

FAX

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TO: All TCCs

ATTN: Military advisor

FROM: Major General Cheryl Pearce
Acting Military Adviser
Department of Peace Operations
Office of Military Affairs



SUBJECT: Performance in Competency-Based Interviews

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Dear Military Advisors,

1. The United Nations is committed to ensuring a transparent, inclusive, and fair recruitment process aimed at selecting the most qualified candidates for positions within the organization, particularly those related to peacekeeping operations. Competency-based interviews have been adopted as the standard method for evaluating candidates, allowing us to assess their qualifications, experience, and skills in a clear and objective manner.

2. It has been observed that there has been a huge difference in performance among candidates during the CBI. Upon reviewing performance of various candidates during CBI globally, we have identified several best practices that can enhance the performance of candidates, particularly for posts/roles in peacekeeping. We would like to highlight these practices to provide insight into how candidates can better prepare for these critical missions.

Preparations at the Personal and Institutional Level

3. Effective preparation and training are crucial for individuals seeking roles in peacekeeping operations. This training should focus on the specific demands of peacekeeping, aimed at preparing officers for roles within the United Nations. Comprehensive preparation at both the personal and institutional levels can significantly improve candidates' readiness for competency-based recruitment.

Language Barrier and English proficiency

4. Fluency in English is essential for candidates. Proficiency in English can influence performance during competency-based interviews, as strong language skills enable candidates to articulate their responses clearly. We recommend that candidates enhance their English language skills to better navigate the CBI process.

Understanding of UN peacekeeping Culture and Standards

5. Candidates with a deep understanding of the unique challenges and operational frameworks associated with peacekeeping missions are better equipped to demonstrate the competencies required for these roles. Prior experience in peacekeeping or familiarity with UN peacekeeping culture and standards can

provide candidates with valuable insights and examples to draw upon during interviews.

Peacekeeping experience

6. A rich operational experience in peacekeeping is a significant advantage for candidates. The ability to provide relevant examples from their operational experiences in a peacekeeping mission, conflict management, and dealing with diverse stakeholders and aligning the same with the competencies is critical in competency-based interviews.

Command Experience and Staff experience

7. Experience in command positions is invaluable for resolving complex management situations. Candidates who have held command roles are often adept at navigating challenging scenarios and making decisive decisions under pressure. Additionally, experience in strategic and operational staff roles enables candidates to approach problems with a broad perspective and effectively coordinate participants from diverse backgrounds. These experiences are crucial for demonstrating the leadership and coordination skills required for peacekeeping roles.

Mindset and Approach to Competency-Based Interviews

8. A structured, results-oriented mindset is beneficial for competency-based interviews. Candidates should focus on demonstrating how they have successfully navigated complex operational or command scenarios, emphasizing their achievements and the outcomes of their actions. A well-prepared approach to interviews can significantly enhance candidates' performance.

9. In conclusion, the success of candidates in competency-based interviews for recruitment at the United Nations is influenced by preparation, language proficiency, cultural alignment, relevant experiences, and the appropriate mindset. We encourage all Member States to consider these factors when preparing candidates for future recruitment cycles and to explore opportunities for strengthening recruitment processes in their respective countries. The OMA remains committed to ensuring that all candidates have an equal opportunity to succeed in the selection process.

10. For further information and resources, please visit [UN Careers](https://careers.un.org/home) (<https://careers.un.org/home>).

Best regards,

Major General Cheryl Pearce

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