



EMPLOYMENT MODALITIES AT THE OSCE



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

THE DIFFERENT TYPES OF EMPLOYMENT :

LOCAL

General
Service
(GS)

National
Professional
(NP)

INTERNATIONAL

Seconded (S)

Professional (P)
and Director (D)

CONTRACTED

SECONDED

CONTRACTED

** All of these positions can be either Fixed Term (FT) if they are for a duration longer than 6 months or Short Term Assignments (STA) if they are for a duration shorter than 6 months **

OTHER

- Junior Professional Officers (JPO)
- Special Service Agreements (SSA)
- Internships



PROFESSIONAL (P) & DIRECTOR (D)

International contracted staff members are appointed by the OSCE on a direct contractual basis.

- Entry-level Professionals (grades P1, P2)
- Middle-ranking Professionals (grades P3, P4)
- Management Professionals (grades P5, D)

REQUIREMENTS

Applicants are required to have a university degree, including several years of experience in a relevant field of expertise. Postgraduate specialization is necessary for a number of positions.

Note: If the position is located in a Field Operation, applicants **MUST NOT** have the nationality of the country where the position is located in.

HOW TO APPLY

Apply through the online application system.



NATIONAL PROFESSIONAL(NP)

National Professionals are appointed by the OSCE on a direct contractual basis.

- Entry-level Professionals (grade NP1)
- Middle-ranking Professionals (grades NP2 and NP3)

REQUIREMENTS

Applicants are required to have a university degree, including several years of experience in a relevant field of expertise. Postgraduate specialization is necessary for a number of positions.

Note: National Professionals **MUST** have the nationality of the country where the position is located in.

HOW TO APPLY

Apply through the online application system.



GENERAL SERVICE (GS)

General Service staff members are appointed by the OSCE on a direct contractual basis.

REQUIREMENTS

Applicants are required to have a good level of completed secondary education, supplementary courses related to the functions of the position and the commensurate number of years of relevant working experience.

HOW TO APPLY

Apply through the online application system.



SECONDED (S)

For seconded positions individuals are nominated by their respective OSCE participating State.

REQUIREMENTS

Applicants are required to have a university degree, including several years of experience in a relevant field of expertise. Postgraduate specialization is necessary for a number of positions.

HOW TO APPLY

Click on the Apply Online link, select your respective participating State and follow the application method shown.

- If your participating State is using the OSCE iRecruitment online system, the application will be directed electronically to your respective Ministry of Foreign Affairs and/or OSCE Delegation.
- If your participating State is not using the on-line method, you will be requested to contact your OSCE Delegation.

JUNIOR PROFESSIONAL OFFICERS (JPO)

First, there is a twelve-months period at the Secretariat followed by second twelve-months period in one of the OSCE field operations.

REQUIREMENTS

- Candidates should be under the age of 32.
- Completed first-level university degree in a field of study relevant to OSCE's mandate.
- Previous work experience in a relevant field.

HOW TO APPLY

Click on the Apply Online link, select your respective participating State and follow the application method shown.

- If your participating State is using the OSCE iRecruitment online system, the application will be directed electronically to your respective Ministry of Foreign Affairs and/or OSCE Delegation.
- If your participating State is not using the on-line method, you will be requested to contact your OSCE Delegation.



INTERNSHIPS

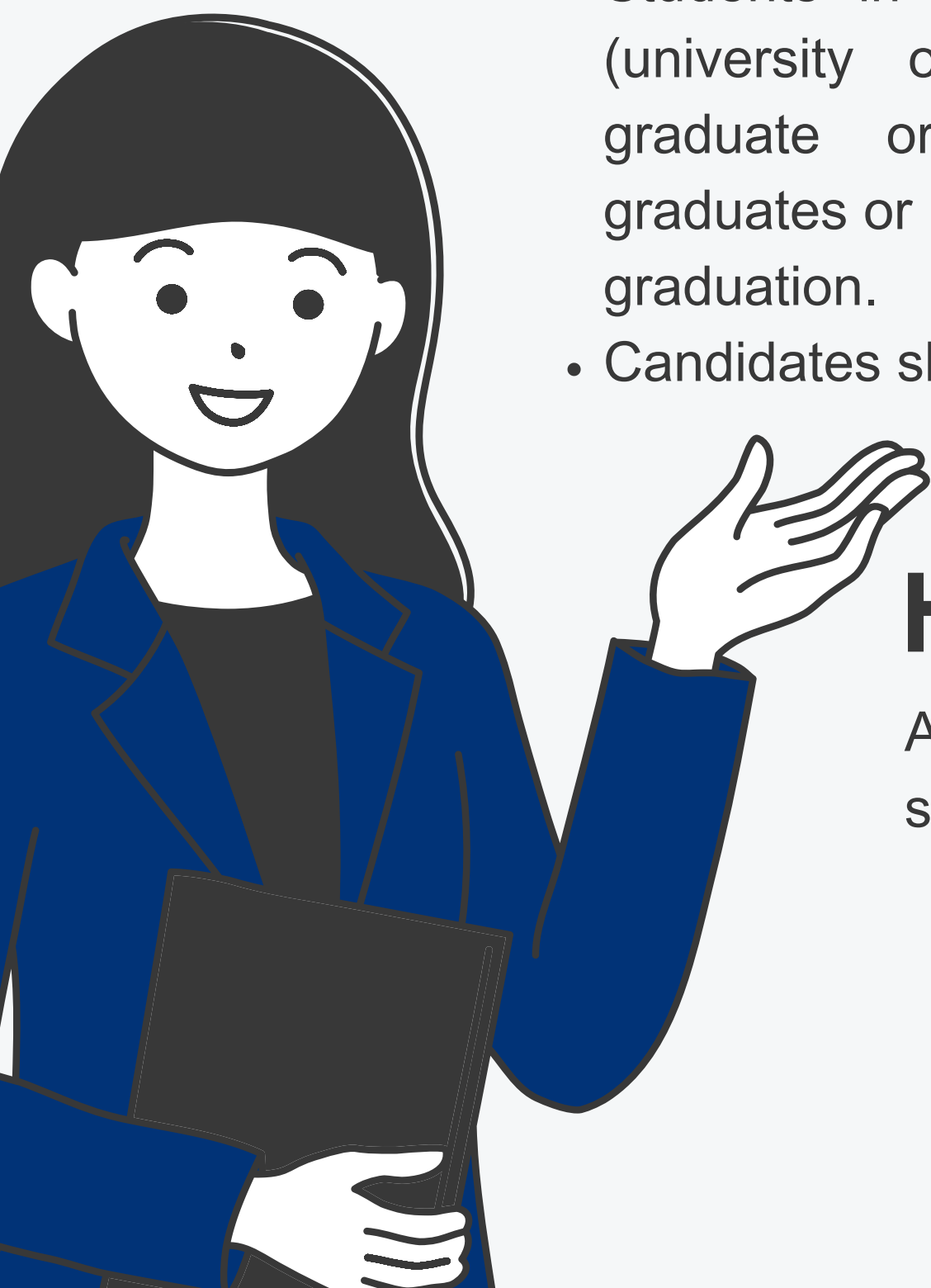
Internships usually last between two to six months and do not constitute a commitment to future employment with the OSCE. The aim of the programme is to expose interns to the work of the OSCE and to provide OSCE departments with qualified and specialized assistance in various professional fields.

REQUIREMENTS

- Students in the final year of higher education (university or other accredited institution) at graduate or postgraduate level; or recent graduates or postgraduates, i.e. within two years of graduation.
- Candidates should be under the age of 30.

HOW TO APPLY

Apply through the online application system.



SPECIAL SERVICE AGREEMENTS (SSA)

SSAs are contractual agreements with a duration that can vary from a few hours or pages, to 1 or 2 days, several weeks, and up to a maximum of 3 months. The purpose of these services is to offer advice, expert assistance, special skills, or knowledge that the regular staff of the OSCE cannot provide.

REQUIREMENTS

The requirements vary depending on the level of the nature of services.

HOW TO APPLY

Apply through the online application system.



**FOR MORE
INFORMATION:**

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

