



UNHCR

United Nations High Commissioner for Refugees
Haut Commissariat des Nations Unies pour les réfugiés

Call for applications for General Service positions – Group 2 candidates

This is an open call for applications for UNHCR Group 2 candidates for General Service positions. Successfully screened candidates will be given access to apply to internally advertised GS positions with the Copenhagen Global Service Centre.

The creation of Group 2 for General Service staff - What is Group 2?

UNHCR uses candidate groups in the recruitment for General Service positions. Group 2 is a candidate pool consisting of people who fall under the categories below, with one year of continuous or cumulative service in UNHCR/UNⁱ in the country of the vacancy.

- Currentⁱⁱ locally recruited UNHCR staff members holding a Temporary Appointment
- Former locally recruited UNHCR staff members who held an indefinite or fixed-term appointment (within 2 years of separation for males and 5 years for females)
- National UNOPS (LICA) and Individual Contractors currently working for UNHCR
- Current UNHCR General Service staff members holding an indefinite or fixed-term appointment applying to a position two grades above the staff member's personal grade
- Current UNHCR staff members in the International Professional category holding an indefinite or fixed-term appointment
- Current locally recruited female staff members from other UN system organizations holding the equivalent of an indefinite or fixed-term appointmentⁱⁱⁱ

Group 2 status is valid for three years, during which candidates will be given access to apply for internal GS vacancies in Copenhagen.

How to express interest and get into Group 2?

Interested candidates should submit their general application to this call for applications. Please download and fill in the [PHF Form / Supplementary Sheet](#) (Personal History Form and its supplementary pages, if applicable) and submit it to the Human Resources Unit, Centre Management Section: dencocmuhr@unhcr.org. Please indicate "Group 2 Candidate" and your name in the subject of the email.

What are the other Groups?

Based on eligibility candidates for vacancy announcements in the GS category are divided in Group 1, Group 2 and external candidates. Group 1 consists of current GS staff members with UNHCR Copenhagen who hold an indefinite or fixed-term appointment and are granted priority consideration in the recruitment/assignment process. Group 2 are candidates mentioned above. All other candidates who do not fall under Group 1 and Group 2 are considered external candidates.

ⁱ Cumulative experience can also be a combination of categories. Breaks in service of three months or less do not impact the qualifying period.

ⁱⁱ Current means at the time of application for the open call.

ⁱⁱⁱ In addition, current National United Nations Volunteers and UNHCR National Professional Officers holding an indefinite or fixed-term appointment are also considered Group 2