

Careers at UNICEF



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for every child, a difference made

We are determined to make a difference and defend the rights of every child across 190 countries worldwide, every day, everywhere.



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for every child, our commitment

We are committed, passionate and proud of what we do. Promoting the rights of every child is not a job, it's a calling.



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for every child, a hero

We operate in a dynamic and multicultural context which gives us the opportunity to exhibit our skills at the highest level with the freedom to innovate.

For every child, a champion

Joining UNICEF means joining a vast network of champions for children around the world. At UNICEF, you will work with dedicated and passionate colleagues to make a difference in the life of every child. Our mandate inspires us to achieve results, to keep standards high, and to grow both professionally as well as personally.

- More than 15,000 staff worldwide, with approximately 85 per cent of staff in the field spread across 190 countries and territories
- 5 headquarters including New York and Geneva
- 7 regional offices and over 124 country offices
- 34 National Committees

Join us and create a better future for every child.

What we offer

We offer a variety of short-term and long-term contracts:

- Short-term: **Consultancy** and **Temporary Appointment (TA)** contracts normally have a duration of less than one year.
- Long-term: **Fixed-Term (FT)** contracts typically have a duration of one to two years.

We have three categories of staff that can be on either TA or FT contracts:

- **International Professional (IP)** staff are recruited internationally and serve in all duty stations globally. They hold leadership, managerial or specialist functions which require a certain level of technical expertise.
- **General Service (GS)** staff are locally recruited and provide administrative and support services across all areas of the organization and in all locations globally.
- **National Officer (NO)** staff are nationals of the country in which they perform functions of leadership, managerial or specialist functions which require a certain level of technical expertise.

We seek talented professionals in a variety of fields, including:

- Child Protection
- Child Survival
- Communication
- Education
- Emergencies
- Finance and Administration
- Fundraising and Partnerships
- Human Resources
- Information and Communication Technology (ICT)
- Innovation
- Monitoring and Evaluation
- Nutrition and Health
- Programme Management and Support
- Social and Economic Policy
- Supply and Logistics
- Water, Sanitation and Hygiene (WASH)



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For every child, results

1. We have a local presence and a global reach.
2. We make every dollar go further to save and improve children's lives.
3. We have emergency response and readiness on the ground before, during and after humanitarian emergencies.
4. We keep innovation at the heart of UNICEF's ability to find new solutions to problems.
5. We foster strong partnerships with governments, NGOs, civil society and the private sector to advance our work for children.
6. We are the world's leading voice for – and with – children.

For more information:



What we look for

- Relevant professional work experience preferably in developing countries:
 - Minimum of one to two years for entry level positions
 - Minimum of five years for mid-level positions
 - Minimum of ten years for senior level positions
- Proficiency in English is required. Proficiency in another UN language is desirable: Arabic, Chinese, French, Russian or Spanish.
- For local staff, knowledge of the local language is required.
- Depending on the position, a first level university degree or a master's degree in a relevant field may be required.
- International professionals must be prepared to work in any region or country and be willing to undertake in-country field travel.

Applying to UNICEF

UNICEF talent groups

UNICEF talent groups are pools of prequalified candidates defined by area, expertise and level of seniority from which UNICEF offices worldwide can quickly select candidates to fill a role. To be considered for a talent group, submit an application in response to generic vacancy announcements that are periodically advertised.

Regular and batch vacancies

A specific vacancy announcement invites applications for specific posts, while batch recruitments are used to combine selection processes for multiple vacancies within the same functional area and level. These are normally used if there is no talent group or no qualified candidate in the talent group relevant to the specific

nature of the position. UNICEF continues to advertise regular vacancies and batch vacancies.

Opportunities for young professionals

Junior Professional Officer programme (JPO)

The JPO programme is offered to entry level (P-1 and P-2) young professionals who are sponsored by their respective governments. JPO vacancies are advertised throughout the year following the donor government's schedule. Visit our [JPO programme page](#) for more information.

Internship programme

The internship programme offers the opportunity to acquire direct practical experience in UNICEF's work. Positions are advertised as needed, throughout the year, on the UNICEF website. All internships at UNICEF are paid. Visit our [internship programme page](#) for more information.

United Nations Volunteers (UNV)

UNICEF accepts volunteers from the [UNV programme](#) which offers paid volunteer opportunities, starting from a minimum of two weeks to a maximum of six years. Interested volunteers may visit the UNV website for more information: www.unv.org.