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Frequently Asked Questions for Direct Applications for Positions in Field Operations

1. Why is this Pilot Programme of Direct Applications for Seconded Positions in Field Operation launched?

- *In the past years, there have been several calls from the Chairmanships, the Secretary General and the participating States (pS) for enhancing the secondment system given the increasing difficulties to fill seconded positions with qualified candidates in a timely manner. While several pS have specific measures in place to sourcing, screening and providing candidates for international organizations, the majority do not have resources dedicated to this. The responsible personnel often have a number of other areas within their portfolio and have limited time and/or capacity to comprehensively process applications. Direct applications would allow the OSCE to leverage the same sourcing and screening processes as used for other categories of staff and to generate a higher number of candidates for further consideration by pS.*

2. What are the differences in the direct application pilot concept compared to the current normal recruitment procedures for seconded staff?

I am a national of a participating State, which is taking part in the Direct Application Project. What happens to my application?

- *Candidates eligible for the Direct Application Pilot MUST submit their applications via an alternate page for initial screening by the OSCE. Then, their applications will be submitted to the corresponding Secondment authorities for regular processing. The goal is to support participating States in identifying potential talent for Secondment opportunities.*
- *The Secondment Authorities of participating States taking part in the Project still have the final decision as to whether or not to support nominations.*

I am a national of a participating State, which is NOT taking part in the Direct Application Pilot. What happens to my application?

- *Candidates who are not eligible for the Direct Application Pilot still need to submit their application to the respective participating State for pre-selection. The*

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Secondment authorities are still the final responsible for supporting or not nominations.

3. Why are only certain vacancies subject to the Optional Pilot on Direct Applications?

- *Because certain vacancies have been identified as difficult to fill by the Missions in the past, they have been selected to participate in this project.*

4. Can I apply without informing or contacting my National Seconding Authority?

- *If you are a national of one of the 20 pS taking part in the Project, you are eligible to submit your application directly to the OSCE, without notifying your National Seconding Authority. However, please be advised that this is a Seconded Post and final nominations are subject to the approval of applicants' National Seconding Authority.*
- *If you are a national of a participating States NOT taking part in the project, all Secondment applications must be processed by providing information directly to the nominating authorities.*

5. How do I know that I can apply directly or if I have to apply via my National Seconding Authority?

- *If you are a national of Austria, Bulgaria, Canada, Georgia, Germany, Greece, Hungary, Ireland, Kyrgyzstan, Moldova, Monaco, Montenegro, San Marino, Serbia, Slovakia, Spain, Switzerland, Tajikistan, The Former Yugoslav Republic of Macedonia, United Kingdom, you are eligible to submit your application directly to the OSCE, using a designated link that can be found in the upper section of the vacancy notice in red.*
- *Non-eligible applicants who complete applications via the link will NOT BE CONSIDERED for processing.*

6. How will I be notified if I go further in the recruitment stages and if I am selected or not?

- *You will be notified by your National Seconding Authority after the Selection Process is completed. Please note that nomination of candidates is subject to the approval of their National Seconding Authority.*

7. Will applicants from eligible participating States receive special treatment in selection process?

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No. The purpose of the Direct Application Pilot is to submit potential candidates for consideration of participating States. It is still up to the participating States themselves to decide whether or not to nominate individuals. Pre-screening by the OSCE does not interfere with the participating State's decisions and consideration on Secondment issues.

8. Do I have to register/create a profile every time I wish to apply for a Direct Application vacancy?

- *No, please only register once to OSCE's iRecruitment. When you return to OSCE iRecruitment you will only need to login with your e-mail address and password. Should you not remember your e-mail address, please use the Contact Support link provided. Should you have forgotten your password, please use the "Reset Password" button on the homepage.*

9. I am having difficulties with my application. What could be the reasons?

This could happen for the following reasons:

- *Incomplete "My Profile": Some of the mandatory information required by the OSCE is incomplete and needs to be completed before you are able to apply;*
- *Already applied for the vacancy: You have already applied to this the vacancy. Should you have applied in error or the application is incomplete, please contact 911@osce.org to have the application removed;*
- *Vacancy deadline for applications has passed: The vacancy deadline for application ends as of 23.59 CET (Central European Time) on the deadline day.*
- *The system is not working: The OSCE's iRecruitment system undergoes regular maintenance during which the site is temporarily unavailable.*
- *To apply for any of the positions you must be a national of one of the 57 participating States. Further information on the participating States can be found under [here](#) .*

10. Who can I contact for more information or need for assistance?

- *Should you need any assistance or information on the Pilot Direct Application Project, you can contact us at Direct-application@osce.org*



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11. If my National Seconding Authority does not nominate my application, can I apply via Direct Application?

- *Unless you are a national of the 20 participating in the Direct Application Project Member States, your application can only be nominated by your National Seconding Authority.*

12. Why are only certain countries participating in the Direct Application Program?

- *Participation in The Direct Application Pilot Project is optional and it is at the discretion of the OSCE Member States whether to participate or not.*