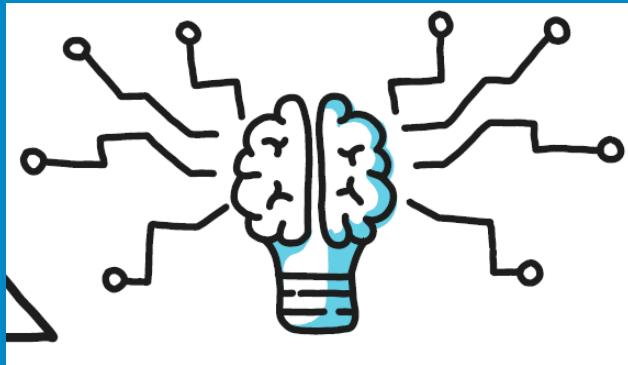


da.link career talks

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IDEAS

I CAN'T

MOTIVATION

Trust...
Self-trust

(SELF-)TRUST



Content

Three parts:

1. 2010 – 2020 : A (very) short journey through my experience
2. 2020 – 2021: This is for and about you
3. 2021 – onwards: More ideas to reflect upon



2010 – 2020

2010: Career talk at the DA – One piece of advice... or two...

My first application for the OSCE – a P2 position

My first assignment in the OSCE – an internship

Many applications in between – (really many)

2020: Creating new targets



2020 – 2021

Potential opportunities for you

- Internships
- Junior Professional Programme
- Short Term Appointment (STA)
- Special Service Agreement (SSA)

2020 – 2021 Internships

❑ **Objective:**

- Offering an insight into the day-to-day working environment of the OSCE
- Offering the opportunity to develop your professional skills + gain practical working experience in a multi-national environment
- Facilitating the interaction with professionals and benefit from their knowledge and mentorship as well as with like-minded young professionals

❑ **Duration:** 2-6 month periods in both administrative and programmatic areas (40h/ week)

❑ **Requirements:**

- You should be under the age of 30
- You should be in your final year of higher education at graduate or postgraduate level or within two years after graduation by the deadline of the vacancy
- ...

2020 – 2021 Internships

❑ Usual type of assignments:

- Supporting the organisation of meetings, events, workshops, etc.
- Reporting on various meetings, workshops, seminars, etc.
- Supporting daily operational work of departments
- Assisting in project management, including preparation of project proposals/budgets, and compiling Project Progress reports for donors
- Drafting talking points, moderation notes, bios, etc.
- ...

❑ <https://jobs.osce.org/internships>

2020-2021 Junior Professional Officer

- ❑ **Objective:**

- To provide the selected JPOs with a comprehensive overview of the Organization, and in particular familiarize them with the OSCE programmatic approach and regulatory framework
- To equip JPOs with important skills and abilities
- To build their professional career in an international and multicultural environment

- ❑ **One-year assignment:** two different duty stations - six-month period at the Secretariat + six-month period in one of the OSCE field operations (flexibility for placement is key)

- ❑ **Openings:** vacancy announcement around February, March; start of the programme in September; last round (2020) 22 positions (competitive environment)

2020-2021 Junior Professional Officer

□ Requirements:

- The 2020 JPO Programme is open to: 1) nationals of OSCE participating States which agree to fund Junior Professional Officers for this one-year, and 2) a limited (maximum five) number of nationals of OSCE participating States who do are not in the position to sponsor the candidates
- Candidates should be under the age of 30 on the deadline of this vacancy notice
- Completed first-level degree from accredited universities in a field of study relevant to OSCE's mandate
- Professional fluency in English, both oral and written, and the ability to communicate clearly and concisely is mandatory; Knowledge of other OSCE official languages, especially *Russian*, would be an asset
- ...

2020-2021 Junior Professional Officer

❑ Usual type of assignments:

- Conducting desk/thematic research, drafting research papers, etc.
- Reporting on various meetings, workshops, seminars, etc.
- Attend various OSCE meetings (meetings of OSCE decision-making bodies or related bodies) taking minutes and drafting official reports;
- Assisting in project management;
- Supporting the organization of events, meetings, regional workshops, round-tables and conferences
- ...

❑ jobs.osce.org/webinars

STAs and SSAs

- ❑ STA :Appointment or assignment to the Secretariat, an institution or a mission for a period of less than six months (> 30 days but < 5 months, 29 days for the same purpose and the same individual);
- ❑ SSAs: Special Service Agreements (SSA) are issued to procure temporary advisory expert consultancy services;
- ❑ Good opportunity to stay longer with the Organization

Internships/ JPO (before and after an interview)*

*To be treated as friendly suggestions and as ideas to reflect upon

Before

- Believe in your chances – **ALWAYS** believe in your chances
- Attention to detail (in your application)
- Invest time in applying for positions in which you are *really interested* and that *match your profile*
- Extremely good preparation for the interview
- Learn more about *the type of interview* you are about to take part in
- Show *enthusiasm* (during the interview)
- Emphasize your language skills (both in the application as well as in the interview)
- Do not compare yourself to others

After

- Deliver the *best quality product* in every task you receive
- Show a *proactive attitude* and be ready to *learn on the go* (a brief example)
- Show professionalism in everything you do
- Flexibility is key (a brief example)
- Prove yourself as a trustworthy professional
- Network (not as a purpose in itself)
- Make the best of your time aiming at learning and developing yourself
- Be ready to work more & hard, it is in your own interest
- Be kind to everybody around you

2021 – Onwards

- ☐ You are already in a good starting point (Diplomatic Academy)

(However, are excellent degrees sufficient? No, they are not)

- ☐ Explore as many working environments (public, private, IOs, NGOs, etc.) as possible to test what you would like to do
- ☐ Aim at constant personal development
- ☐ Aim at becoming better day by day

2021 – Onwards

- ❑ Network and stay in contact

(However, is networking sufficient? No, it is not)

- ❑ Aim at attracting attention only through the quality of your work and your professional attitude
- ❑ Develop your own plan for how you see your career, and try to *patiently* stick to it; be flexible in the ways you take this path
- ❑ Contact former DA alumni, and ask for *pertinent* advice

THANK YOU

<https://www.osce.org/>

<https://www.osce.org/oceea>

<https://elearning.osce.org/>

recruitment@osce.org