

# The Program for Human Resource Development in Asia for Peacebuilding

Commissioned by the Ministry of Foreign Affairs of Japan in Japan Fiscal Year 2011



## Hiroshima Peacebuilders Center (HPC) Meaning of the Logo

The phoenix symbolizes the city of Hiroshima, which accomplished miraculous post-war reconstruction after WWII. This logo expresses the spirit of HPC in developing professional peacebuilders to assist war-torn societies around the world today.

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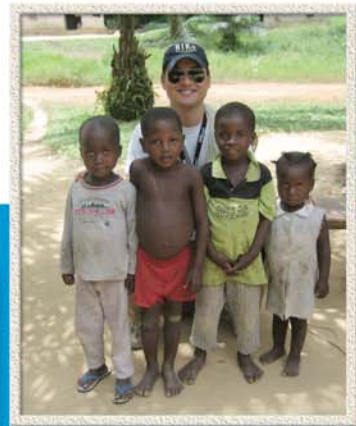
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Main purpose of the Program



Messages from Key Persons 2011  
Our Expectation on Professional Peacebuilders

Koichiro Gemba  
Minister for Foreign  
Affairs of Japan

Japan is committed to contributing to peace and stability of the international community through human resource development of civilian experts for peacebuilding

Post-conflict peacebuilding is one of the key challenges facing the international community. In order to achieve true peace, it is essential to rebuild conflict-stricken civil life and build a sustainable social stability in addition to putting an end to conflict. Based on the recognition, close attention is being paid to the role of civilian experts from various fields in their efforts to bring about peace and stability, reconstruction and nation-building at post-conflict stages. This program aims to contribute to peace and stability of the international community through the training of civilian experts whose core role is peacebuilding. I strongly hope that the participants from Japan and other Asian countries will become peacebuilding experts and fly ahead around the world with a view to promoting peace all over the world.



Kenji Isezaki  
Chair, Hiroshima  
Peacebuilders Center/ Chair,  
Board of Directors,  
Peacebuilders/  
Professor, Graduate School  
of Global Studies,  
Tokyo University of Foreign  
Studies

The Program “Develops”  
Future Professionals  
Committed to Peacebuilding

The Program is not a simple “training” program. This is a “human resource development” program for “peacebuilders.” Our aim is to “develop” future professionals who will contribute to peacebuilding throughout the world. We would like to create a community of determined young peacebuilders so that they can continue to help and encourage one another, and increase their presence in Asia and other parts of the world. It is our hope that in so doing, they will solidly develop their careers as professional “peacebuilders.”



Flavia Pansieri,  
Executive Coordinator,  
United Nations Volunteers  
(UNV) programme

Volunteerism is a Powerful Resource  
for Peace and Development

The HPC Coursework prepares and fully equips the participants with the requisite knowledge and skills to be able to perform their best in the peacebuilding field. In this context, UNV and the organizations that hosted the participants under the Program have greatly benefitted from the qualities they possessed. Once again, we will be counting on the professionalism and volunteer spirit of the participants to guide them and encourage their engagement in a wide range of peace related work. At the end of their participation in this Program, I hope they will bring home the message that volunteerism is a powerful resource for peace and development, and that they will continue to contribute to these efforts in their own way.

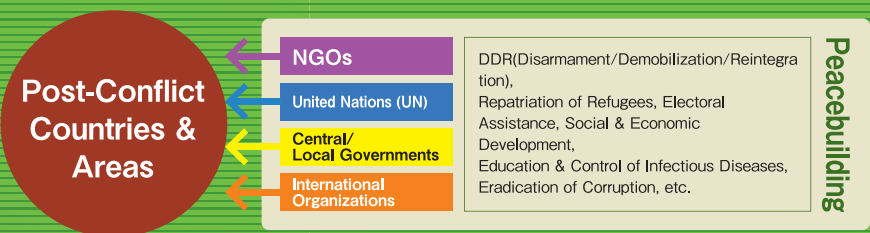


What is Peacebuilding?

We regard “peacebuilding” as a set of activities for building a social foundation for sustainable peace.

More specifically, it involves a wide range of activities such as DDR (Disarmament, Demobilization, and Reintegration), establishment of the rule of law, control and disposal of weapons, repatriation of refugees, SSR (Security Sector Reform) including advice, training and reform of security enforcement personnel, electoral assistance, social and economic development, etc. These tasks are carried out by central and local governments, the United Nations (UN) and other international organizations, as well as nongovernmental organizations.

“Peacebuilding” must be recognized as a set of comprehensive activities for guiding societies, which have been tormented by armed conflicts, to become stable and peaceful. It is not only limited to conflict resolution, but also comprises a broad range of activities such as eradication of corruption, education and prevention of infectious diseases like HIV/AIDS. Hence, peacebuilding activities are designed to establish a solid social foundation for durable peace.



Significance of International Support

Armed conflicts are prevalent around the world today. In a war-torn society where towns have been destroyed and people have suffered physically and psychologically, reconstruction is very difficult. The local capacity alone may not be sufficient to rebuild the society. Indeed, peacebuilding, the task of creating a peaceful society that will not relapse into another conflict, involves reforming and strengthening laws, politics, economy, police, and more. All these require various kinds of human resources with advanced knowledge and skills along with strong determination to contribute to peacebuilding. As global citizens, we have the responsibility to find practical ways to help resolve conflicts and assist people in need.

Despite increasing calls for civilian contributions to today’s peacekeeping/peacebuilding operations worldwide, the number of personnel still falls short. This is because the field of peacebuilding is rather complex and requires highly qualified people with experience of dealing with such realities as armed groups, organized crime and corruption. It also requires high-quality peacebuilding methods respecting local social mechanisms and values. Furthermore, to maintain peacebuilding efforts, one needs to have specialized knowledge and experience, effective communication skills, positive thinking, and a strong will. Without both competency and strong will, the international community’s expectations of professional peacebuilders will not be met.

Considering Japan’s history of reconstruction and broader perspectives of Asia, we believe that it is important to train and send professional peacebuilders from Hiroshima, symbol of peace, to the world. It would put forth a strong message for peace in the process of peacebuilding activities around the globe. There are some people, who have been affected by conflicts, waiting for professional peacebuilders from Japan and Asia.

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※Program Associates (PAs): The participants in the Primary Course of the Program are referred to as Program Associates.  
※Titles and affiliations which appear in this pamphlet are those used at the time of the program implementation. Pictures have been provided by Program Associates, HPC staff and the Ministry of Foreign Affairs of Japan.



# The Program for Human Resource Development in Asia for Peacebuilding

## Outline of the Program Building Peacebuilders

While the international community today faces many pressing issues such as global warming, terrorism, and weapons of mass destruction, the need for international efforts to ensure peace and security will become even more apparent and continue to grow. Having experienced the devastation of nuclear weapons, Japan endeavors to achieve disarmament and non-proliferation of weapons of mass destruction worldwide, while also to strengthen its personnel contribution to peacekeeping missions and anti-terrorism measures. Yet, when it comes to human resource development in the field of peacebuilding, Japan's contribution still lags behind the world's expectations.

Japan's peacebuilding initiatives have focused on three pillars until now: "Efforts on the ground (including Peacekeeping Operations [PKO] and Official Development Assistance [ODA])," "Intellectual Contributions," and "Human Resource Development." By undertaking human resource development as the main objective and also taking into consideration the importance of intellectual contributions, the Program has sought to develop as many future peacebuilding experts as possible. The Program has subsequently helped send highly qualified personnel not only from Japan, but also from Asia to the forefront of peacebuilding efforts worldwide.



## Establishment of the Program

In 2002, the Advisory Group on International Cooperation for Peace (AGICP) was convened to examine and strengthen Japan's support for consolidation of peace and nation-building efforts in conflict-affected countries. Chaired by the former Under-Secretary-General of the United Nations, Yasushi Akashi, the AGICP produced a report in December of the same year calling for the creation of an interconnected and comprehensive system to develop, train, recruit, and dispatch personnel for international peace operations by promoting coordination between the public and private sectors.

Consequently, an Action Plan was introduced in April 2004 to lay out specific measures for human resource development. In December of the same year, a seminar was held to explore the importance of personnel training as part of international peace cooperation.

In response to these developments, the establishment of the "Pilot Program for Human Resource Development in Asia for Peacebuilding" was announced at the seminar event titled "People Building Peace: Human Resource Development in Asia for Peacebuilding," which took place at United Nations University in August 2006. At subsequent events including the East Asia Summit held in January 2007, the idea of a human resource development program was further expanded to include participants from the Asia region.

With the aim of facilitating Japan's further contribution to global peace and development, the Program was conducted for four years from 2007 to 2010 and the Japan Fiscal Year (JFY) 2011 Program was also implemented by Hiroshima Peacebuilders Center (HPC). Graduates of the Program are now making active contributions in the peacebuilding fields such as Afghanistan, South Sudan, Kenya, Timor-Leste, and other locations including UN Department of Peacekeeping Operations (DPKO), international organizations' offices, governments and NGOs.



## Implementing Bodies of the Program

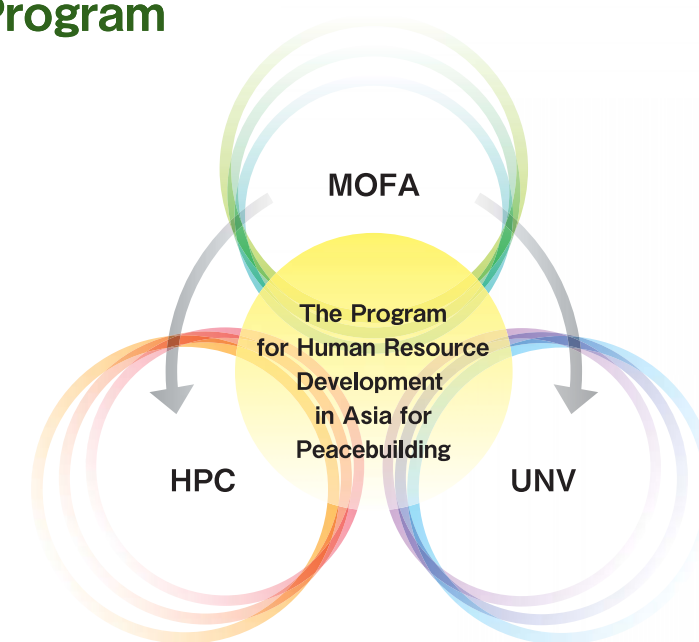
The JFY 2011 Program was implemented by Hiroshima Peacebuilders Center (HPC) in cooperation with the United Nations Volunteers (UNV) programme.

### ●Hiroshima Peacebuilders Center (HPC)

Hiroshima Peacebuilders Center (HPC) conducts human resource development and research activities in the field of peacebuilding, which obtained a legally independent status in 2011. Based on its experiences over the past four years, HPC has been commissioned for the Program for Human Resource Development in Asia for Peacebuilding by the Ministry of Foreign Affairs of Japan in JFY2011.

### ●United Nations Volunteers (UNV) programme

As one of the United Nations organizations, UNV contributes to global peace and development by advocating volunteerism. Volunteerism has the potential to influence the pace and nature of development and brings forth benefits to both society and individual volunteers. UNV works to promote



worldwide volunteerism and to build partnerships with various organizations engaged in peace and development projects. UNV administers the Overseas Attachment component of the Program.



## Overview of the Program for Human Resource Development in Asia for Peacebuilding in JFY 2011



**Hideaki Shinoda**

Director, Hiroshima Peacebuilders Center (HPC) / Associate Professor, Hiroshima University

### Two Different Courses Provided According to Individual Needs

The Program for Human Resource Development in Asia for Peacebuilding commissioned by the Ministry of Foreign Affairs of Japan in Japan Fiscal Year 2011 conducted two courses: Primary Course and Seminar on Basic Peacebuilding.

Specifically, “Primary Course,” the main course of the Program, provided an opportunity for those wishing to establish their career in the peacebuilding field, to provide a chance to get their feet on the ground.

“Seminar on Basic Peacebuilding” was aimed to promote basic understandings of peacebuilding. By establishing different two courses, we offered support for participants with various purposes. In the beginning of the Coursework in Japan for the Primary Course in

Tokyo, we organized lectures and meetings in order to promote interactions between the Program Associates and governmental officials and officials of international organizations. Then, the Program Associates participated in training sessions on safety control at camp of the International Peace Cooperation Activities Training Unit of the Central Readiness Force in the Japan Ground Self-Defense Force and afterward moved to Hiroshima. The Coursework in Hiroshima was roughly outlined under the themes of “Analysis,” “Planning,” “Coordination,” “Management,” and “Skill-up.” Through such Coursework, the Program Associates learned, discussed, and experienced the latest ideas and issues on peacebuilding, situations in the field, methods of implementing various practices, skills for career development, etc. In the process of the Coursework we organized several workshops to encourage the Program Associates to actively participate in group exercises.

In the Seminar on Basic Peacebuilding, we invited Japanese facilitators, active in Japan and also overseas, to provide lectures and workshops to enable participants to better understand basic peacebuilding.

Since this seminar welcomed participants who had not yet decided to engage in peacebuilding as a future career, we tried to broaden the discussion with a more comprehensive view such as the current challenges of peacebuilding activities.

### Developing the Human Network as a Future Asset

The lectures by world-class facilitators including researchers and UN officials active on the front lines, as well as the career development support for the Program Associates of the Primary Course are significant aspects of the Program. What is most attractive is the human network each participant would establish through the courses—a network with facilitators, participants from Japan and other Asian countries with various backgrounds, as well as Program graduates who have already started working and establishing their careers in the peacebuilding-related areas. Since the development of human resources must be considered with a long-term view, we believe that such a human network is one of the greatest assets for participants’ future endeavors.



### Focusing on Intellectual Contributions and Conveying Information Inside and Outside Japan

In this fiscal year we continued our focus on intellectual contributions, information gathering, and network-development by actively participating in meetings which brought together peacebuilding experts, such as the International Association of Peacekeeping Training Centres (IAPTC). In February 2012, we held a symposium to commemorate the fifth anniversary of this Program. This symposium was an activity that could contribute to the development of not only this Program but also the peacebuilding field at large. Furthermore, the symposium, welcoming Program graduates who are currently active in Japan and overseas, has provided both Program Associates and the general audience who are interested in the peacebuilding field with opportunities to interact with these Program graduates.

Through these courses and intellectual contributions of this fiscal year, we have contributed toward fostering human resources with the strong will and ability to build peace, and toward promoting understanding of peacebuilding at various levels from experts to the public.





# Overview of the Program for Human Resource Development in Asia for Peacebuilding in JFY 2011

## The Program for purpose of practice

### 1 Primary Course / Coursework in Japan



The Program Associates from Japan and other Asian countries live together under the same roof for six weeks in order to improve their peacebuilding-related knowledge and skills by learning from one another. The Coursework is comprised of lectures, participatory problem-solving workshops, open discussions and individual consultation, which helps equip the Program Associates with essential knowledge for exploring an Asian approach to peacebuilding. The Coursework is conducted by world class lecturers from Japan and all over the world in collaboration with training institutes and international organizations such as the United Nations. Consequently, the Program Associates build human networks with practitioners active on the front lines of peacebuilding activities.

### 2 Primary Course / Overseas Attachment



After the Coursework in Japan, most of the Program Associates are dispatched to offices of international organizations, which are involved in peacebuilding activities. They work in the field as UN Volunteers for a maximum of 12 months. It is essential for those who are eager to become a professional peacebuilders to gain practical experiences in the field. Therefore, the Overseas Attachment is designed as an opportunity to apply theories and skills learned through the Coursework in Japan to the actual peacebuilding work on the ground, and consequently enable the Program Associates to work as professional peacebuilders.

### 3 Seminar on Basic Peacebuilding



The Seminar on Basic Peacebuilding is aimed at promoting basic understanding of peacebuilding. Hosted by Hiroshima Peacebuilders Center (HPC) and United Nations University (UNU), the seminar is broadly opened to those who have an interest in peacebuilding. Lecturers and facilitators, who are on the front lines of peacebuilding activities, delivered the Coursework under such themes as “what is peacebuilding,” “what are the causes of conflicts,” and “international responses to conflicts.”

### 4 Intellectual Contribution

The Program holds various open events to encourage public understanding of peacebuilding. Particularly, seminars, symposiums, and panel discussions are organized with a view to convey the meaning and significance of peacebuilding, both inside and outside of Japan.

### 5 Career Development Support

A human network is one of the most precious assets in the field of peacebuilding. In addition to opportunities to create a human network with peacebuilding experts through the Coursework in Japan, HPC prepares the mentoring system consisted of practitioners such as officials of international organizations and organizes a forum to promote interactions between the Program Associates and Program Graduates through the original online network. As a result, this broad human network helps the Program Associates build their careers in the future. Moreover, the original online system provides the latest vacancy information on peacebuilding-related organizations.

## Excellent lecturers/facilitators

### Outstanding Training Methodology with Distinguished Facilitators

For this Program's Coursework in Japan, HPC makes the most of its global networks to invite world-class lecturers working in the forefront of peacebuilding—practitioners, researchers, and consultants affiliated with the United Nations and other international organizations, government agencies, NGOs, and education and research institutions across the world.

Through workshops designed to study various specific cases in a practical manner, the Coursework provides opportunities for lecturers and Program Associates to work interactively and engage in intensive dialogue with each other. Also, during group work exercises, lecturers closely watch each group, facilitating group work from diverse perspectives that reflect their backgrounds. These multi-faceted approaches aim to help Program Associates to learn as much as possible from lecturers. Moreover, based on its experience in organizing many practical training sessions and discussions with various experts on peacebuilding-related fields, HPC has developed its own distinctive methods and philosophy of training. The content of the training is practical and applicable to actual situations, introducing Program Associates to the procedures they need to follow when implementing projects in the field. The training also incorporates elements for career development support, which provide career-planning guidance and enhance the skills required for preparing effective job application forms and succeeding in job interviews.

In light of this Program's long-term visions for career development, the Coursework strongly puts emphasis upon the importance of networking, which will continue to help Program Associates throughout their lives. The Coursework functions as a forum for Program Associates to get to know each other and to build a network with practitioners working on the front line of peacebuilding activities.

Through these avenues, the Coursework helps Program Associates obtain the knowledge, skills, and attitude required for peacebuilding.

### List of Lecturers/Facilitators and Titles (As of 10 Feb, 2012)

#### Hideaki Shinoda

Director, Hiroshima Peacebuilders Center (HPC) / Associate Professor, Hiroshima University

#### Yuji Uesugi

Program Officer, Hiroshima Peacebuilders Center (HPC) / Associate Professor, Hiroshima University

#### Masatoshi Sugiura

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

#### Yasuaki Aihara

Deputy Director, Secretariat of the International Peace Cooperation Headquarters, Cabinet Office, Government of Japan

#### Toshiya Abe

Deputy Director, Office Gender Equality and Poverty Reduction / Director, Peace Building and Urban and Regional Division 2, Peace Building and Urban and Regional Development Group, Economic Infrastructure Development, Japan International Cooperation Agency (JICA)

#### Rika Amano

External Relations Officer, United Nations High Commissioner for Refugees (UNHCR) Representation in Japan

#### William Barriga

Chief of Mission, International Organization for Migration (IOM) Mission in Tokyo

#### Kunihiko Chris Hirabayashi

Director, United Nations Children's Fund (UNICEF) Tokyo Office (Office for Japan and Republic of Korea)

#### Naoko Takasu

Program Management Specialist, United Nations Development Programme (UNDP) Representative Office in Japan

#### Yoko Honda

Donor Relations Officer, World Food Programme (WFP) Japan Relations Office

#### Mizuho Akiba (Colonel)

Commander, International Peace Cooperation Activities Training Unit, Central Readiness Force, Japan Ground Self-Defense Force (JGSDF)

#### Sukehiro Hasegawa

Professor, Faculty of Law, Hosei University / Special Advisor to the President of Timor-Leste / Former Special Representative of the UN Secretary-General for Timor-Leste

#### Marshall Conley

President, Conley-International (Education Consultant)

#### Rizal Panggabean

Lecturer, Master's Program in Peace and Conflict Resolution & Department of International Relations, Gadjah Mada University

#### Kevin Chang

Chief Technical Advisor and Programme Manager, Security Sector Reform, United Nations Integrated Mission in Timor-Leste (UNMIT) / United Nations Development Programme (UNDP)

#### Amal Jayawardane

Head, Department of International Relations, University of Colombo, Sri Lanka

#### Nayani Melegoda

Head of the Department of International Relations, University of Colombo, Sri Lanka and Japan Foundation Fellow / Affiliated Researcher of the Institute of Peace Science, Hiroshima University

#### Desmond Molloy

Senior Rehabilitation Adviser, United Nations Development Programme (UNDP) Nepal

#### Philip Shetler-Jones

Strategic Review Expert, European External Action Service (Deployable Civilian Expert, Planning Section, UK Stabilisation Unit) / Former Integrated Missions Planning Officer, Office of the Assistant Secretary-General for Operations, Department of Peacekeeping Operations

#### Kazuo Tase

Acting Director, United Nations Information Center Islamabad / Former Chief, Human Security Unit, United Nations Office for the Coordination of Humanitarian Affairs (OCHA)

#### Francis Amar

Certified Professional Master Coach and Human Resources Consultant, Focus Evolution / Former Executive, International Committee of the Red Cross (ICRC)

#### Josef Reiterer

Surge Staff Development Officer, Surge Capacity Section (SCS), Emergency Services Branch (ESB), Office for the Coordination of Humanitarian Affairs (OCHA) Geneva / Former Head of the Civilian Pre-Deployment Integrated Training of DPKO / Former Course Director of OCHA's UN-CMCoord Course

#### Kyoko Ono

Political Affairs Officer, Policy and Best Practices Service, Department of Peacekeeping Operations (DPKO), United Nations Secretariat

#### Kevin J. Allen

Coordinator, United Nations High Commissioner for Refugees (UNHCR) Center for Emergency Training in International Humanitarian Response (eCenter) Tokyo

#### Kyungshin Lee

Program Manager, Korea NGO Council for Overseas Cooperation (KCOC)

#### Sungtae Kim

Team Leader, World Vision Korea Humanitarian & Emergency Affairs (HEA) Team / Operations Manager, Asia Pacific Regional Disaster Management Team (AP-RDMT), World Vision International

#### Toshihiro Nakamura

Co-Founder & CEO, NPO Kopernik / Former Policy Specialist, United Nations Development Operations Coordination Office, United Nations Development Group (UNDG)

#### Edward Jombla

National Network Coordinator, West Africa Network for Peacebuilding-Sierra Leone (WANEP-SL)

#### Memunatu Pratt

Head, Department of Peace and Conflict Studies, Fourah Bay College, University of Sierra Leone / Former Legacy officer, Special Court for Sierra Leone (SCSL)

#### Shigeki Komatsubara

Programme Adviser, TICAD unit, Regional Bureau for Africa, United Nations Development Programme (UNDP)

#### Mitsuhiko Inaba

Finance Advisor, Office of Finance and Administration, Bureau of Management, United Nations Development Programme (UNDP)

#### Patrice Chiwota

Senior Programme Officer, Financing for Peacebuilding, Peacebuilding Support Office (PBSO), United Nations Secretariat

#### Michiru Tamanai

Human Resources Manager, Division of Human Resources, United Nations Children's Fund (UNICEF) Headquarters

#### Chio Sato

Head, Office Clutch

#### Mihoko Ito

Human Resources Officer, United Nations System Staff College (UNSSC)



## Features of the Program Career Development Support

### Career Development Support Providing Career Development Support through Online System and Human Network

## HPC Continuously Supports Program Associates and Program Graduates

Career development in the peacebuilding field entails instability in the sense that there is no lifetime employment system. On the other hand, many peacebuilding-related organizations lack of competent human resources. As part of its career development support, HPC administers a unique “HPC Roster System” and provides opportunities for Program Associates and Program graduates to seek advice from experts and practitioners. By providing such an online system and human network, HPC aims to foster more human resources ready to work in the peacebuilding field.

### 1 HPC Roster System

The HPC Roster System is an online system uniquely developed and run by HPC. All Program participants and graduates are registered in the system, which allows them to access various kinds of useful information. The system is a channel through which HPC provides various types of support according to individual needs.

As of JFY 2011, the Mentoring System referred to below is available only for Japanese Program Associates (including Program graduates) of the Primary Course.

### Overview of the HPC Roster System

#### 1 Know-Who (Profiles)

Profiles of Program Associates (including Program graduates) are found in the Peacebuilding Human Resources Database. Registered members may have access to certain information in order to promote communication among themselves.

#### 2 Information Board

The Information Board is an online communication forum for registered members. HPC offers this forum for all registered members, without any regard for courses or year of participation, with the aim of supporting networking among them.

#### 3 Mentoring System

Approximately 30 experts and practitioners including UN officials and human resource officers are listed as mentors in the Mentoring System. This individual

consulting system enables Program Associates (including Program graduates) to consult with appropriate mentors about technical know-how to prepare for an interview or solution to cope with anxieties in the field. The Mentoring System enables Program Associates and graduates to directly listen to the “voices” of experts active on the front lines.

#### 4 Information on Vacant Posts

HPC provides information on vacant posts of related organizations such as UN agencies, various NGOs and MOFA. Since it includes unique information, wide ranges of vacant posts are rapidly informed to registered members and the latest information reaches them via e-mail so that they do not miss any useful information.

#### 5 Document Repository

Registered members can obtain peacebuilding-related documents such as coursework textbooks and materials from the online Document Repository.

### 2 Human Network

The human network is one of greatest assets in the field of peacebuilding. While the Coursework in Japan itself provides an excellent opportunity to meet experts, HPC provides further opportunities to encourage human networks such as setting up meetings among new Program Associates and Program graduates.

The expansion of the human network under HPC's support will promote interaction among those who share common goals of peacebuilding. HPC expects that such human networking will contribute to progress in actual peacebuilding activities.

### 3 Other Supports

Since the establishment of the Program, HPC has been fostering human resources for peacebuilding and has accumulated a large volume of distinct know-how. HPC has distributed booklets to share knowledge of experts in terms of career development including how to write a CV as well as interview skills.

### HPC Senior Advisors

The following distinguished experts are acting as Senior Advisors of HPC:

#### Kenji Isezaki

Chair, Hiroshima Peacebuilders Center [HPC] / Chair, Board of Directors, Peacebuilders / Professor, Graduate School of Global Studies, Tokyo University of Foreign Studies (Former Chief, DDR Coordination Section, United Nations Mission in Sierra Leone [UNAMSIL])

#### Ken Inoue

Director & Chief Governance Advisor, Democratic Governance Support Unit, United Nations Integrated Mission in Timor-Leste [UNMIT] (Former Director for Civil Affairs, United Nations Interim Administration Mission in Kosovo [UNMIK])

#### Yasushi Katsuma

Professor, Graduate School of Asia-Pacific Studies, Waseda University (Former UNICEF Official)

#### Takayoshi Kusago

Associate Professor, Graduate School of Human Sciences, Osaka University (Former UNDP Poverty Reduction Strategies Advisor, Asia-Pacific Region)

#### Rumiko Seya

Secretary General, Japan Center for Conflict Prevention [JCCP] (Former DDR Officer, United Nations Operation in Côte d'Ivoire [UNOCI])

#### Izumi Nakamitsu

Director, Policy, Evaluation and Training Division Department of Peacekeeping Operations (DPKO), UN (Former UNHCR Official)

#### Sukehiro Hasegawa

Professor, Faculty of Law, Hosei University (Former Special Representative of the UN Secretary-General for Timor-Leste)

## Recommending our HPC mentoring system



**Louise Robinson**

Director,  
InSiTu-Training  
HPC lecturer

After co-delivering the safety and security element on the JFY 2010 Coursework, I was delighted to be invited to join the HPC mentoring system.

I had lived and worked in the Great Lakes region of central Africa for a number of years and have an enduring fondness for the land and its people. Consequently, I now keep in touch with a Program Associate who is assigned to DR Congo in support of the MONUSCO peacekeeping mission stationed in Goma.

We have become more “pen-pals” than mentor-mentee. Our first letters were about getting ready and getting there. It is an exciting often daunting prospect to fly from Entebbe in Uganda, over the Mountains of the Moon, to land in the lakeside township of Goma. We chat about its history, music, languages, customs, and have exchanged photographs of our experiences at different times in this part of the world.

For me, having someone at the end of the line who knows the streets and round-a-bouts of daily life on assignment has always been a comfort, and I am really enjoying being part of the PA's journey.



**Toshihiro Nakamura**

Co-Founder & CEO, NPO Kopenik / Former  
Policy Specialist, United Nations  
Development Operations Coordination Office,  
United Nations Development Group (UNDG)  
HPC lecturer

As a mentor, I have often been asked about the ways for Program Associates to get into the UN system. What really matters is their belief and passion to make a positive change in the world, and the UN is a means to that end. CV writing technique, networking with the UN staff members, etc., may indeed be necessary, but please keep reminding yourselves of “why you want to work for the UN” and “what contribution you can make”. Everything else will then follow.

## Examples of Job Placements of Graduates of the Program

### UN Organizations

- **UNDP (United Nations Development Programme)**  
Kosovo, Nepal, Sierra Leone, Timor-Leste, New York (Headquarters), Afghanistan, Laos, Cyprus, Haiti, Mozambique, Sri Lanka, Japan
- **UNHCR (Office of the United Nations High Commissioner for Refugees)**  
Kenya, Thailand, Geneva (Headquarters), South Sudan, Somalia, Nepal, Japan, Kosovo, Sudan, Ethiopia
- **UNICEF (United Nations Children's Fund)**  
Bangladesh, Eritrea, Sierra Leone, Timor-Leste, Sudan, Kosovo
- **UNESCO (United Nations Educational, Scientific and Cultural Organization)**  
Cambodia, Timor-Leste
- **WFP (United Nations World Food Programme)**  
Rome (Headquarters)
- **FAO (Food and Agriculture Organization of the United Nations)**  
Japan, Thailand
- **UN-INSTRAW (United Nations International Research and Training Institute for the Advancement of Women)**  
Dominican Republic
- **UNCRD (United Nations Centre for Regional Development)**  
Japan (Headquarters)
- **UNRWA (United Nations Relief and Works Agency for Palestine Refugees in the Near East)**  
Lebanon
- **OUNF&P (Office of UN Funds and Programmes)**  
Cape Verde
- **DSRSG/RC Office (Deputy Special Representative of the Secretary-General/Resident Coordinator's Office)**  
Guinea-Bissau, Democratic Republic of the Congo
- **UNV (United Nations Volunteers)**

### UN Missions

- **UNMIS (United Nations Mission in Sudan)**
- **MONUSCO (United Nations Organization Stabilization Mission in the Democratic Republic of the Congo)**
- **UNAMI (United Nations Assistance Mission for Iraq)**
- **UNAMA (United Nations Assistance Mission in Afghanistan)**

### International Organizations

- **IOM (International Organization for Migration)**
- **ICRC (International Committee of the Red Cross)**
- **Sri Lanka, Sudan, Nepal, Myanmar**

### Government Agencies

- **Ministry of Foreign Affairs of Japan**  
(Headquarters in Tokyo and Overseas Establishments)
- **JCCP (Japan Center for Conflict Prevention)**
- **Overseas Offices, JICA**  
(Japan International Cooperation Agency)
- **Branch Offices, JICE (Japan International Cooperation Center)**

### NGO

- **ADRA Japan**  
(Adventist Development and Relief Agency Japan)
- **JCCP (Japan Center for Conflict Prevention)**
- **International Lifeline Fund**
- **World Vision Japan**

### Others

- **Successful Candidates for JPO (Junior Professional Officer)**  
(As of November 2011)
- **Program Management Office, IGES**  
(Institute for Global Environmental Strategies)

