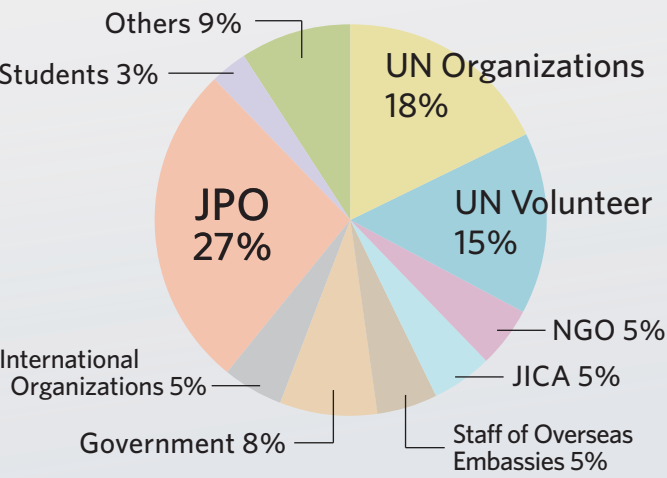
# Career Development at a Glance

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

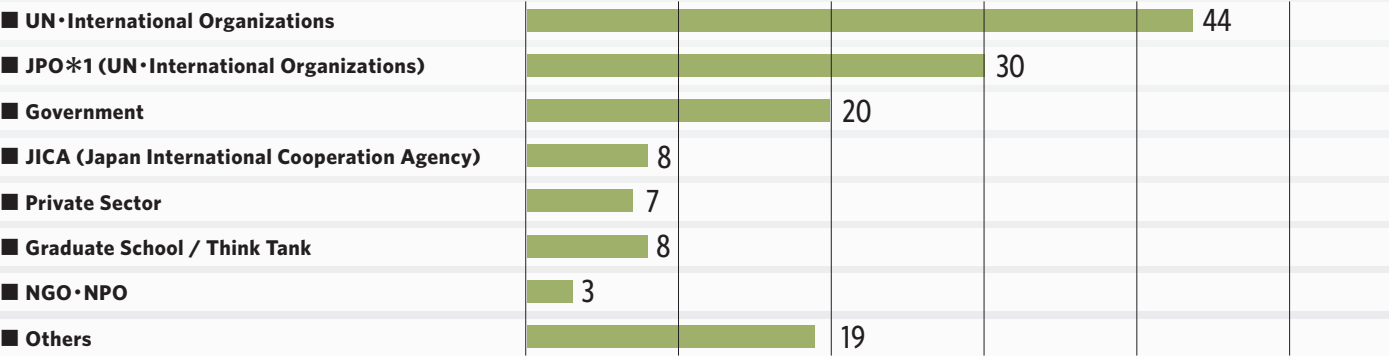
Positions before Participation  
\*JFY 2007-2018



Positions right after Participation following Overseas Assignment  
(\*JFY 2007-2017, Except the Program Associates currently in Overseas Assignment)



## Current Position of the Japanese Graduates



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

\* Data on the 149 graduates of the Primary Course, in JFY 2007 – 2016, as of March 2019 (Except 10 graduates whose current situations have not been updated within a year.)

## Organizations Where Japanese Graduates Have Worked

- UN Organizations** ▶ UNDP (United Nations Development Programme) ▶ UNHCR (United Nations High Commissioner for Refugees) ▶ UNICEF (United Nations Children's Fund) ▶ WFP (World Food Programme) ▶ UNESCO (United Nations Educational, Scientific and Cultural Organization) ▶ FAO (Food and Agriculture Organization of the United Nations) ▶ UNCRD (United Nations Centre for Regional Development) ▶ UN Women (United Nations Entity for Gender Equality and the Empowerment of Women) ▶ UNRWA (United Nations Relief and Works Agency for Palestine Refugees in the Near East) ▶ OUNF&P (Office of UN Funds and Programmes) ▶ DPKO (Department of Peacekeeping Operations) ▶ WHO (World Health Organization) ▶ UNMAS (United Nations Mine Action Service) ▶ UNV (United Nations Volunteers programme) ▶ UNRCPD (United Nations Regional Centre for Peace and Disarmament in Asia and the Pacific) ▶ UNOPS (United Nations Office for Project Services) ▶ UNFPA (United Nations Population Fund) ▶ UN Secretariat ▶ UNU (United Nations University) ▶ UN-Habitat (United Nations Human Settlements Programme) ▶ OCHA (United Nations Office for the Coordination of Humanitarian Affairs) ▶ UNODC (United Nations Office on Drugs and Crime) ▶ IOM (International Organization for Migration) ▶ MONUSCO (United Nations Organization Stabilization Mission in the Democratic Republic of the Congo) ▶ UNAMA (United Nations Assistance Mission in Afghanistan) ▶ UNAMID (African Union / United Nations Hybrid Operation in Darfur) ▶ UNAMI (United Nations Assistance Mission for Iraq) ▶ UNIOGBIS (United Nations Integrated Peace-Building Office in Guinea-Bissau) ▶ UNMIS (United Nations Mission in Sudan) ▶ UNMISS (United Nations Mission in the Republic of South Sudan) ▶ UNSOM (United Nations Assistance Mission in Somalia) ▶ UNMC (UN Mission in Colombia)
- PKO Center** ▶ KAIPTC (Kofi Annan International Peacekeeping Training Centre)
- International Organizations** ▶ INTERPOL (International Criminal Police Organization) ▶ ICRC (International Committee of the Red Cross) ▶ World Bank ▶ OSCE (Organization for Security Co-operation in Europe)
- NGOs** ▶ Médecins du Monde Japan ▶ JCCP (Japan Center for Conflict Prevention) ▶ International Lifeline Fund ▶ World Vision Japan ▶ INTERSOS ▶ ADRA Japan ▶ NICCO (Nippon International Cooperation for Community Development) ▶ Action Contre la Faim ▶ CCP Japan (Campaign for the Children of Palestine) ▶ Care International
- Government Agencies** ▶ Ministry of Foreign Affairs of Japan (Headquarters in Tokyo and Overseas Establishments) ▶ Cabinet Office, Government of Japan ▶ Hiroshima Prefectural Government ▶ HQ and Oversea Offices, JICA (Japan International Cooperation Agency) ▶ Branch Offices, JICE (Japan International Cooperations Center) ▶ Suzuka City (local government) ▶ Immigration Bureau of Japan
- Others** ▶ IGES (Institute for Global Environment Strategies) ▶ Research Institute of Tuberculosis, Japan Anti-Tuberculosis Association ▶ Sasakawa Peace Foundation ▶ Educational Institutions, Development Consultant, and others





MS. MARI MASUOKA IS WORKING WITH WFP IN NIGERIA

# Featured Peacebuilders

We deliver Fresh Voices of Facilitators and Graduates of HPC Global Peacebuilders Program from the sites of peacebuilding around the world based on their own experience to you.

**Ms. Marie ONIWA**  
PRIMARY COURSE GRADUATE OF JFY 2007  
*Senior Advisor, Electoral Division, United Nations Organization Stabilization Mission in the Democratic Republic of Congo (MONUSCO)*

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

My task is rewarding especially when I give administrative support to ministers and government officials so that they can make a positive contribution through their initiatives and leadership, and I can see the results of my inputs. Moreover, I am proud of my effort when seeing worldwide focus on gender promotion in order to prevent gender victimization, such as events like the "Kampala Presidential Declaration" in 2011 on which I provided advocacy in collaboration with Congolese people and Civil Society Organizations. Another example of that focus that makes me proud is that Dr. Dennis Mukwege, a Congolese gynecologist/Human Rights Activist who focuses of gender and health issues, won the Nobel Peace Prize.

Before joining the UN, I worked with Donors such as the US Embassy's Defense Cooperation Office so I can see the issues from diverse perspectives. This experience

has enhanced my capacity and gives me an advantage in providing strategic advocacy to building partnership for promoting UN's Women Peace and Security (WPS). I have also worked at UN agencies in diverse roles such as offering humanitarian assistance to IDPs in complex emergency situations or in disaster prevention, in fields including Abyei with United Nations Children's Fund (UNICEF) Sudan.

Since 2010 I have been engaged with "UN Security Council Resolution No.1325 on Women Peace and Security (UNSCR 1325)" regarding women's participation in peacebuilding with WPS. This included organizing the 10-year anniversary celebration of UNSCR 1325; the founding of UN Women, and the elaboration of 1325 global indicators. This was the foundation of my current post. It has been a very positive experience and I have learned a lot.

Since the launch of UNSCR 1325 in 2000, the UN has prioritised women's taking a fully active role in the UN system, including in conflict situations, and we are strengthening this approach. I'd like to continue to make a concrete commitment to my missions through engendering respect amongst people and strong cultural sensitivity. I aim to enrich my own experience while achieving definite positive outputs in the gender sector. I hope also to continue to make positive personal contribution to the lives of the people around me.

In terms of work and life balance, I like sports, especially jogging. Even in sensitive and complex conflict environments such as Sudan and Congo, I have been careful to ensure that I balance my work with healthy sports activity such as running with my colleagues, including the military force. Further, since a serious illness five years ago, I find that sport, including swimming early each morning, has assisted my rehabilitation. Now I keenly realise the importance of creating a public and private life balance, keeping myself in good health, and designing a long-term plan for life.

I participated as a 1st batch of program associate of HPC's primary course (FY2007). Then HPC offered me opportunities to return as a facilitator to the symbolic City of Peace, Hiroshima. I am very thankful that I can be engaged in this unique coursework in such a symbolic environment. It is a unique opportunity for me. For both facilitators and program associates, interactions with people with diverse professional and academic backgrounds are meaningful.

Every time after returning from Hiroshima to my workplace, I am refreshed and renew my decision to dedicate myself to my peace-related assignment.

It is wonderful to have the task of supporting countries in difficulty; in respecting the principle of professionalism in working with a UN agency; in prioritising Humanity, Neutrality, and Impartiality while respecting others in a team of diverse nationalities and professions, such as military, police, and civilians. In it, I do my best to keep polishing my shine to be a better person, to maintaining the high quality of my duty; by enriching knowledge by analyzing the partner country; by supporting the partner country, often through ministers and those who commit to peacebuilding to benefitting human rights activists while keeping close attention to a positive attitude offering advice and good practice upon request, so as to bring positive outcomes. Everyone who has a dream to work at the UN agency, please keep your vision and dreams alive to make the best use of the opportunity and experience, including in the form of UNV deployment. Take a positive pride in what you personally bring to the field.

**Ms. Tomoko ISHIHARA**  
PRIMARY COURSE GRADUATE OF JFY 2012  
*Associate Protection Officer, The Office of the United Nations High Commissioner for Refugees (UNHCR) Qamishli Office in Syria*

Currently, I've been providing assistance to Internal Displaced People from Deir ez-Zor and Raqqa as well as Iraqi refugees at UNHCR Qamishli Office in Northeast Syria. From the end of Year 2018 as the battle against extremists' radical militant groups has raged in Deir ez-Zor, more than 25,000 displaced people have reached the displaced people camp in the northeast since the early December up to present. Under the influence of violence and battle under the occupation of the organization, it is necessary to have a mind care for a person having a serious trauma and to have a reunion with a family who is separated. Moreover, because it was dominated by a radical organization for a long time, many landmines are buried in these areas, and in order to return safely to the hometown, we eliminate the dangers of landmines and arrange infrastructure functions and administrative services to live. It is also important in the future. Because of the aftermath of violence and battle under occupation by extremist militants, the emotional care for those who have serious psychological trauma and the arrangement of reunion of dispersed family members are needed. Since those areas are strewn with many landmines due to prolonged domination by the radical organization, the danger of the landmines has to be eliminated for the safe return, and it will be important to build infrastructure and administrative services for living in the area in the future.

The pillar of UNHCR Syria's protection policy is community-based protection program through community centers. The UNHCR community center was established with the aim of enhancing self-efficacy and resilience to reduce vulnerability. These centers provide: ① accommodate children into schools to continue education, ② psychosocial support, ③ legal aid including birth registration and documentation, ④ vocational training to generate incomes, and ⑤ other various services. There are 6 community centers in the north-eastern part including the displaced peoples' camps. In 2019 we are aiming to expand the network and I am supervising this program.

Even in the severe situation, there was a moment I felt glad that I was doing this job. Last year I met a boy in a IDP camp. The family of the boy got involved in the battle in Deir ez-Zor and he was separated from this family. With a thread of hope, he arrived all alone in Hassakeh prefecture and was living in Arisha IDP camp. Our team searched for his family desperately. Two to three months later, I finally got in touch with his father, and the child and father successfully reunited and hugged each other in tears. At that time the father told me, "Thank you for protecting my son in a safe place. I will never forget this for the rest of my life." and I still remember the feelings of joy when I saw the child and parents happily returning together.

**Ms. Mari MASUOKA**  
PRIMARY COURSE GRADUATE OF JFY 2013  
MID-CAREER COURSE PARTICIPANT OF JFY 2018  
*United Nations World Food Program (WFP) Nigeria, Head of Sub-office / Logistics Officer*

I am responsible for the supply chain at Lagos branch office of United Nations World Food Program (WFP), Nigeria. My main duty is to deliver food smoothly

and safely to the northern region of Nigeria where the WFP has been mainly engaged in assistance, and to contribute to secured and smooth distribution of humanitarian goods at extremely crowded Lagos port through negotiations with the other government and related institutions. It is tough to build relationship with local stakeholders who have unique culture and business custom for them to deepen understanding of emergency relief goods, and to search for the solution at Lagos where is burdened with serious problems about supply chain. However, at the same time I feel very much satisfied when I overcome.

Prior to working in Nigeria, I worked at the WFP headquarters and Myanmar national office, thus I was so fortunate to have diverse experience in terms of countries, positions, and viewpoints. Since I was young, I'd hoped to engage in WFP activities, so I found a pleasure connecting dots. While building skills to contribute to WFP, I would like to engage in operation with love and passion from here on out.

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

Following 20 years military service to my country, Ireland, in the internal security role, as an Artillery expert and also as a Peacekeeper in Lebanon and a Military Observer with the UN in Cambodia, I took early retirement as a Captain to work in the international humanitarian area. From 1995 I worked with International NGOs, and the Red Cross (IFRC and ICRC) in Congo, Bosnia, Rwanda, Ethiopia, Kosovo and as a UN Volunteer in Timor-Leste. While Head of Finance and HR in World Health Organization (WHO) Kosovo in 2001, I was invited to join in the DDR process with DPKO in the UN Mission in Sierra Leone. Following this introduction to DDR, I became Chief of DDR Section with the UN in Sierra Leone and then in Haiti. Exhausted in Haiti, in 2007 I ran to do a Masters and subsequently a PhD in Tokyo University of Foreign Studies. Between 2007 and 2013, while studying, in addition to engaging with HPC, I undertook UN missions as Senior DDR Advisor with UNDP in Central African Republic and in Nepal, in addition to short contracts in Nigeria, Sri Lanka and Somalia while also engaging fully with the DDR Community of Practice.

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

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

In my case, I think that it was a coincidence that I joined the United Nations. When I was in the United States, I was encouraged to be interviewed for the United Nations Development Program (UNDP) and it was rather easily decided that I would be appointed as JPO to Libya. Then, after working for Kenya headquarters of UN Human Settlements Programme (UN-HABITAT), I worked at United Nations World Food Program (WFP) for 25 years. I am settled down in WFP, because I felt that I fit the style of the tasks on emergency humanitarian assistance of conflict areas and natural disaster site which put importance on a sense of speed, more than the long-term development assistance. As a highlight of my career, I took over the management of a WFP office of 3,000 employees consisting of staff from 77 nationalities from 2006 to 2009 in Sudan. I often hear that it is difficult to cohere such a multinational team together, but it is the real pleasure of the work of the United Nations, and I've felt it's been a fun.

What I bear in mind with leadership and teamwork is quite simple. It is about to be fair to anyone, to deal with staff with consideration, and to have courageous decisions and actions - that's about it.