

THE WEIRD AND WONDERFUL WORLD OF INTERNATIONAL ORGANIZATIONS (IOs)

WHAT IS AN INTERNATIONAL ORGANIZATION?

Intergovernmental organizations or international government organizations (IGOs) are organizations established by treaty with members who are either sovereign states or other IGOs. There are a wide variety of IGOs spanning the globe that differ in function, membership and goals. These include global organizations (like the UN), regional organizations (like ECOWAS, the Economic Community of West African States), economic organizations (like the IMF) and organizations based on a cultural, linguistic, ethnic, religious or historical nexus.

International tribunals are formed by treaties between nations or under the authority of an international organization like the United Nations. Some international tribunals are IGOs, and they can either be permanent (like the Permanent Court of Arbitration) or *ad hoc* (like the International Criminal Tribunal for the former Yugoslavia). International tribunals do not include courts that arise under national authority.

Careers with IOs can vary tremendously, with many exciting opportunities for law students and lawyers interested in an international public interest career.

SKILLS, KNOWLEDGE AND EXPERTISE

It can be very useful for students to identify the skills and qualifications frequently required by target IOs. Job descriptions can serve as a guideline for resume building and professional development. Some of the skills that are frequently required are:

- **Flexibility and versatility** – A career working for IOs often involves significant uncertainty and can require taking on short-term positions, especially in the early stages of a career. Flexibility is necessary in terms of life planning and geography.
- **Focus and expertise** – It is important to develop a focus – regional and/or topical – that ties together experiences, skills and interests. Applicants need demonstrable expertise in that area of focus (e.g., environmental law, indigenous rights, intellectual property, sub-Saharan Africa). For this career path, strong grades are important. Another option to consider to develop expertise is an LLM program, which is valued highly by certain IOs (e.g., the World Bank).
- **Scholarship** – It can be extremely helpful to publish in a relevant area. Scholarship demonstrates writing skills and expertise, and can help with networking through attendance at conferences related to the work. A number of blogs, including the International Law Observer, the International Law Reporter and Faculty Lounge: International Law, post information on conferences and calls for papers.
- **Research, writing and analysis skills** – These are some of the most important skills in this field. It is important to have experience researching and writing varied types of documents (e.g., reports, press releases, letters and legal documents) for various audiences (e.g., government entities, the press and the public).
- **Fieldwork** – IO employees are commonly expected to have some experience working abroad, usually in a developing country. Fieldwork prior to law school is helpful, although a legal internship abroad is preferred if possible.

- **Language skills** – Language skills are critical in this field, but not always absolutely necessary. If an applicant has a regional focus, it is helpful to speak one of the languages used in that region. If not, the 5 UN languages are the most useful (Arabic, Chinese, French, Russian and Spanish). While fluency is preferred, any level of skill can be useful.
- **Professionalism** – IOs are often large, bureaucratic organizations that can be quite formal. Experience working in a professional environment (e.g., a law firm or corporation) can be helpful.
- **Non-legal skills** – IO careers are increasingly interdisciplinary. Non-legal expertise (e.g., political science, quantitative data analysis, diplomacy) is very valuable.

WHAT TO DO IN LAW SCHOOL

- **Academics** – Students interested in this field should take international law classes in their area of focus and/or classes on global institutions and dynamics. Students should also consider taking law courses in their area of interest in the domestic context, such as environmental or criminal law, as well as interdisciplinary courses like global health or international development. Clinics related to international law or an area of focus are also very useful. It is important to form relationships with professors in the field of international law, for example through RA positions.
- **Summer and term-time internships** – Both summer and term-time internships can help develop skills, expertise and connections for a post-graduate job search. Some IOs restrict full-time hiring after an internship (i.e., there can be a waiting period before you are eligible to apply for a job). Students should be selective about IO internships, which can vary greatly in quality depending on the department and supervisor.
- **Law school activities** – Membership, participation and leadership in student groups and student activities can help develop expertise, make connections and improve skills. Students should participate in relevant journals, moot court competitions and writing competitions.
- **Language study and study abroad** – It is important to take advantage of opportunities to improve language skills and live abroad, for example through exchange programs.
- **Professional groups** - Membership in relevant professional groups provides opportunities for networking and professional development. For example, the American Society of International Law, the ABA section on international law, state or city bars (which may have committees or sections related to international law), the International Society of Public Law or the UN Association of the United States of America.

ENTRY-LEVEL HIRING

There is limited permanent, entry-level hiring at IOs, the hiring processes can be opaque, and sometimes an LLM degree is preferred. Thus, perseverance, flexibility and networking are critical. The most common entry points are the following:

- **Young Professional Programs** – YPPs are entry-level jobs – often two-year contracts – at various IOs (e.g., UN Secretariat organizations, UNESCO, UNICEF, UNHCR, certain development banks, World Bank, OECD). These positions often have age limits, strict language and experience requirements, and can be limited to citizens of certain countries, usually under-represented member states. These programs are extremely competitive, and the selection process is lengthy.

- **Junior Professional Officer / Associate Expert Programs** – JPOs/AEs are sponsored by certain member states of an IO. The United States participates in a number of JPO/AE programs, including with the UN Secretariat organizations, the Food and Agriculture Organization, the International Atomic Energy Agency, the International Organization for Migration, the UN High Commissioner for Refugees, and the World Food Program. Positions are advertised on an ad hoc basis, and these programs are very competitive.
- **UN Volunteer Program** – For those interested in the UN, the UNV program is an excellent entry point. Volunteers frequently work in development assistance, peacekeeping and humanitarian positions in developing countries. Despite its name, UNV positions can be relatively lengthy (6 months or more) and participants receive a generous stipend and other benefits.
- **Contract and Consulting Work** – Short-term contract or consulting work postings can be labeled “Temporary Vacancy Announcements,” “Consultancies,” “Short Term Contracts,” “Experts,” “Project Vacancies,” etc. Networking is critical, since these positions are not always posted and are based primarily on word-of-mouth. It is important to have a demonstrable expertise in the relevant area. While taking a temporary position may be stressful, they are often excellent entry points that enable consultants to apply for internal vacancies, make good contacts and prove themselves to potential employers.
- **Law Firms** – Many lawyers transition from law firms to IOs after receiving strong training and developing expertise in a relevant practice area (e.g., project finance, FCPA, intellectual property, environmental law, international arbitration). If working at a law firm, it is important to continue to network and choose a practice area related to the work of the IO.
- **Federal Government** – Many federal government jobs (e.g., State Department, Office of the U.S. Trade Representative, USAID) provide excellent training for jobs within IOs. In addition, federal employees may be eligible to be detailed or transferred to an IO for periods of up to 5 or 8 years.

UN HIRING

- **Structure** –The attached “UN organogram” sets out the complex structure of the organs with the UN.
- **Job postings** - Within the UN system, job postings for all UN Secretariat agencies (e.g., Office of the High Commissioner for Human Rights, Office of Legal Affairs, and Department of Peacekeeping Operations) are posted through the Inspira system. Non-Secretariat UN agencies (e.g., UNDP, UNHCR, UNICEF, UN Women) have their own job websites. Further, many IOs have field offices, some of which have region- or country-specific websites where jobs are posted that do not appear on the central website. While some jobs are only posted internally, posted jobs are not always really available – sometimes the entity is required to post a job even if they have an internal candidate in mind.
- **UN Secretariat YPP** –The UN YPP exam is offered annually in certain fields for nationals of certain countries, but the nationalities and fields change each year. In recent years, Americans have sometimes been eligible to sit for the exam in Legal Affairs, Political Affairs and Human Rights. The deadline to apply is usually in the summer and should be monitored closely. The examination process for the UN Secretariat YPP is incredibly competitive and can take up to two years to be completed.
- **Rostering** – UN agencies are increasingly using rosters when hiring for more advanced positions. In some instances, including for many field office positions, hiring managers are only permitted to consider candidates who are already on a roster. There are two main ways to get “rostered.” Occasionally, the UN will post generic vacancies for a particular job family (e.g., Legal Affairs or Human Rights) on its careers website. By applying to one of these announcements and successfully completing an examination and interview, applicants can be placed on a roster. In addition, candidates who apply to a specific vacancy and are short-listed or offered a position (again after a written examination and interview) may be rostered for other positions of that type.

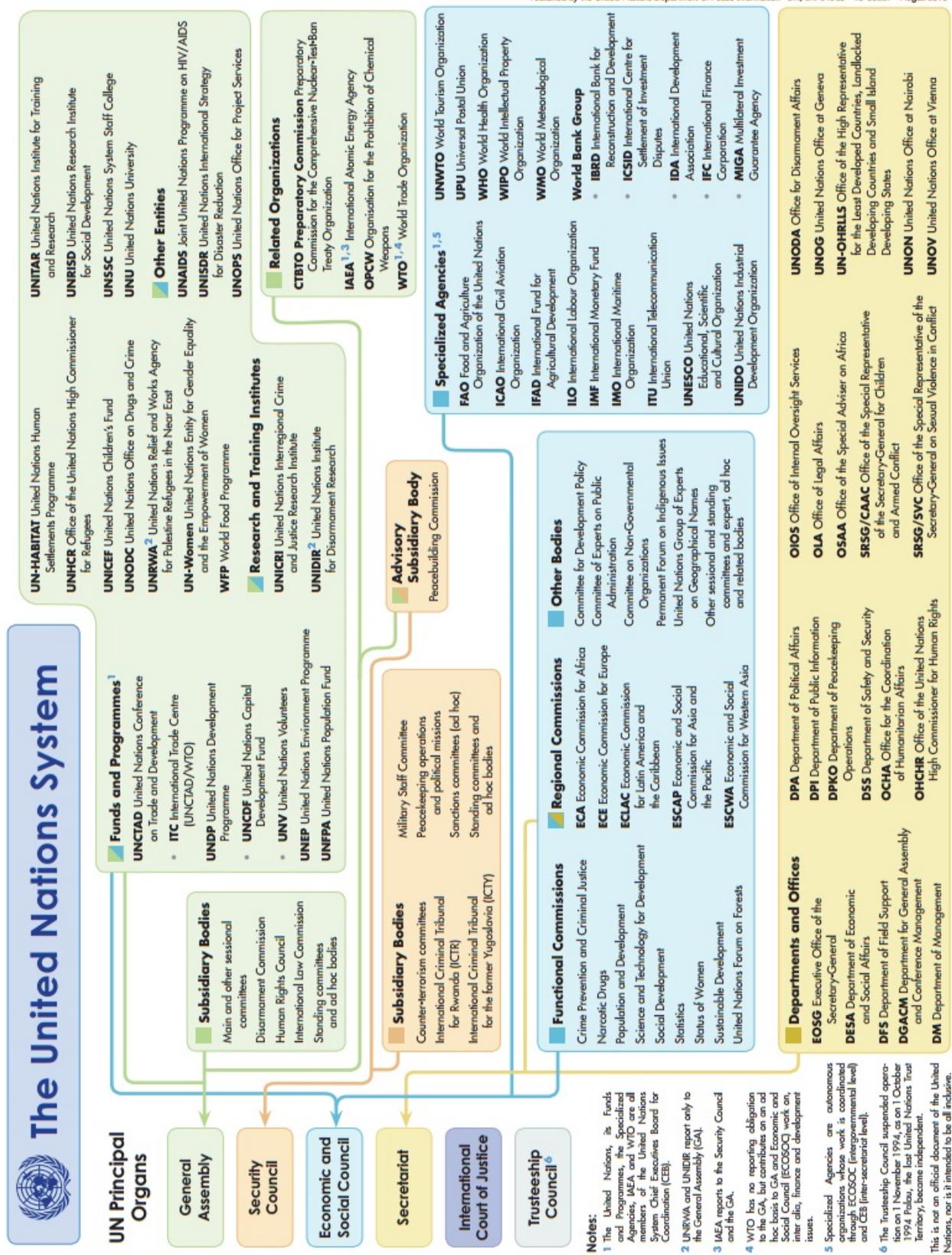
HELPFUL RESOURCES

Resource	Description
Careers in International Law: A Guide to Career Paths in International Law (2013-2014)	ASIL book on international law careers, which includes lists of fellowships, internships, moot court competitions and writing competitions
https://www.law.yale.edu/student-life/career-development/students/career-guides-advice	Yale Law School Handbook: Opportunities with International Tribunals and Foreign Courts
http://libguides.northwestern.edu/IO	Comprehensive list of IGOs
http://sociology.emory.edu/faculty/globalization/IO.html	Links to IGO websites
http://iocareers.state.gov/Main/Home	State Department website on IGO careers (including job postings and lists of internships, YPP and JPO programs)
http://www.jposc.undp.org/content/jposc/en/home.html	JPO Service Center through the UNDP with information about various JPO programs
http://www.unsceb.org/content/un-system	Index of links to UN organizations and related organizations
https://careers.un.org	UN careers website with Secretariat job postings, and links to UN job programs
http://www.unv.org/	UN Volunteers website
https://www.asil.org/classified/174	IGO openings posted on the American Society of International Law

SELECTED IO ENTRY-LEVEL OPPORTUNITIES

<p style="text-align: center;">Agency Fellowship Website Address</p>	<p style="text-align: center;">City</p>	<p style="text-align: center;">Last Known or Current Deadline</p>	<p style="text-align: center;">Practice Area</p>
<p>African Development Bank <i>Young Professionals Program</i> www.afdb.org/en/careers/young-professionals-program-ypp/</p>	<p style="text-align: center;">Africa</p>	<p style="text-align: center;">Check website for updates</p>	<p style="text-align: center;">International Development</p>
<p>Asian Development Bank <i>Young Professionals Program</i> www.adb.org/site/careers/adb-young-professionals-program</p>	<p style="text-align: center;">Mandaluyong City, Philippines</p>	<p style="text-align: center;">Recruitment for 2016 began February 2016 through March 2016</p>	<p style="text-align: center;">International Development</p>
<p>Food and Agricultural Organization for the United Nations <i>Junior Professional Programme</i> www.fao.org/employment/opportunities-for-young-talents/junior-professional-programme/en/</p>	<p style="text-align: center;">Various</p>	<p style="text-align: center;">Various, apply online</p>	<p style="text-align: center;">International Development, Human Rights</p>
<p>Inter-American Commission on Human Rights <i>Romulo Gallegos Fellowship</i> www.oas.org/en/iachr/employment/fellowships.asp (NB: the Inter-American Commission also has other fellowships which are not always navigable from its website – search beca or fellowship from the home page. And see also www.educoas.org for more fellowships in the Inter-American system.)</p>	<p style="text-align: center;">Washington, D.C.</p>	<p style="text-align: center;">October 29, 2014. Currently no openings. Check website for updates</p>	<p style="text-align: center;">Human Rights</p>
<p>Inter-American Development Bank <i>Research Fellows Program</i> www.iadb.org/en/careers/research-fellows-program.1359.html</p>	<p style="text-align: center;">Various</p>	<p style="text-align: center;">Various; check website for openings</p>	<p style="text-align: center;">International Development</p>
<p>Inter-American Development Bank <i>Young Professionals Program</i> www.iadb.org/en/careers/young-professionals-program.1358.html</p>	<p style="text-align: center;">Various</p>	<p style="text-align: center;">Selection takes place in February/March for an entrance on duty May/June 2016. Next applications start June 2016</p>	<p style="text-align: center;">International Development</p>
<p>OECD <i>Young Professionals Programme</i> www.oecd.org/careers/oecdyoungprofessionalsprogramme.htm</p>	<p style="text-align: center;">Paris, France</p>	<p style="text-align: center;">Applications will open Fall 2016; sign up on website to receive email alert</p>	<p style="text-align: center;">International Law</p>
<p>Permanent Court of Arbitration <i>PCA Fellowship Program</i> www.pca-cpa.org/en/about/employment/fellowship-program/</p>	<p style="text-align: center;">The Hague, The Netherlands</p>	<p style="text-align: center;">September 1, 2015 and May 1, 2016</p>	<p style="text-align: center;">Arbitration</p>

<p style="text-align: center;">Agency Fellowship Website Address</p>	<p style="text-align: center;">City</p>	<p style="text-align: center;">Last Known or Current Deadline</p>	<p style="text-align: center;">Practice Area</p>
United Nations <i>Young Professionals Programme</i> www.careers.un.org/lbw/home.aspx?viewtype=NCE	Various International	August 17, 2014	International Law, Human Rights
UNDP <i>Leadership Development Programme (LEAD)</i> http://www.undp.org/content/undp/en/home/operations/jobs/leadership_developmentprogrammelead/	Various International	On hold for current year; check website for updates	International Development, International Law
UNESCO <i>Young Professionals' Programme</i> http://en.unesco.org/careers/young-professional	Various International	Check website for updates	International Law, Human Rights
UNHCR <i>Entry-level Humanitarian Professional Programme</i> www.unhcr.org/pages/51d548d36.html	Various International	Check website for vacancies	International Development, Refugee Protection
UN High Commission for Human Rights <i>Indigenous Fellowship Program</i> www.ohchr.org/EN/Issues/IPeoples/Pages/IFP.aspx	Geneva, Switzerland	April 30, 2016	Human Rights
UNICEF <i>New and Emerging Talent Initiative</i> www.unicef.org/about/employ/index_74609.html	Various International	Applications will launch soon	International Development, Human Rights
World Bank <i>Legal Analyst Program</i> www.worldbank.org/jobs	Various International	Deadline usually December each year. Check website in November / December	International Development



The United Nations System

UN Principal Organs

- General Assembly**
- Security Council**
- Economic and Social Council**
- Secretariat**
- International Court of Justice**
- Trusteeship Council**

UN-HABITAT United Nations Human Settlements Programme
UNHCR Office of the United Nations High Commissioner for Refugees
UNICEF United Nations Children's Fund
UNODC United Nations Office on Drugs and Crime
UNRWA² United Nations Relief and Works Agency for Palestine Refugees in the Near East
UN-Women United Nations Entity for Gender Equality and the Empowerment of Women
WFP World Food Programme

UNITAR United Nations Institute for Training and Research
UNRISD United Nations Research Institute for Social Development
UNSSC United Nations System Staff College
UNU United Nations University

Other Entities
UNAIDS Joint United Nations Programme on HIV/AIDS
UNISDR United Nations International Strategy for Disaster Reduction
UNOPS United Nations Office for Project Services

Specialized Agencies^{1,5}
FAO Food and Agriculture Organization of the United Nations
ICAO International Civil Aviation Organization
IFAD International Fund for Agricultural Development
ILO International Labour Organization
IMF International Monetary Fund
IMO International Maritime Organization
ITU International Telecommunication Union
UNESCO United Nations Educational, Scientific and Cultural Organization
UNIDO United Nations Industrial Development Organization

World Bank Group
 • **IBRD** International Bank for Reconstruction and Development
 • **ICSID** International Centre for Settlement of Investment Disputes
 • **IDA** International Development Association
 • **IFC** International Finance Corporation
 • **MIGA** Multilateral Investment Guarantee Agency

Related Organizations
CTBTO Preparatory Commission for the Comprehensive Nuclear-Test-Ban Treaty Organization
IAEA^{1,3} International Atomic Energy Agency
OPCW Organisation for the Prohibition of Chemical Weapons
WTO^{1,4} World Trade Organization

UNWTO World Tourism Organization
UPU Universal Postal Union
WHO World Health Organization
WIPO World Intellectual Property Organization
WMO World Meteorological Organization

Regional Commissions
ECA Economic Commission for Africa
ECE Economic Commission for Europe
ECLAC Economic Commission for Latin America and the Caribbean
ESCAP Economic and Social Commission for Asia and the Pacific
ESCWA Economic and Social Commission for Western Asia

Functional Commissions
 Crime Prevention and Criminal Justice
 Narcotic Drugs
 Population and Development
 Science and Technology for Development
 Social Development
 Statistics
 Status of Women
 Sustainable Development
 United Nations Forum on Forests

Other Bodies
 Committee for Development Policy
 Committee of Experts on Public Administration
 Committee on Non-Governmental Organizations
 Permanent Forum on Indigenous Issues
 United Nations Group of Experts on Geographical Names
 Other sessional and standing committees and expert, ad hoc and related bodies

Departments and Offices
EOSG Executive Office of the Secretary-General
DESA Department of Economic and Social Affairs
DFS Department of Field Support
DGACM Department for General Assembly and Conference Management
DM Department of Management

Regional Commissions
DPA Department of Political Affairs
DPI Department of Public Information
DPKO Department of Peacekeeping Operations
DSS Department of Safety and Security
OCHA Office for the Coordination of Humanitarian Affairs
OHCHR Office of the United Nations High Commissioner for Human Rights

Other Bodies
OIOS Office of Internal Oversight Services
OIA Office of Legal Affairs
OSAA Office of the Special Adviser on Africa
SRSB/CAAC Office of the Special Representative of the Secretary-General for Children and Armed Conflict
SRSB/SVC Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict

UNODCA Office for Disarmament Affairs
UNOG United Nations Office at Geneva
UN-OHRLLS Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States
UNON United Nations Office at Nairobi
UNOV United Nations Office at Vienna

Notes:

- The United Nations, its Funds and Programmes, Specialized Agencies, and the members of the United Nations System, Chief Executives Board for Coordination (CEB).
- UNRWA and UNIDIR report only to the General Assembly (GA).
- IAEA reports to the Security Council and the GA.
- WTO has no reporting obligation to the GA, but contributes on an ad hoc basis to GA and Economic and Social Council (ECOSOC) work on, inter alia, finance and development issues.
- Specialized Agencies are autonomous organizations whose work is coordinated through ECOSOC (intergovernmental level) and CEB (inter-secretariat level).
- The Trusteeship Council suspended operation on 1 November 1994, as on 1 October 1994 Palau, the last United Nations Trust Territory, became independent. This is not an official document of the United Nations, nor is it intended to be all inclusive.