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| **Council Working Group on  Financial and Human Resources**  **Fifteen meeting – 11-20 January 2022** |  |
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|  | **Document CWG-FHR-15/16-E** |
| **26 December 2021** |
| **English only** |

**Contribution by Australia and Canada**

RECRUITMENT PROCESS – PROPOSAL TO REDUCE THE ADVERTISEMENT PERIOD FOR ITU VACANCIES

**Introduction**

Australia and Canada are pleased to submit this contribution to the ITU Council Working Group on Finance and Human Resources (CWG-FHR) for consideration during its 11 – 12 January 2022 meetings.

**Discussion**

At the October 2021 CWG-FHR meeting, members considered the Secretariat’s proposal to reduce the advertisement period from two months to one month for the purposes to make the recruitment process more efficient and aligned with other United Nations (UN) organisations practices. Australia and Canada note that the ITU Human Resource’s analysis showed that the majority of applicants submitted their applications in response to ITU Vacancies at the start or end of the advertisement period.

Australia and Canada consider that the time to advertise a job vacancy should be based on an effective and efficient recruitment process. Any unnecessary bottlenecks to the time to onboard a candidate should be removed. We consider that the one month advertising process will better attract quality candidates to the ITU. Further, a more efficient recruitment process will lead to onboarding staff quicker in the ITU and lessen the burden on other ITU staff and reducing the costs of unfilled positions where vacancies arise.

We also acknowledge for some specialised roles (for example, highly technical roles) a longer advertising period may be required to allow candidates sufficient time to respond to a more complex ITU vacancy.

**Proposal**

Australia and Canada support the Secretariat’s proposal to reduce the advertising period from two months to one month, putting in place practices that align the ITU with other UN organisations to make it an attractive place to work and remove unnecessary bottlenecks as part of the recruitment process.