



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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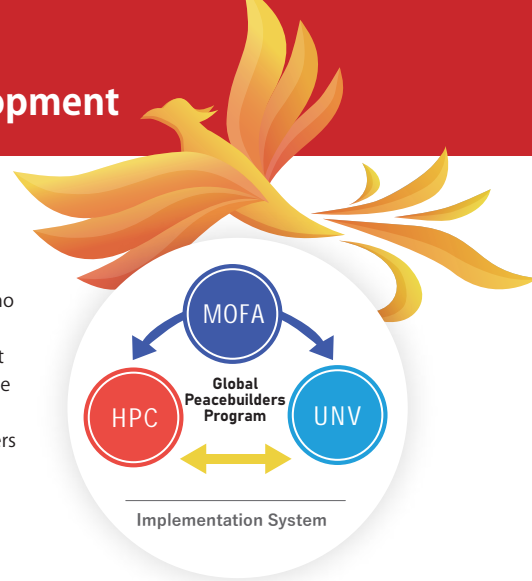
The Ministry of Foreign Affairs of Japan
Hiroshima Peacebuilders Center (HPC)
March, 2024



HPC
Hiroshima Peacebuilders Center



We Aim to Develop Experts in Peacebuilding and Development



About the Global Peacebuilders Program

The Program for Global Human Resource Development for Peacebuilding and Development (Global Peacebuilders Program) is commissioned by the Ministry of Foreign Affairs of Japan (MOFA Japan) in order to enhance human resources for peacebuilding and development. The Program includes “the Primary Course,” designed for those who have the strong will to build their careers in the field of peacebuilding and development; “the Mid-Career Course,” targeting those who already have about 10 years of work experience in the field of peacebuilding and development and aspire to further advance their career; and “the Career Development Support,” which offers opportunities for the participants to acquire the skills and knowledge necessary for obtaining posts in the field of peacebuilding and development in International Organizations, NGOs, etc. The Program is implemented by the Hiroshima Peacebuilders Center (HPC), which was commissioned by MOFA Japan to run the “Program for Global Human Resource Development for Peacebuilding and Development”. The United Nations Volunteers (UNV) Programme administers the Overseas Assignment component of the Primary Course.

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

If the program aims at developing human resources for peacebuilding, it should be operated by people who have a deep interest in peacebuilding. With that frame of mind alone, I started this program. Over the past 17 years, I have come to know many highly motivated people. As an implementer, I am truly proud to see that many of our fellow participants and graduates are now contributing to peacebuilding in various organizations around the world. I am also happy to see that former HPC staff are currently working in peacebuilding-related fields and organizations through the UN, governments, and NGOs. Many people who aspire to build peace have made great strides and continue to be active while using the resources offered to them through the medium of HPC.

The main actors in this program are the participants and graduates who are contributing to peacebuilding and development across the globe. Therefore, in managing this project, we would like to thoroughly focus on the idea of what we can do to strengthen the capacity of the main actors. We are fortunate to have the support of a wide variety of related organizations for this program. In addition, there is a broad range of professional supporters, including facilitators, who have become fans of the program through its long-term operation. Human resource development requires long-term commitment with results becoming apparent incrementally over time. However, that’s what makes it such an exciting activity. The HPC will continue to welcome new members who will help us further develop this program.



Dr. Hideaki SHINODA
 Director of HPC / Program Director for the “Global Peacebuilders Program” / Professor, Graduate School of Tokyo University of Foreign Studies
 Dr. Shinoda, Ph.D. in International Relations (LSE), authored numerous books and articles on peacebuilding including Peace-building and the Rule of Law (Osaragi Rondan Award); 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); Partnership Peace Operations: UN and Regional Organizations in Multiple Layers of International Security.



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Establishment of the Program

In 2002, the Advisory Group on International Cooperation for Peace (AGICP), chaired by the former Under-Secretary-General of the United Nations, Mr. Yasushi AKASHI, produced a report to examine and strengthen Japan’s support for consolidation of peace and state-building efforts in conflict-affected countries so as to make it a pillar of Japan’s international cooperation. Subsequently, the establishment of the “Pilot Program for Human Resource Development in Asia for Peacebuilding” was announced at a seminar event entitled “People Building Peace: Human Resource Development in Asia for Peacebuilding,” which took place at United Nations University in August 2006. After this announcement, the “Pilot Project for Human Resource Development in the Peacebuilding Field” was launched in 2007, and in 2009 it was fully established as the “Peacebuilding Human Resource Development Program.” Subsequently, in order to strengthen efforts related to human resource development in the field of peacebuilding, the “Advisory Board on the field of Peacebuilding”, chaired by Mr. Yoshio HATANO, the Chancellor of the Gakushuin School Corporation, held several discussions and addressed the Board’s proposal to then Foreign Minister Kishida in April 2014. In response to this proposal, “The Program for Global Human Resource Development for Peacebuilding and Development” commenced in 2015. As a result of the procedures relating to the competition for proposals conducted by the Ministry of Foreign Affairs in 2021, the Hiroshima Peacebuilders Center (HPC) was commissioned to implement the Program until March 2024 (the fiscal year of 2023), as it has been for the past 17 years, since 2007. In addition to the “Primary Course” which is conducted every year, the “Mid-Career Course” is also implemented. The participants in the “Primary Course” are dispatched as UN Volunteers by the UN Volunteers Programme (UNV). Graduates of the Program are making active contributions in Headquarters and field offices of UN Agencies, Funds and Programmes, international organizations, government agencies and NGOs.



Hiroshima Peacebuilders Center (HPC)

The Hiroshima Peacebuilders Center (HPC) is a general incorporated association established to conduct human resource development and research activities in the field of peacebuilding. In the fiscal year 2023, HPC implemented the Program for Global Human Resource Development for Peacebuilding and Development (Global Peacebuilders Program) commissioned by the Ministry of Foreign Affairs of Japan (MOFA Japan) based on its experience over the past 16 years (from 2007 to 2022). Based on the spirit of the reconstruction of Hiroshima, HPC is conducting activities to support the career development of human resources which contribute to world peace, reflecting Japan’s enthusiasm towards contributing to peace. HPC aims to be a hub for a community of peacebuilding, development and humanitarian aid professionals.



United Nations Volunteers (UNV) Programme

The United Nations Volunteers (UNV) Programme contributes to peace and development through volunteerism worldwide. UNV works with partners to integrate qualified, highly motivated and well supported UN Volunteers into development programming and promotes the value and global recognition of volunteerism. UNV administers the Overseas Assignment component of the Program for Global Human Resource Development for Peacebuilding and Development. UNV is active in around 160 countries with the presence of Field Units in more than 60 countries. The organization is administered by the United Nations Development Programme (UNDP) and reports to the UNDP Executive Board.



Features of the training courses offered in this program

Opportunities to acquire useful knowledge and practical skills for career development

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

Creating an environment to accentuate consciousness in focusing on career development

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

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

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

Primary Course

You will acquire knowledge, practice, confidence, and interaction with people

01

Coursework in Japan

The training program was held in Japan for about five weeks from January 17 to February 20, 2024. Thirteen Japanese and ten foreign Program Associates from Asia, the Middle East, Africa, Central America and the Pacific participated together for about five weeks, and engaged in friendly interaction with each other through role plays and group work. We were able to provide a full training program with top-quality facilitators, including online contributors, who are active in various parts of the world. This provided an opportunity for Program Associates to form personal networks with leading practitioners in the field of peacebuilding and development.

02

Overseas Assignment

Upon completion of the domestic training, Japanese participants are dispatched as UN Volunteers (UNVs) for up to 12 months to international organizations, to work in the field of peacebuilding and development. Program Associates are dispatched sequentially from March 2024 after the training course. Practical experience is essential in becoming an expert in the field of peacebuilding and development. This is a valuable opportunity to put the theories and skills acquired during the training course into practice. In October 2023, an orientation session was held online connecting Japanese Program Associates with staff from the offices of the United Nations agencies in Japan to ensure smooth matching between Program Associates and their counterparts. On January 17, a reception was held to provide an opportunity for the Program Associates, the Ministry of Foreign Affairs (and other government agencies), international organizations, and embassies of various countries to interact with each other.

03

Career Development Support Service

We support Program Associates in developing their future career plans even before the start of their training in Japan. In addition to reinforcing support systems such as advisory systems by personnel with experience in key positions at international organizations and human resources staff, we also help Program Associates build a broad network of contacts through training with other Program Associates, training course facilitators, and overseas assignment institutions.



Through group work, participants will become accustomed to work as a team in a multinational working environment.



After arriving in Hiroshima, the Program Associates first visited the Peace Memorial Park. Following the guidance of Peace Volunteers, they learned about peacebuilding and reconstruction in Japan.



Both the facilitators and Program Associates become one team in a friendly atmosphere.

Messages from Program Associates



Mr. Mohamed A. Idrissa MAIGA

For over 8 years, I have endeavored to contribute to peace efforts in my country, Mali, through the UN Multidimensional Integrated Stabilization Mission in Mali (MINUSMA), focusing on SSR-DDR. Fascinated by Japan's recovery from the atomic bomb, I sought inspiration to

contribute to peace in Mali and the Sahel region. Discovering the Hiroshima Peacebuilders Center (HPC) online, I applied for the Primary Course in 2021 but faced obstacles due to COVID-19-related travel restrictions. I successfully reapplied for the JFY 2023 Primary Course and attended it in person.

The five-week capacity-building program, consisting of intensive thematic workshops and seminars on Analysis, Planning, Coordination, and Management, has effectively honed my skills and knowledge. Actually, the experience exceeded my expectations as I was immersed in a rich learning environment, engaging in practical scenarios, team-building activities, interactions, evening sessions, excursions, and insights from diverse and amazing facilitators. The program emphasized human resource empowerment for conducive peacebuilding, provided networking opportunities, and equipped participants to bring positive change in any environment.

In short, I would like to commend the Ministry of Foreign Affairs of Japan for its support of such programs, which reflects a commitment to global peacebuilding and development. Being definitely committed, I believe in being the change one wishes to convey to others, and I view HPC as a beacon of hope in building a more peaceful and better world.



Ms. Nagisa SHIBA

In the Primary Course, a comprehensive curriculum is provided to acquire fundamental knowledge of peacebuilding and development. Through coursework consisting of lectures led by facilitators with rich experiences in the

United Nations and aid agencies, as well as group work, I was able to practically learn the processes of analysis, planning, implementation, and evaluation. During several days of interaction with facilitators and graduates who have worked at the forefront of peacebuilding and humanitarian efforts, I received valuable advice on career development and achieving work-life balance. Additionally, building relationships with Japanese and international Program Associates, who share similar aspirations and concerns, has become an invaluable asset for my future endeavors. While specializing in climate change adaptation in developing countries, I feel that spending time with facilitators and Program Associates with diverse backgrounds has broadened my perspective, enabling me to address issues with a wider scope, such as the nexus between climate change and peacebuilding. Leveraging problem-solving skills acquired during coursework in Hiroshima, coupled with experiences gained from overseas assignments as a UN Volunteer, I aspire to significantly advance toward my desired career.

Coursework in Japan



Group exercises are also an opportunity to hone presentation skills.



What knowledge and skills are necessary for career development? Everyone is going to think about it together.



Upon receiving their certificates, Program Associates share a sense of relief and accomplishment with their peers.



HPC is always learning together with the Program Associates.

Primary Course JFY 2023: Curriculum of Coursework in Japan / Facilitators

Initial Week

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

On-site Facilitator

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

Mr. Yuji Uesugi
Course Mentor of HPC; Professor, Waseda University

Workshop1: Analysis

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

On-site Facilitator

Mr. Desmond MOLLOY
Consultant to Center for Peace and Conflict Studies, Battambang, Cambodia / former Chief of the DDR Section, UN Stabilization Mission in Haiti [MINUSTAH] and UN Mission in Sierra Leone [UNAMSIL]

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

Ms. Madjiguene Ina Dia
Senior Political Affairs Officer, Sahel Team Leader, United Nations Office for West Africa and the Sahel [UNOWAS]

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

Mr. Hideaki SHINODA
Mr. Yuji UESUGI

Online Facilitator

Ms. Kyoko ONO
Deputy Head of Myanmar Office, United Nations Office for the Coordination of Humanitarian Affairs [OCHA]

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

Mr. Jomart ORMONBEKOV
Political Affairs Officer, Department of Political and Peacebuilding Affairs, UN

Workshop2: Planning

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

On-site Facilitator

Ms. Hiroko HIRAHARA
Director, Civil Affairs Division, United Nations Mission in the Republic of South Sudan [UNMISS]

Ms. Kasumi NISHIGAYA
Chief, Gender Affairs Unit/ Senior Gender Advisor, United Nations Mission in the Republic of South Sudan [UNMISS]

Ms. Minako MANOME
Former Acting Deputy Resident Representative, United Nations Development Programme (UNDP) Syria country office

Mr. Kunikazu AKAO
Head of Office, Shire (Tigray) / Durable Solution Manager Addis Ababa, Ethiopia / Strategic Liaison Officer, Ukraine International Organization for Migration [IOM]

Ms. Tomoko ISHIHARA
Protection Officer United Nations High Commissioner for Refugees [UNHCR]

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

Mr. Michael EMERY
Director of Human Resources Management Division, International Organization for Migration [IOM], the UN Migration Agency

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

Online Facilitator

Ms. Aiko WATANABE Programme Management Officer, Department of Peace Operations, UN

Workshop 3: Coordination

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

On-site Facilitator

Mr. Kenro OSHIDARI
Former Regional Director, WFP Regional Bureau for Asia, Bangkok, Thailand

Mr. Guillaume FOLIOT
Senior Advisor, United Nations System Staff College [UNSSC]

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

Ms. Mari MASUOKA
Supply Chain Officer [Operations], WFP Afghanistan

Mr. Hideaki SHINODA / Mr. Yuji UESUGI / Ms. Tomoko ISHIHARA

Ms. Chika SUEFUJI
Deputy Head of Mission at Médecins Sans Frontières / Doctor without Borders

Ms. Eri Mathers SUZUKI
Chief, Child Protection, Kenya, United Nations Children's Fund [UNICEF]

Mr. Peter KOZELETS
Global Protection Cluster, Deputy Coordinator ad interim, Geneva, UNHCR HQ

Workshop 4: Management

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

On-site Facilitator

Mr. Shigeki KOMATSUBARA
Resident Representative, UNDP Tanzania

Mr. Petroc WILTON
Former Head of Communications, Somalia, United Nations World Food Programme [WFP]

Mr. Toshihiro NAKAMURA
Co-Founder & CEO, NPO Kopernik/Guest Professor, Osaka School of International Public Policy, Osaka University / Former Policy Specialist, UN Development Operations Coordination Office [DOCO]

Mr. Mamadou N'DAW
Policy Adviser & Team Leader Quality Programming Team, Effectiveness Group BPPS, UNDP New York, USA

Online Facilitator

Mr. Koji KUMAMARU
Project Manager, GCF Water Security Project, UNDP Marshall Islands

Ms. Reina OTSUKA
Lead, Digital Innovation Specialist, Nature, Climate and Energy, United Nations Development Programme [UNDP]

Personal Safety Management

On-site Facilitator

Ms. Louise ROBINSON
Director of InSiTu Training / Senior Humanitarian Advisor and Security Training Specialist
Mr. Hideaki SHINODA / Mr. Kenro OSHIDARI / Ms. Chika SUEFUJI

Career Design

Career Consultant conducting Consultations/ Seminars for Career Design, Management and Leadership

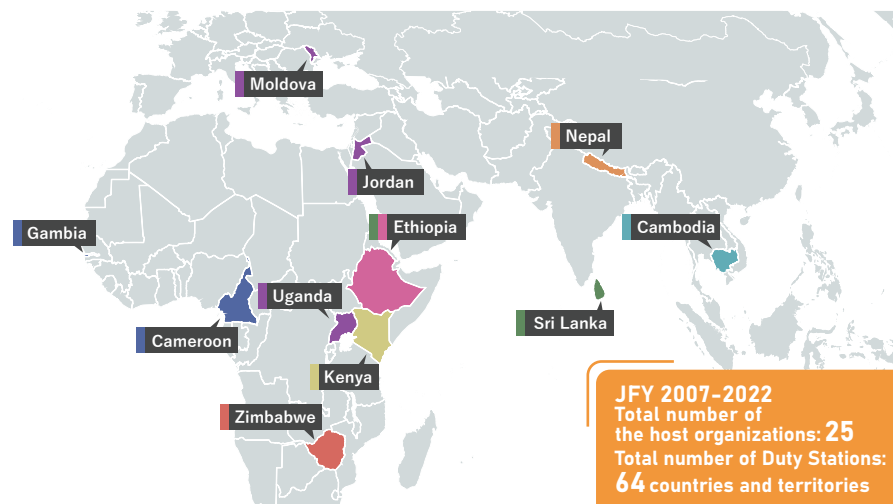
On-site Facilitator

Ms. Chio SATO Head, Office CLUTCH

>> Overseas Assignment: Program Associates of the Primary Course in JFY 2022 deployed as UN Volunteers



- United Nations Development Programme (UNDP)
Republic of Zimbabwe
- United Nations Office for Project Services (UNOPS)
Nepal
- United Nations Development Coordination Office (UNDCO)
Republic of Kenya
- United Nations Children's Fund (UNICEF)
Federal Democratic Republic of Ethiopia,
Democratic Socialist Republic of Sri Lanka
- United Nations Resident Coordinator Office (UNRCO)
Kingdom of Cambodia
- International Organization for Migration (IOM)
Republic of Cameroon, Republic of The Gambia
- United Nations High Commissioner for Refugees (UNHCR)
Republic of Uganda, Republic of Moldova, Jordan
- United Nations World Food Programme (WFP)
Federal Democratic Republic of Ethiopia



- UNDP (United Nations Development Programme) /49
- UNHCR (United Nations High Commissioner for Refugees) /39
- UNICEF (United Nations Children's Fund) /39
- IOM (International Organization for Migration) /18
- WFP (United Nations World Food Programme) /18
- UN Women (United Nations Women's Organization) /9
- UNRCO (United Nations Resident Coordinator Office) /8
- UNOPS (United Nations Office for Project Services) /5
- FAO (Food and Agriculture Organization of the United Nations) /3
- OCHA (UN Office for the Coordination of Humanitarian Affairs) /3
- UNFPA (UN Population Fund) /3
- UNMISS (United Nations Mission in the Republic of South Sudan) /3
- UNODC (United Nations Office on Drugs and Crime) /3
- WHO (World Health Organization) /3
- UNESCO (United Nations Educational, Scientific and Cultural Organization) /2
- UNRWA (United Nations Relief and Works Agency for Palestinian Refugees) /2
- IDEA (Institute for Democracy and Electoral Assistance) /1
- Office of UN Funds and Programmes Cape Verde /1
- UNDCO (United Nations Development Coordination Office) /1
- UNDRR (United Nations Disaster Reduction Agency) /1
- UNFICYP (United Nations Peacekeeping Force in Cyprus) /1
- UN-Habitat (United Nations Human Settlements Programme) /1
- UNIOGBIS (United Nations Integrated Peacebuilding Office in Guinea-Bissau) /1
- UNMAS (United Nations Mine Action Service) /1
- UNAMID (African Union/United Nations Hybrid Operation in Darfur) /1
- UNMIS (United Nations Mission in Sudan) /1

※PKO missions are treated as non-business activities for the relevant fiscal year

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



<United Nations Development Programme (UNDP)/Zimbabwe>
"Japan SDGs Innovation Challenge for UNDP Accelerator Labs" project on pest control



<UNHCR (United Nations High Commissioner for Refugees) / Uganda>
During a voluntary return project for Burundian refugees to which a Program Associate was assigned as an Associate Protection Officer at UNHCR, he explains the purpose of the project, the process of returning home, and the support they will receive after their return home.

Senior Mission Leaders' Course and JPO Pre-assignment Training



UN Senior Mission Leaders' Course

The UN Senior Mission Leaders' Course (SML) is a training course offered by the United Nations to prepare potential future mission leaders for UN peacekeeping operations (PKO missions). Although SML itself is not a part of the Global Peacebuilders Program, HPC was in charge of the administrative part of the 2023 SML course, which was hosted by the Japanese government in Tokyo. Director of HPC, Dr. Shinoda was responsible for the overall management for two weeks during the course as National Course Director. The SML course attracted a total of 26 participants, including active civilian senior UN officials holding the rank of D2, credible candidates for the highest leadership positions in UN peacekeeping, as well as experienced military and police officers who are candidates for military Force Commanders and Police Commissioners. All the facilitators who came to Japan had served in UN PKO missions in the highest ranks of Special Representative of the Secretary-General (SRSG), military Force Commanders, and Police Commissioners. Furthermore, participants and facilitators from various nationalities, including Japanese senior UN officials who are expected to serve in higher senior positions gathered and discussed both the current situation and the obstacles of the mission.



JPO Pre-assignment Training

JPO (Junior Professional Officer) is the United Nations program under which governments dispatch personnel to the UN and other international organizations. In Japan, the Ministry of Foreign Affairs is the main implementing agency. The 4-day pre-assignment training for successful applicants to the JPO was conducted between October 29 and November 1. Due to the impact of COVID-19, the training was conducted online, in two groups, to include candidates in different areas. The core instructor for the training, was Ms. Mieko Tarui, who has worked for UNICEF as an HR specialist.



Mid-Career Course

Deepening and practicing skills and abilities to build mid-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, environmental science, etc.). We strengthen the main elements of “Competencies (capacity to accomplish business tasks)” in international institutions, focusing on reinforcing leadership and communication competencies through role-play exercises, empowering participants to address complex tasks through innovative perspectives and approaches within an organization in the dynamism of complex work environments. The course provides opportunities for participants to improve performance both as individuals and as part of a team based on feedback from facilitators, and to promote the development of appropriate network going forward. In this fiscal year, the training was held in Tokyo for 7 days from 5th to 11th January, 2024.

» Messages from Participants



Ms. Yoko OWATARI | Voluntary Trust Fund Officer, Arms Trade Treaty Secretariat

After two decades of service with the Ministry of Defense, I moved to the Arms Trade Treaty Secretariat in 2021. Established by United Nations member states to regulate illegal trade and prevent the diversion of conventional arms, the Secretariat entrusts me with managing funds voluntarily contributed by States Parties for capacity-building projects. My responsibilities include examining annual project proposals, monitoring and evaluating projects, preparing reports for States Parties, and conducting outreach activities. Additionally, I dedicate time to a non-profit organization called Toastmasters, where I lead training sessions on communication and leadership skills.

As our roles evolve and we engage with larger teams, effective communication skills become increasingly critical. I highly recommend the Mid-Career Course, which offers a systematic and efficient deepening of understanding on critical themes. Through participatory activities

such as role-plays simulating tough negotiations and press conferences, I received constructive feedback from subject matter experts, seasoned leaders from international organizations, and fellow participants. Post-exercise reviews helped me identify areas for improvement. To gain a deeper understanding, I read articles through a selected bibliography list for further personal development. The course also provides invaluable insights into techniques such as breathing, intermittent fasting for mind-body enhancement, optimizing digital presence on social media platforms, and quarterly self-assessments. It serves as an excellent opportunity for those outside the United Nations to familiarize themselves with organizational procedures and key documents.

In a nurturing environment removed from the workplace, I enjoyed exchanging views on complex human relationships, collaborating with HR professionals, and engaging with local staff. Even after the course, our connections persist through WhatsApp groups and online gatherings, where we share vacancy announcements, training opportunities, and recent interview experiences.

Undoubtedly, the course enriches our knowledge and broadens our network within a week. If the content of the course caught your attention, seize the opportunity by applying now; actively participate, and find the areas where you think you can improve. Together, let us strive to become even greater leaders for the world!



Ms. Yuki KOBAYASHI | Programme Coordinator, Building Responsible Value Chains in Asia, ILO Office for Japan

I embarked on my journey in the United Nations as a Junior Professional Officer (JPO) at the International Labour Organization (ILO) HQ, later transitioning to the ILO Jordan Office. Presently, I serve as the Programme Coordinator for the 'Building Responsible Value Chains in Asia' project, based in the ILO Office in Japan.

As the nature of my work has evolved over the years, effective engagement and collaboration with internal and external stakeholders have become paramount for achieving results. This shift emphasizes collective efforts over individual contributions. With the aim of enhancing my leadership and communication skills to meet these evolving demands, I enrolled in the mid-career course. To my delight, the course exceeded my expectations, providing a rich learning experience alongside my like-minded colleagues.

Over the seven days of the course, we benefited from the wisdom and expertise of exceptional professionals, who generously shared their insights and leadership techniques. Equally valuable were the discussions and interactions with fellow participants. In our intimate group of 20, we fostered a safe learning environment conducive to open dialogue and learning from one another through role playing and discussions. Observing diverse leadership styles among both speakers and participants prompted me to reflect on my own growth trajectory and aspirations for the future.

I extend my heartfelt gratitude to the course organizers, including the Hiroshima Peacebuilders Center (HPC), external lecturers, HPC staff, and the Ministry of Foreign Affairs, for their meticulous planning and execution. I wholeheartedly recommend this course to anyone seeking personal and professional growth in the fields of international cooperation and peacebuilding.

Mid-Career Data – Organizations of Participants (JFY2023)

UNIDO (United Nations Industrial Development Organization) / UNMISS (United Nations Mission in South Sudan) / UNHCR (United Nations High Commissioner for Refugees) / OHCHR (United Nations Office of the High Commissioner for Human Rights)/World Bank / UNDP (United Nations Development Programme) / UNESCO (United Nations Educational, Scientific and Cultural Organization) / UN Women / UNDP (United Nations Department of Political Affairs and Peacebuilding) / UNAMI (UN Assistance Mission in Iraq) / UNDO (United Nations Department of Operational Support) / UNMAS (United Nations Mine Action Service) / ILO (International Labor Organization) / Center for International Peace Cooperation (Ministry of Defense) / JICA (Japan International Cooperation Agency) / Good Neighbors Japan

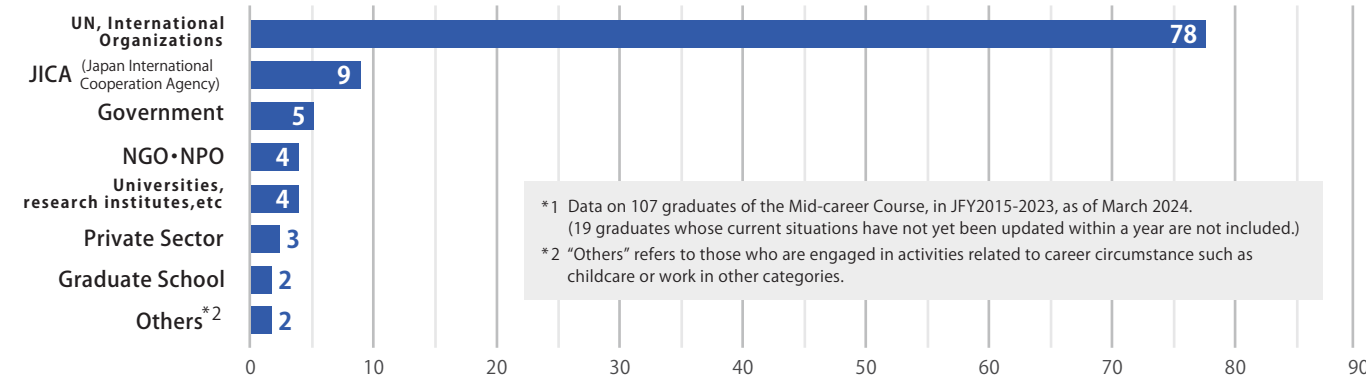
Mid-Career Data – Organizations of Participants (JFY2015-2022)

DPKO (United Nations Department of Peacekeeping Operations) / DPI (United Nations Department of Public Information) / UNRCO (United Nations Resident Coordinator Office) / IOM (International Organization for Migration) / UNICEF (United Nations Children's Fund) / WFP (United Nations 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) / 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) / 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 Support Mission in Somalia) / MINUSMA (United Nations Multidimensional Integrated Stabilization Mission in Mali) / UNOCA (United Nations Regional Office for Central Africa) / UNFICYP (United Nations Peacekeeping Force in Cyprus) / UNOWAS (United Nations Office for West Africa and the Sahel) / UNIDO (United Nations Industrial Development Organization) / UNAMI (United Nations Assistance Mission in Iraq) / OHCHR (Office of the United Nations High Commissioner for Human Rights) / UN Women / UNDO (United Nations Office of Operational Support) / UNODC (United Nations Office on Drugs and Crime) / UNDP (United Nations Department of Political and Peacebuilding Affairs) / UNV (United Nations Volunteer Programme) / OSES (Office of the Special Representative of the Secretary-General (Syria)) / KAIPTC (Kofi Annan International Peacekeeping Training Center) / INTERPOL (International Criminal Police Organization) / ASEAN-Japan Centre / World Bank / Mekong River Commission / OSCE (Organization for Security and Cooperation in Europe) / Permanent Mission of Japan to the United Nations / ICRC (International Committee of the Red Cross) / ADB (Asian Development Bank) / ICC (International Criminal Court) / Ministry of Foreign Affairs / Ministry of Defense / Japan International Peace Cooperation Center (Ministry of Defense) / Cabinet Office / Self Defense Forces / JICA (Japan International Cooperation Agency) / MSF (Doctors Without Borders) / other NGOs / private companies / Graduate School

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



Japanese Graduates of the Mid-Career Course (JFY2015-2023) *1



*1 Data on 107 graduates of the Mid-career Course, in JFY2015-2023, as of March 2024. (19 graduates whose current situations have not yet been updated within a year are not included.)

*2 “Others” refers to those who are engaged in activities related to career circumstance such as childcare or work in other categories.

UN/International Organizations in which Japanese Mid-Career Course Graduates (JFY 2015-2023) work

- UNDP (United Nations Development Programme) /9
- IOM (International Organization for Migration) /7
- WFP (World Food Program) /6
- UNHCR (United Nations High Commissioner for Refugees) /5
- The World Bank /4
- UN Women /3
- UNICEF (United Nations Children's Fund) /3
- FAO (Food and Agriculture Organization of the United Nations) /2
- OHCHR /Office of the United Nations High Commissioner for Human Rights) /2
- UN Secretariat /2
- UNIFIL (The United Nations Interim Force in Lebanon) /2
- UNODC (United Nations Office on Drugs and Crime) /2
- UNOPS (United Nations Office for Project Services) /2
- UNRWA (United Nations Relief and Works Agency for Palestine Refugees) /2
- WHO (World Health Organization) /2
- ADB (Asian Development Bank) 1
- ATT (Arms Trade Treaty Secretariat) /1
- DPO (Department of Peacekeeping Operations) /1
- Global Environment Facility/ 1
- ICC (International Criminal Court) /1
- ICRC/ International Committee of the Red Cross /1
- ILO (International Labour Organization) /1
- IMF (International Monetary Fund) /1
- INTERPOL /1
- UN-Habitat /1
- UNDO (UN Department of Operational Support) /1
- UNESCO (United Nations Educational, Scientific and Cultural Organization) /1
- UNFCCC (United Nations Framework Convention on Climate Change) /1
- UNIDO (United Nations Industrial Development Organization) /1
- UNITAID /1
- UNITAMS (UN Integrated Transition Assistance Mission in the Sudan) /1
- UNITAR/ United Nations Institute for Training and Research (UNITAR) /1
- UNMAS (United Nations Mine Action Service) /1
- UNOCA (The United Nations Regional Office for Central Africa) /1
- UNODS (United Nations Official Document System) /1
- UNOSAA (Office of the Special Adviser on Africa) /1
- UNRCO (The UN Resident Coordinator Office) /1
- UNSOM/ United Nations Assistance Mission in Somalia) /1
- UNU (United Nations University) /1
- UNV (United Nations Volunteers Programme) /1

Mid-Career Course JFY2023: Curriculum/Facilitators

1st STAGE TRAINING

Essentials for Leadership and Communication Competencies

- DAY 01** Overview of Leadership and Communication Competencies
- DAY 02** Essential Points for Communication Skills
- DAY 03** Application of Communication Skills

2nd STAGE TRAINING

Leadership and Communication Competencies in International Organization

- DAY 04** Sharing Leadership Challenges at the UN
- DAY 05** Coping with Leadership Challenges at UN
- DAY 06** Enhancing Leadership Competencies
- DAY 07** Overall Review of Leadership and Communication

On-site Facilitators

- **Mr. Hideaki SHINODA**
Director, HPC / Professor, Tokyo University of Foreign Studies
- **Mr. Yuji UESUGI**
Course Mentor, HPC / Professor, Faculty of International Research and Education, Waseda University
- **Mr. Kenro OSHIDARI**
Former Regional Director United Nations World Food Programme (WFP) Regional Bureau for Asia
- **Ms. Hiroko HIRAHARA**
Director, Civil Affairs Division, United Nations Mission in the Republic of South Sudan (UNMISS)
- **Mr. Guang CONG**
Deputy Special Representative of the Secretary-General (Political Affairs) and Deputy Head of Mission, United Nations Mission in the Republic of South Sudan (UNMISS)
- **Mr. Siddharth CHATTERJEE**
UN Resident Coordinator in China

Online Facilitators

- **Mr. Rob BRENNAN**
Senior Facilitator of Institute for Communication, Management and Leadership (ICML)
- **Ms. Ameerah HAQ**
Chair of the Global Board of BRAC / Former Under-Secretary-General(USG) for Field Support / Former Special Representative of the Secretary-General (SRSG) for Timor-Leste and Head of the United Nations Integrated Mission in Timor-Leste (UNMIT)
- **Ms. Ayaka SUZUKI**
Director of the Strategic Planning and Monitoring Unit, EOSG, UNHQ in New York
- **Mr. Sukehiro HASEGAWA**
President, Global Peacebuilding Association of Japan / Former Special Representative of the UN Secretary-General (SRSG) for Timor-Leste

Career Development Support for Graduates around the World

Understand the UN application process and system and know the tips to strategically prepare.

To continuously support the career development of graduates, we offer a variety of support services that can be utilized after the completion of the training. We also continue to improve the services every year to provide graduates with better career-development support.

Career Development Counseling

Career counseling is provided to the Program Associates and graduates of the Primary Course and the other courses. All participants were given beneficial advice to reflect on their own experiences and expertise so far to further advance their future careers.



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

The career for peacebuilding and international development/cooperation in the post-COVID-19 era is now at a major turning point. As the “way” of environmental, social, political and international relations is fundamentally re-organized on a global scale, the importance of HPC’s practical human resources development program is more important than ever. This is because the skill sets for future global talent are quite different. For example, in addition to solid expertise, “leadership, communication, and coordination,” which have traditionally been considered important, data literacy (skills in data reading, writing, and communicating data) and the ability to manage unexpected events with flexibility and innovation have become crucial elements for career development. Therefore, it is more and more important for those who seek an international development career to further revamp one’s own skills and abilities through practical training that prepares them to be hands-on global talent. At HPC, we have a wealth of networks with UN and international organizations that we have cultivated over many years, so we can look ahead to the new skills, abilities and competencies required for UN and international organization staff in the post-COVID-19 era. This HPC program will be an irreplaceable experience for anyone seeking an international career in this unprecedented era of global change. Please join us.

Online Service for the Graduates

In JFY 2023, we continued to operate online services for Japanese graduates of the Primary Course to help them obtain posts in their fields with international organizations, etc., and to obtain higher positions. On the website, six areas of content below were provided to expand support for their career development.

01. Online salon

Online Salon is designed with individualized themes to provide graduates working around the world with additional expertise from invited guests, to share information with them on trends in human resources in UN agencies and other organizations, and to help expand networking among the graduates.
02. Online Seminars

Videos of the online seminars on career development, such as “UN and Mental Health,” and interviews with facilitators are available on the special website page for the graduates.
03. Support for Live Events

As part of its own initiatives, HPC subsidizes the cost of some live events, which aim to support the career development of graduates.
04. Mentoring Service

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

Highly useful tips for remote work from experienced facilitators and the “Free Sign Up for POTI (Peace Operations Training Institute) E-Learning Course” are offered to the Primary Course and the Mid-Career course graduates. In cooperation with POTI, a U.S.-based non-governmental organization, we provide 29 e-learning courses related to peace operations offered by POTI, free of charge. A certificate of completion co-signed by the POTI Executive Director and HPC Director will be jointly issued upon completion of each course with a passing score of a minimum of 75% on the final exam. In addition to the certificate of completion for each course, a “POST (Peace Operating Specialized Training) Certificate” in any of the six areas issued by POTI is given after taking the designated courses. We also provide information on other non-POTI training programs that are available online for the general public.
06. Career Design Check-up

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



Career designer Ms. Chio Sato discussing with the participants

Online Salon

We started implementing the online salon in JFY 2021 with the view of providing assistance and information tailored to the needs of graduates and strengthening our efforts in career development support.

By doing it online, we provide substantial support for those who cannot be assisted in-person, and by putting videos on the “Website for the Graduates” to be watched later, graduates can obtain relevant information at any time. Although the Primary Course graduates have been a focus of career development support, Mid-Career Course graduates also participate in the online salons where we are able to provide opportunities to share valuable information and deep-layered networks among graduates. As a result, the quality of career development support is enhanced.



Facilitation by Director of HPC, Dr. Hideaki Shinoda

List of Online Salons in JFY 2023

- 01 | On the Situations of Sudan (April 22, 2023)

02 | Humanitarian Aid in the Crisis (June 6, 2023)

03 | Addressing Mis&Disinformation in UN Peacekeeping Settings (August 10, 2023)

04 | Network Building between the Successful Applicants in JFY 2023 and Graduates (January 14, 2024)

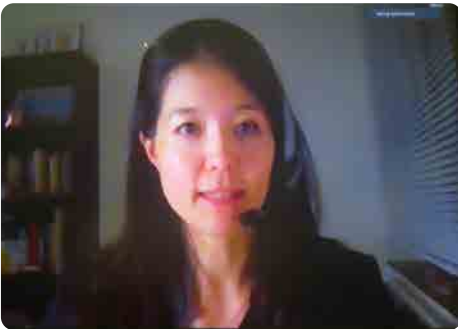
05 | Career Development of Japanese Staff in the International Criminal Court (January 20, 2024)

06 | Information Session to Pass the JPO Selection (February 25, 2024)

07 | Mental Health for Career Development (March 16, 2024)

08 | Coaching for Career Development (March 17, 2024)
- The event was held 8 times in total from June 2023 to March 2024.

Alumni Facilitators of the Primary Course JFY 2023



Human Network Building with Graduate Facilitators

The graduates who hold middle management positions at international organizations are leading their teams with responsibility for specific projects in a wide variety of activities. In this fiscal year too, we were able to welcome course facilitators including graduates who are active in major international organizations involved in peacebuilding, development aid, and humanitarian aid that address the diverse interests of Program Associates. It was a valuable opportunity for the Program Associates not only to understand the way of thinking of the UN officials in ranks similar to those of their future direct supervisors, but human network building with “alumni facilitators” also to envisage their professional advancement. Below are the graduates of the Primary Course and Mid-Career Course who contributed as the facilitators in this fiscal year. They made very stimulating contributions allowing the Program Associates to ponder deeply about how they can build their careers in the years after this Program.

Primary Course Graduates

- Ms.Eri Mathers SUZUKI < Primary Course Graduate of JFY 2007 > Chief, Child Protection, Kenya, United Nations Children's Fund (UNICEF)

■ Ms. Minako MANOME < Primary Course Graduate of JFY 2009 > Former Acting Deputy Resident Representative, United Nations Development Programme (UNDP) Syria country office

■ Ms. Tomoko ISHIHARA < Primary Course Graduate of JFY 2012 > Protection Officer, United Nations High Commissioner for Refugees (UNHCR)

■ Ms. Mari MASUOKA < Primary Course Graduate of JFY 2013 > Supply Chain Officer [Operations], World Food Programme (WFP) Afghanistan

■ Ms. Taiko YUSA < Primary Course Graduate of JFY 2014 > Government Partnership Officer, WFP Japan relations Office
- Ms. Aiko WATANABE < Primary Course Graduate of JFY 2008 > Programme Management Officer, Department of Peace Operations (DPO), United Nations Secretariat

■ Mr. Koji KUMAMARU < Primary Course Graduate of JFY 2011 > Project Manager, GCF Water Security Project, UNDP Marshall Islands

■ Ms. Risa FUJIMURA < Primary Course Graduate of JFY 2012 > Programme Specialist, UNDP Syria

■ Mr. Hiroshi KUWATA < Primary Course Graduate of JFY 2013 > Programme Specialist, Focal Point for Europe and Central Asia, Country Support Management Team, Crisis Bureau, UNDP HQ in NY

■ Ms. Reina OTSUKA < Primary Course Graduate of JFY 2016 > Lead, Digital Innovation for Nature and Climate, UNDP HQ in NY

Mid-Career Course Graduates

- Ms. Chika SUEFUJI < Mid-Career Course Graduate of JFY 2020 > Deputy Head of Mission at Médecins Sans Frontières (MSF)
- Mr. Kunikazu AKAO < Mid-Career Course Graduate of JFY 2018 > Head of Office, Shire (Tigray) / Durable Solution Manager, Addis Ababa, Ethiopia / Strategic Liaison Officer, Ukraine, International Organization for Migration (IOM)

At the forefront of UN Humanitarian Aid:
- From the Graduate of Both Training Courses -



Ms. Ai NAMIKI

Ms. Ai Namiki is presently working in Myanmar at the frontier of UN humanitarian aid at the World Food Programme (WFP). She participated in the Primary Course in JFY 2016. She also participated in the Mid-career Course, after working in Zimbabwe as a UN Volunteer for the overseas assignment and in Rwanda as a Junior Professional Officer (JPO). She worked at the WFP Sudan after the training in the Mid-Career course. When she was working in Sudan, violent conflicts broke out in the region and spread to the capital, Khartoum. She safely evacuated the area and continued to dedicate her work to people in Sudan during the crisis. She is respected by many local staff and colleagues. She also deeply understands the significance of the Global Peacebuilders Program and continues to put it into practice at the workplace. Ms. Namiki told us the attractions of the two different courses as follows:

Primary Course

» Graduate of JFY 2016

Motivation for applying to the Primary Course

I always wanted to help people on the ground and contribute to the process of restoring the dignity of people in the field of humanitarian aid after the Great East Japan Earthquake. I encountered the Primary Course when I was learning the skills for problem-solving in a business consulting company. I applied to the course because I felt that it would be the best opportunity to learn firsthand from a global practitioner how to apply the knowledge I had accumulated to the field of humanitarian aid.

» Career before the Primary Course

After graduating from the Faculty of Law at Hosei University in 2013, I earned a master's degree in international development from the London School of Economics and Political Science (LSE). During my studies, I focused on social entrepreneurship and innovation in developing countries. After working as an intern at TATA Corporation in India, where I was involved in supporting businesses addressing discrimination against people, I joined Deloitte Tohmatsu Consulting and worked for two and a half years in management consulting for government agencies and the private sector.

» Overseas Assignment

I worked as a VAM officer in the WFP Zimbabwe. At that time, there were many serious issues in Zimbabwe, such as an increase in food prices due to inflation, a drought caused by global warming, and an unstable political situation. I contributed to the program planning to make sure that the support was quickly provided to the most vulnerable people. Collaborating with the monitoring officers in around 100 places in the country, I analyzed the data on the changing food price and the availability of cash, and summarized into a report the situation of the increase in food prices, which could lead to famine.

» Career after the Primary Course

My participation in the Primary Course was a life-changing experience. I received an offer from WFP Rwanda through the JPO system during the overseas assignment of the course. I was appointed as the head of the department from day one and had to manage a team for the first time, and the experiences on the course helped me to many degrees. In particular, two messages from the training facilitator, Mr. Kenro Oshidari, "Do the right thing and always be fair" and "Take care of your national staff," are important messages that always come to mind when the team is in physically and mentally difficult situations during emergency support operations in conflict areas, including in Sudan.

Attractions of the Primary Course

One of the things I appreciate most about this course is the opportunity to meet professionals who have worked on the front lines. I don't think there is any other opportunity to learn directly from people who have spent many years building their careers in the world such as practitioners active in developing countries, NPO representatives, UN human resource specialists, and others. They kindly and carefully answered my questions, and by the end of the training course, I had gained a great deal of confidence that I had not imagined six weeks before.

Mid-Career Course

» Graduate of JFY 2020

Motivation for applying to the Mid-Career Course

When I was put in charge of three teams at the office where I worked in my final year at JPO, I realized that I wanted to become a leader who could contribute to both the satisfaction of team members and the improvement of team performance. So I decided to apply for the Mid-career Course, because it gives me the opportunity to learn about humanitarian aid management in a practical and intensive manner. The fact that I previously participated in a primary course and had a very fruitful experience to have absolute confidence in HPC's training course was a big factor in my application.

» Career before the Mid-career Course

During the UNV overseas assignment as part of the Primary Course, I worked as a food security analysis officer at the WFP Zimbabwe Office. While I was there, I passed the JPO dispatch system and worked as a gender and protection officer at the WFP Rwanda office, and then I participated in the Mid-career Course.

» Career after the Mid-career Course

Immediately after participating in the Mid-career Course, I was appointed as a full-time officer at the WFP Sudan office. After engaging in emergency support activities for 10 million refugees and displaced persons as head of the gender and protection division, from December 2023, I served as head of the resilience division of the WFP Bangladesh office, improving the lives of small-scale farmers, supporting entrepreneurs, etc. The most impressive thing about the Mid-career Course was that I was able to acquire the communication skills and mindset to work closely with the national staff as a leader and grow together with them. As a result, my superiors highly praised my leadership style, and on the day of my transfer, my national staff cried and told me that I was a really good leader. It was a great encouragement for me.

Attractions of the Mid-career Course

The appeal of the mid-career course is that it is full of practical learning opportunities. It was extremely valuable to have the experience of being able to learn about important things with a diverse range of participants and facilitators who can perceive and control their own emotions and respect others' emotions. I still treasure the notebooks in which I wrote down feedback from the facilitators and keywords that resonated with me.

Career Development through Mid-Career Course



Mr. Kunikazu AKAO Graduate of JFY 2018

I joined IOM as a short-term consultant and then became an official IOM staff member through an open recruitment process. Because of this, I did not receive any pre-deployment training such as the JPO or HPC Primary Course. I participated in HPC's Mid-Career Course in order to receive comprehensive training to work as a UN official. I also wanted to build a network with other UN staff members, since my country of appointment, Sierra Leone, is a small country with a small office of about 30 staff members.

Career before Participation

After working as a business consultant in the private sector for five years, I spent two years at JICA HQ and two years at JICA's office in Sudan. As I was in charge of health projects in Sudan, I joined IOM as a project manager for a project to establish a health system in Sierra Leone, where Ebola was spreading. After the Ebola outbreak was over, I worked for IOM Sierra Leone as a manager, forming a disaster management project and a development project proactively using diaspora.

Career after Participation

After completing the training, I formed a vocational training project in cooperation with a private company, and while working as a manager, I was assigned to the overall management of the project as the project manager of the IOM Sierra Leone office. After moving to the IOM Ethiopia office, I managed up to 80 people (including 5 international staff) as the Head of the Western Gambella Office and the Head of the Sire Office in Northern Tigray. Building on my strength in public-private partnerships, I formed partnerships with 10 companies in Sierra Leone. I also worked as a strategic liaison officer for IOM Ukraine, forming projects with the private sector. I believe that I was able to manage these activities by the management skills I learned in HPC's Mid-Career Course. Furthermore, various facilitators in the Course taught me the importance of having expertise, which enabled me to become aware of public-private partnerships as one of my strengths.

Attractions of the Course

I find it fascinating to be able to study with and connect with people from the UN who have a variety of experiences on the Course. I learned about the wide range of work done by UN agencies, as there were participants from a variety of fields and countries, including UN HQ, various UN agencies, the World Bank, and PKOs. Although the Mid-Career Course was a short-term course, it is also fascinating that I have been able to participate in various study groups for training as an alumnus of the Course.



Ms. Junko ARAKI Graduate of JFY 2020

In 2020, when I decided to apply for the P-4 post at my current workplace, the UN Department of Peace Operations (DPO), and was looking for a course to improve my knowledge and skills in the competencies required for a UN interview, I learned about the Mid-Career course and applied without hesitation. Another reason for the application was that I wanted the opportunity to build relationships with practitioners working in international organizations, since the majority of my career until then had been within the Ministry of Defense.

Career before Participation

After graduating from university, I served in the Ground Self-Defense Force for about 17 years. During this period, I was deployed to the United Nations Mission in the Republic of South Sudan (UNMISS) as an intelligence staff officer, and I have also served in units and agencies within the Self-Defense Forces that conduct education and research on international peacekeeping operations. I was also involved in defense cooperation and exchange with foreign land forces, and operations related to the international field within the Ministry of Defense.

Career after Participation

After completing the course in January 2021, I was accepted for a P-4 post in the UN HQ DPO and have been working in New York since July 2022. The competency knowledge and interview practice I learned during the training helped me a lot in my interviews, and leadership and communication skills are still being used in my daily work. Negotiation skills are important to work with self-assertive colleagues, and the presentation skills I learned from the facilitators and participants in the Course were insightful. I have been a team leader at my current workplace since September 2023, and I would like to utilize my senior level leadership and management skills in the future.

Attractions of the Course

This course is one of the few opportunities to learn practical skills such as competency knowledge required for interviews at international organizations and leadership skills required for work at international organizations directly from experienced facilitators. The continuous follow up after the end of the Course is also one of its great appeals. The online salon, which is held on an irregular basis, is a great opportunity to expand relationships with other participants who have completed the Course in different years, and to keep yourself updated with new topics as the situation changes.

The Invaluable Contributions of Alumni Facilitators



In the JFY2023 Primary Course, numerous alumni made significant contributions as facilitators. Now that the impact of the novel coronavirus has subsided and global travel has returned to normal, the largest number of “alumni facilitators” in the history of the project have “come back” to Hiroshima as facilitators to make tremendous contributions. These “alumni facilitators” have been building quite impressive careers over the years after their own completion of the Primary Course through major United Nations agencies such as UNDP, UNICEF, and UNHCR. They are now highly skilled and experienced mid-rank UN officials who support the activities of various UN agencies around the world. With confidence backed by their rich accomplishments,

they shared with the Program Associates their insights into the actual workings of international organizations as well as their concrete experiences of career development. All of them were highly valuable. For the Program Associates, the words of the “alumni facilitators,” such as “we also started our journey from this training venue in Hiroshima,” must have resonated deeply. They listened intently to the stories of the alumni facilitators and enjoyed engaging conversations, feeling a sense of camaraderie. Here, let us see the profiles of the “alumni facilitators” who have “come back” to Hiroshima in-person to contribute to the training course and interact with the Program Associates.



Ms.Eri Mathers SUZUKI Alumnus of the JFY 2007 Primary Course

Utilizing her experience in Japanese NGOs, Ms. Eri Suzuki participated in the first batch of the Primary Course as one of the pioneer members. She served as UNV in UNAMID, the UN and African Union’s joint mission in Sudan, and subsequently built her career in the field of child protection with UNICEF in Pakistan and Sierra Leone. With over 15 years of experience, she now holds a key position as the Child Protection Chief at UNICEF Kenya. Her wealth of project management experience was evident in her earnest interaction with the Program Associates especially when she discussed project planning and management, leaving strong impressions in the minds of those in Hiroshima.



Ms. Minako MANOME Alumnus of the JFY 2009 Primary Course

Ms. Minako Manome, the former acting Deputy Resident Representative at the UNDP Syria country office, made time between assignments to contribute to the training course in Hiroshima. With extensive experience leading the Economic Development and Livelihoods team at the UNDP Syria office before her last position as the acting Deputy Resident Representative, she also provided emergency response in Afghanistan and Azerbaijan as a SURGE advisor. Before moving to Syria, she worked in the UNDP HQ in New York within the Crisis Prevention and Recovery Bureau. For her Primary Course overseas assignment, she was assigned to UNICEF Timor Lest. Having worked in various capacities within the UNDP and in UNICEF, her insights into development aid and political affairs were highly valued, captivating the Program Associates with her intellectual discourse.



Ms. Risa FUJIMURA Alumnus of the JFY 2012 Primary Course

Ms. Risa Fujimura, currently serving as a Program Specialist at the UNDP Syria office, has built her career at the intersection of development assistance and political affairs. With previous assignments at the UNDP HQ and experience supporting the function of Peace and Development Advisor at Resident Coordinator Offices worldwide, she has become an expert in development aid with a deep understanding of political affairs. For her Primary Course overseas assignment, she was assigned to UNDP Palestine Office and after the assignment she worked at UNDP Syria Office. She also has experience in the UN HQ in New York in the Department of Political Affairs as well as the Peacebuilding Support Office, gaining a thorough understanding of political affairs. Her charming personality shone in Hiroshima as she generously shared her experiences and mentored the Program Associates.



Ms. Tomoko ISHIHARA Alumnus of the JFY 2012 Primary Course

After extensive emergency response work at the UNHCR office in Ukraine, Ms. Tomoko Ishihara took a break and served as a facilitator for the Primary Course. With a master’s degree from the Institut d’Etudes Politiques (IEP/ Sciences-po) de Paris and high proficiency in French, she worked at NGOs in Japan and did internships at the ICRC in Geneva, and then applied for the Primary Course with a strong commitment to her initial aspirations. For her overseas assignment, she was assigned to UNICEF Kyrgyzstan office, but since passing the JPO examination, she has worked mainly as a protection officer for UNHCR in Senegal, Syria, Greece, and Kenya. Due to the nature of UNHCR’s work, she was often assigned to work in remote areas in each country, but she was able to carry out her duties to the fullest. Her steadfast approach to career development and clarity of purpose inspired many Program Associates in Hiroshima.



Mr. Hiroshi KUWATA Alumnus of the JFY 2013 Primary Course

Hiroshi Kuwata, serving as a Project Coordination Specialist, Crisis Bureau, Country Support Management Team, UNDP HQ in NY, primarily oversees UNDP’s assistance in Ukraine. His career in the UN started from the assignment to UNDP Bangladesh as part of the Primary Course. Later, he had fulfilled duties in challenging environments such as South Sudan and, Bhutan among others, through the positions at UNDP/UNICEF, RCO, and UNOPS. Before he joined the Primary Course, he worked for JICA in Iraq and Sudan. Despite his background in harsh environment, his warm smile and genuine demeanor left an outstanding impact on everyone in Hiroshima, showcasing his dedication and integrity.



Ms. Mari MASUOKA Alumnus of the JFY 2013 Primary Course

Mari Masuoka, who was introduced in last year’s booklet, served as a facilitator in Hiroshima for four consecutive years, further enhancing her presence as an alumni facilitator. Despite her challenging assignment at the WFP Afghanistan office, she made time to come to Hiroshima during her leave. She has experiences at WFP offices in Yemen, Nigeria, and UN HQ. Moreover, she was assigned to WFP Myanmar for the Primary Course, utilizing her experience at a private-sector firm. This UNV assignment at WFP was made possible because of her strong will to contribute to WFP. As a facilitator, mentor, or coach, she exerted her enthusiasm and showed a meticulous approach to career development by leaving a profound impact on everyone in Hiroshima.



Featured Peacebuilders



Shigeki KOMATSUBARA

Resident Representative, Tanzania, United Nations Development Programme (UNDP), former UNDP representative in Malawi

In the Global Peacebuilders Program, we bring together skilled facilitators with extensive experience in international peacebuilding efforts and professionals currently active in various international organizations. These facilitators offer valuable training and serve as inspiring role models for future peacebuilders. On this page, we introduce an interview conducted by Dr. Hideaki Shinoda, the Program Director, with Mr. Shigeki Komatsubara, a long-standing facilitator of the program. He has contributed to this program as a facilitator of the Primary Course for more than 10 years. Despite his highly senior position and busy schedule as UNDP's Resident Representative, he has been constantly providing superb insights based on his abundant experience and encouragements through his generous guidance with the Program Associates in person in Hiroshima.



Mr. Hideaki SHINODA × Mr. Shigeki KOMATSUBARA

Mr. SHINODA You have contributed to the Primary Course for many years. Please tell us your impressions of this course.

Mr. KOMATSUBARA More than 10 years have passed since you invited me to contribute to the Primary Course. In the Primary Course I offer my own experiences and perspectives to the Program Associates selected from Japan, Asia, Africa, the Middle East, Latin America, and Europe who wish to build a global career in the peacebuilding field. It has also been a valuable opportunity for me to learn and gain a lot of insight. In addition to gaining practical knowledge in the field of peacebuilding through intensive courses, by learning and discussing together with participants from diverse backgrounds, they can develop essential competencies for working at international organizations and other organizations, as well as networks, which makes this course so great.



Mr. SHINODA Please tell us a little about your current work as UNDP's Resident Representative in Tanzania. If possible, please also tell us about your career in general.

Mr. KOMATSUBARA After graduating from the Tokyo University of Foreign Studies Department of Anglo-American Studies, I earned a master's degree in International Relations from LSE (London School of Economics). I had always been interested in working in an international organization, but in order to make a meaningful contribution to international organizations based on finding solutions through diversity, I felt that I needed to return to my home country, Japan, to gain insights of my own. I took a job as an economist at the secretariat of the Japan

Federation of Economic Organizations (Keidanren), worked there for about 11 years, mainly in the area of international economic affairs, and learned the basics of working in an organization. During this period, I was also sent to the HQ of the Organization for Economic Development and Cooperation (OECD) for three years. These experiences enabled me to look at the relationship between Japan and global society both inside and outside of Japan. It gave me an opportunity to think about the role of the private sector in economic development and about the developing countries that were gaining influence in shaping global rules. In pursuit of this interest, I had the opportunity to meet with officials from the United Nations Development Program (UNDP), and as we spoke, we discovered that we had a common interest in the role of the private sector, business, and partnerships in socio-Country Programme Advisor in the Regional Bureau for Africa at the HQ (support for UNDP offices in Southern African countries, project management in human security and environmental fields, etc.), Deputy Resident Representative in Ghana (formulation and implementation of UNDP's programs for Ghana), the Program Advisor at the Tokyo International Conference on African Development (TICAD), which is co-organized by the Japanese government, the World Bank, the UN Secretariat, and the African Union Commission, and Resident Representative in Malawi. I currently serve as a UNDP Resident Representative in Tanzania. UNDP works in over 170 countries, mainly in the fields of poverty reduction, climate change/environmental conservation, and governance. In Tanzania, building upon the country's economic, social, and political stability, UNDP is investing in the future of Tanzania, in such areas as private sector development, entrepreneurship, digital technology, innovation, economic and political empowerment of women and youths, sustainable environment management, strengthening the capacity of judicial, legislative, and administrative institutions, and strengthening economic planning, analysis, and implementation capabilities.

Mr. SHINODA Mr. Komatsubara, you have been working for the United Nations or UNDP for a long time. What kind of rewarding experience do you find in your work?

Mr. KOMATSUBARA At the United Nations, staff members with diverse backgrounds and experiences engage in discussions and strive to find better solutions to against the various challenges faced by member countries and the global community. The United Nations has more than 190 member countries. Thus, there are more than 190 "common senses," so to speak. Regardless of the field or issue, there is no answer that will satisfy everyone from the beginning. But we can communicate with and support each other. Through understanding each other and gathering wisdom, we will find better ideas and solutions. Creating a new consensus from various "common senses" is a process that takes time and requires patience. This process can produce global consensus, such as the SDGs, that can be shared by all member countries. When common goals or concrete frameworks are agreed upon, it reminds me, as a UN staff member, of the value of the UN with immense sense of achievement and reward. Many people think of the United Nations as "headquarters" in New York or Geneva. But in reality most UN staff work in the "field" with a wide range of stakeholders, including governments. In each country, we plan, formulate, and implement development assistance tailored to each country's aspirations, while consulting with a wide range of stakeholders, universal agreements and goals such as the SDGs. Improving people's jobs and lives and giving them a sense of future possibilities is a moment when, as a UN staff member, I realize the why we work so hard, and feel that all our efforts have been "worthwhile."

Mr. SHINODA I understand that working at the United Nations can be difficult at times, but how do you deal with it?

Mr. KOMATSUBARA As mentioned earlier, most UN staff work in the field rather than in "headquarters" such as New York, Geneva, or Vienna. The reason why the United Nations places emphasis on the field is because various difficulties, issues, and solutions are born on the ground. But for this reason, it is normal for UN staff to not expect a well-organized working environment like in developed countries. Natural disasters and conflicts are often unpredictable. When faced with such situations, we should not be afraid of harsh, dirty, and dangerous environments, and need to continue to act by focusing on "what you can do now, what you must do now". Although such a situation is stressful on both mind and body, I concentrate on completing the task at hand, and do not take on too much work or concerns by myself. I would rather communicate with my colleagues and stakeholders in various locations, from the field offices to the HQ. We would collaborate with civil society, governments, and other relevant parties in our assigned areas, combining the strengths of stakeholders to work as a team. The United Nations has staff members with extremely diverse backgrounds and expertise, so I believe that working with an open mind, without being bound by preconceptions, will help us overcome difficult situations together.

UN staff must not seek or receive instructions from any country and must pledge allegiance to the Secretary-General, which is why they do not have a "home country" in their work or life. Moving around the world comes with many challenges, but this is common to all staffs, regardless of their background. While working at the United Nations, for example, there is a tacit understanding that health, safety, and family are always top priorities, and that it is natural for staff to support each other. I personally have witnessed this culture, and have been helped on many occasions.



Mr. SHINODA You first worked for a Japanese organization before moving to the United Nations. As someone who knows both organizations, do you feel there are any differences between Japanese organizations and the United Nations? Given the differences, who would you recommend the United Nations to?

Mr. KOMATSUBARA As I mentioned earlier, I worked at the Keidanren Secretariat for almost 11 years before moving to UNDP. But I always had an interest in the relationship between business, the private sector, and economic development. So, even after moving to the United Nations, I was able to continue pursuing my interest. The importance of private capital and the private sector in developing the world economy and improving living standards through the MDGs and SDGs has become more and more clearly recognized at the United Nations. The knowledge, experience, networks, and multifaceted perspectives I have gained through diverse work experiences have proven extremely useful in my work as a United Nations official. In addition, to effectively organize and execute one's work, one needs to take into consideration the various opinions, interests, and timeframes of stakeholders, and "read the room." What I learned in Japan as "reporting,



communicating, and consulting" remained very useful for working at the United Nations, too. However, even though "reading the room," is a vital skill at the United Nations, as we often have to stand between stakeholders with different histories, cultures, and backgrounds, and understand each other's feelings and timelines, it is inevitable that you proactively take actions in search of "win-win" solutions for all involved. Whereas in Japan, "reading the room" tends to be used for defensive purposes such as avoiding risks. It is important to remember that "reading the room" serves very different purposes in Japanese and UN environments. United Nations organizations cover a wide range of fields, from security to economic and social affairs, and there is always an international organization that fits its your interests. If you have great curiosity and the ability to listen to others without being bound by preconceptions (open mind), can see uncertainty as an "opportunity" rather than a "risk," and if you wish to use your talents to help people of the world (mission) in the area of your keen interest (passion), or if you are able to think beyond immediate issues from a medium- to long-term perspective, you are always welcome to join us at the United Nations.

Mr. SHINODA You have a deep interest in "competency," and there are many occasions where you enthusiastically provides explanations during the Primary Course. May I ask you again briefly about the importance of competency?

Mr. KOMATSUBARA Competency refers to the qualities that are common among professionals who can work effectively and produce results in a diverse and complex environment, such as the United Nations, where staff from various historical, field, and social backgrounds gather. Working at the United Nations requires specialized knowledge and a proven track record in each field, but equally important is the ability to involve others in your work and produce results. At the United Nations, various skills that seem common sense but are difficult to master, such as communication skills, negotiation skills, planning skills, teamwork, resilience, leadership skills, the ability to present a vision, judgment skills, and others are defined in an easy-to-understand manner. The United Nations

also provides written guidance on how to determine whether one has competencies and how to develop them. Competency remains an important factor in determining whether a staff member can be promoted to a more responsible position. Acquiring and developing competencies is essential for turning various challenges into opportunities and achieving better results, not only at the United Nations but also in an environment of increasing complexity and uncertainty. In addition, the more you consciously practice competencies in various situations, e.g., in university life and professional life, the more you can develop them. I wish to urge you to understand the competencies as early as possible and practice them in various situations, as it will be very useful for your future career development in diverse fields, not just at the United Nations.



Mr. SHINODA Please give a message to future UN staff members or those who aspire to become UN staff members.

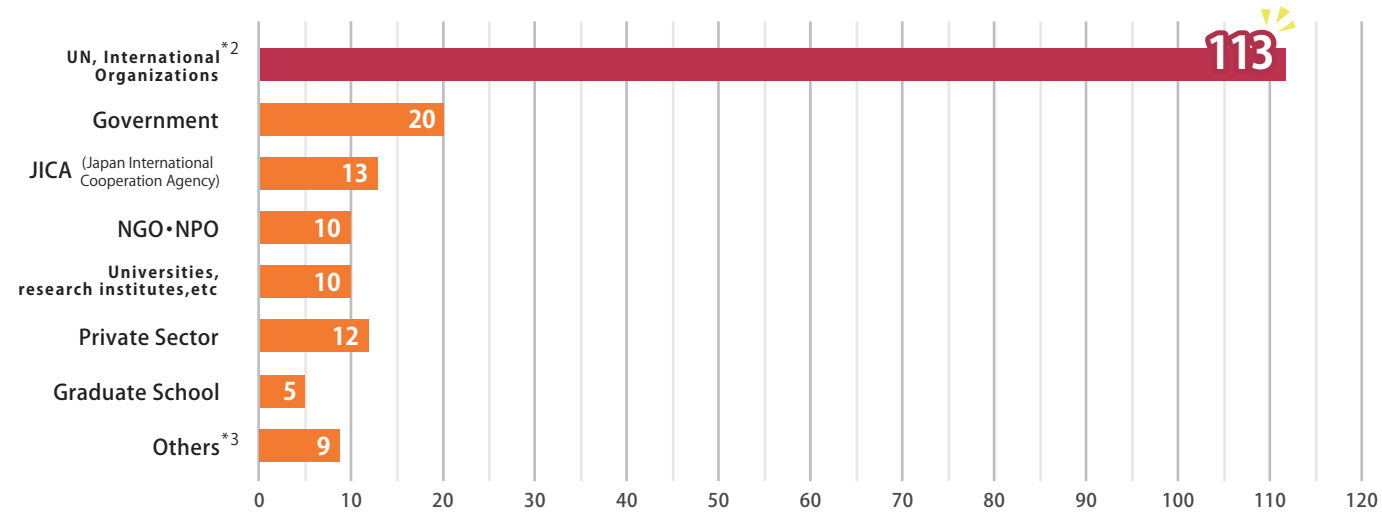
Mr. KOMATSUBARA When I was appointed to the position of UNDP Resident Representative in Malawi, my boss, Regional Director for Africa, advised me to remember "5 Ps." They are: Purpose (be clear about why you are doing this job now and what you want to achieve), Possibilities (the work of ekw international ndevelopment exists because there are problems and challenges, so we must pursue possibilities with the spirit of never giving up), Personality (in the end, what motivates people is not your knowledge or your title, but your own personality and strength as a professional and as a human being, so never stop improving yourself to be trusted by others), Publish (UNDP's mission is to present Hope and Possibilities, even in uncertain and difficult situations. For this, the staff themselves need to actively advocate), Pray (no matter how hard you try, there are times when you don't get the results that you hoped for, and there are things that you cannot control, so sometimes you must do your best and just believe in your fate). I think these are the real words of wisdom for career development in a time of increasing uncertainty, so I would like to share them with the readers. I sincerely hope that you will believe in yourself and move forward on the path you believe in.



Career Development at a Glance

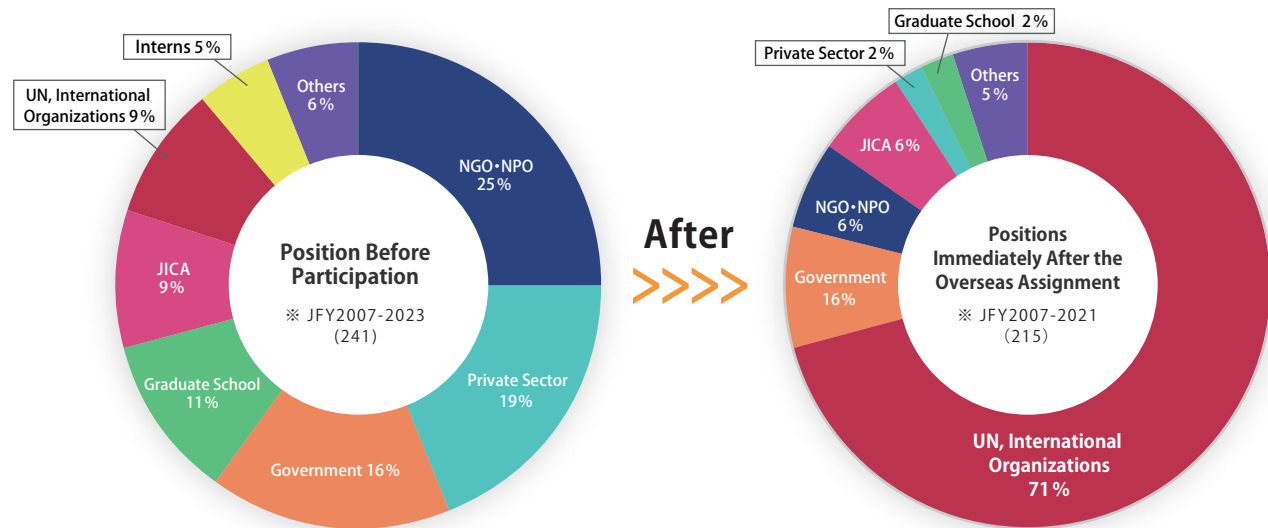
Japanese Graduates of the Primary Course (JFY2007-2021)*1

Current Professions of the Japanese Graduates of the Primary Course



*1 Data on 192 graduates of the Primary Course in JFY2007-2021 as of March 2024. (23 graduates whose current positions have not been updated within a year are not included.)
*2 Including JPOs (Junior Professional Officers) and UNVs. JPO 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 staff members. JPOs are sponsored by their respective governments and in the case of Japan, JPOs are offered two years fixed-term contracts.
*3 "Others" refers to those who are engaged in activities related to career circumstance such as childcare or work in other categories.

Professions of Primary Course Program Associates/ Graduates Before and After Participation in the Course



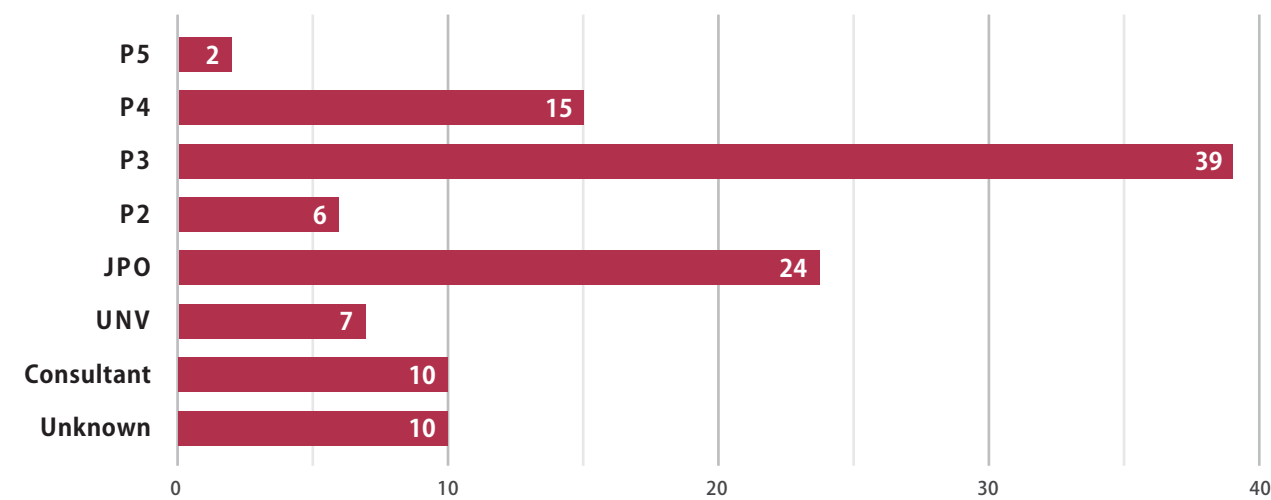
UN/International Organizations in which Japanese / Primary Course Graduates (JFY 2007-2021) work

- UNICEF (United Nations Children's Fund) /21
 - UNHCR (United Nations High Commissioner for Refugees) /18
 - WFP (World Food Program) /11
 - UNDP (United Nations Development Programme) /10
 - IOM (International Organization for Migration) /7
 - World Bank /6
 - IFAD (International Fund for Agricultural Development) /3
 - ILO (International Labour Organization) /3
 - DPO (Department of Peacekeeping Operations) /2
 - OHCHR (The Office of the High Commissioner for Human Rights) /2
 - UN-Habitat /2
 - UN Secretariat /2
 - UNRCO (The UN Resident Coordinator Office) /2
- UNRWA (United Nations Relief and Works Agency for Palestine Refugees) /2
 - WHO (World Health Organization) /2
 - ADB (Asian Development Bank) /1
 - ICC (International Criminal Court) /1
 - International IDEA (International Institute for Democracy and Electoral Assistance) /1
 - ITER (International Fusion Energy Organization) /1
 - OCHA (Office for the Coordination of Humanitarian Affairs) /1
 - The Global Fund to Fight AIDS, Tuberculosis and Malaria /1
 - UN Women /1
 - UN Women and Office of the Special Representative of the Secretary General on Sexual Violence in Conflict /1
 - UNAMA (United Nations Assistance Mission in Afghanistan) /1
 - UNAMI (The United Nations Assistance Mission for Iraq) /1
- UNCTAD (United Nations Conference on Trade and Development) /1
 - UNFPA (United Nations Population Fund) /1
 - UNIFIL (United Nations Interim Force in Lebanon) /1
 - UNMISS (United Nations Mission in South Sudan) /1
 - UNODC (United Nations Office on Drugs and Crime) /1
 - UNOPS (United Nations Office for Project Services) /1
 - UNSOM (United Nations Assistance Mission in Somalia) /1
 - UNU (United Nations University) /1
 - UNV (United Nations Volunteers Programme) /1
 - Unknown /1

Locations of Duty Stations of Japanese Primary Course Graduates (JFY 2007-2021)



Personnel Categories of Graduates of Primary Course (JFY 2007-2021) in International Organizations



Titles Held in International Organizations by Japanese Primary Course Graduates (JFY 2007-2021)

- Consultant /7
 - Protection Officer /5
 - Program Officer /4
 - Child Protection Specialist /3
 - Education Officer /3
 - Program Specialist /3
 - Acting Deputy Programme Manager/Technical Officer /1
 - Administrative Officer /1
 - Adolescent Development Officer /1
 - Associate Analyst /1
 - Associate Child Protection Officer /1
 - Associate Expert /1
 - Associate Expert - E-commerce and Digital Economy Branch /1
 - Associate Livelihood and Economic Inclusion Officer /1
 - Associate Political Affairs Officer /1
 - Associate Program Officer /1
 - Associate Protection Officer /1
 - Associate Resettlement and Complementary Pathways Officer /1
 - Change Management Officer /1
- Child Protection Officer /1
 - Community-Based Protection Officer /1
 - Contract Officer /1
 - Corporate Partnership Specialist /1
 - Council and Admin Officer /1
 - Cybersecurity Engineer /1
 - Democracy Tracker Project Coordinator /1
 - Drug Control and Crime Prevention Officer /1
 - Economist /1
 - Education Specialist /1
 - Emergency Specialist /1
 - Field Officer /1
 - Finance Specialist /1
 - Gender and Humanitarian Consultant /1
 - Gender Specialist /1
 - Government Partnership Officer /1
 - Head /1
 - Head of Japan /1
 - Head of Research, Assessment and Monitoring /1
 - Head of Strategic Coordination /1
 - HPD Nexus Specialist /1
 - Human Rights Officer /1
- Human Settlements Officer /1
 - Humanitarian Principles Officer /1
 - Intergovernmental Affairs Officer /1
 - Japan Donor Relations Advisor /1
 - Lead /1
 - Nutrition Officer /1
 - Officer - in - Charge /1
 - Partnership Development Specialist /1
 - Partnership Officer /1
 - Peacekeeping Intelligence Coordination Officer /1
 - Political Affairs Officer /1
 - Procurement Officer /1
 - Program Analyst /1
 - Program Coordinator /1
 - Program Management Officer /1
 - Program Policy Officer /1
 - Programme Development and Reporting Officer /1
 - Programme Management Officer /1
 - Programme Specialist /1
 - Project Coordinator /1
 - Project Development Officer /1
- Project Manager /1
 - Project Technical Officer /1
 - Protection Knowledge Management Specialist /1
 - Public Partnership Specialist /1
 - Public Relations Officer /1
 - Regional Procurement Officer /1
 - Reporting Officer /1
 - Return and Reintegration Officer /1
 - SDGs Coordination Officer /1
 - Senior Operations Officer /1
 - Senior Public Sector Specialist /1
 - Senior Policy Advisor /1
 - Senior Program Officer /1
 - Senior Project Support Officer /1
 - Senior Women's Protection Advisor /1
 - Social Protection Specialist /1
 - Supply Chain Officer /1
 - Supply Chain Operation /1
 - Team Leader for Operations /1
 - Warehouse Officer /1
 - WASH Specialist /1
 - Unknown /11

※ A Total of 80 titles held by Japanese Primary Course graduates