Update on Strategic Human Resources Issues

46th PCB Meeting

Alison Holmes, Director HRM
Report

3 Conference Room Papers
Strengthened the assessment and selection process for UNAIDS Country Directors

- 18 participants in assessment centre
- 12 UCD vacancies published
- 8 women, 4 men
- 9 South, 3 North
- 10 internal, 2 external selected

Expand Assessment Centres to all Director-level positions
Attracting and retaining Young Talents

► Further diversify pool of young talents to nurture the next generation of the AIDS response
► Create more opportunities for young professionals and entry-level positions
Preventing conflict and resolving formal administration of justice cases

► Strengthen prevention, early intervention and informal resolution mechanisms
► Simplify internal conflict resolution avenues
Supporting staff to perform – An engaged & healthy workforce

- Roll out learning on UN reform
- Introduce binary rating scale and nurture ongoing feedback
- Develop mental health strategy
HRM’s ambitious road ahead

► Facilitate recovery and build back better
► Translate last MAP commitments into standard HR practices
► Redeploy HR expert to Regions and offshore transactional activities
► Facilitate Gender Action Learning process
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