



OneHR

United Nations Global Center for Human Resources Services



Operating as one



The UN Secretary-General has set an imperative to ensure that the UN System emphasizes collaboration, efficiency and results as enablers for the 2030 Agenda for Sustainable Development.

The envisaged UN reforms will mean new ways of doing business for human resources. OneHR is responding to the challenge by offering consolidated services and greater transparency and incubating innovative solutions.



Partners





What is OneHR?

One HR is a network of UN organizations working together to offer advisory services for cost effective and risk-informed acquisition and management of talent across the UN System.



Talent Management Services

OneHR provides organization design, job classification and reference checking services. All administrative decisions remain with the client organization, within its existing Accountability Framework.



Global Network

OneHR is a virtual network of specialized HR professionals providing services under a common operational umbrella. The OneHR network has an administrative hub in Bonn, Germany through its host organization UNDP/UNV.



Co-Designed Platform

The operating model of OneHR is the effort of several UN organizations under the sponsorship of the CEB HR Network. All services, SOPs, policies, and business requirements have been defined by this inter-agency team, who now serves as the OneHR Client Advisory Board.



IT Enabled

OneHR is the product of collaboration between IT leaders and business process owners since its inception.

Services



Job classification services



Job classification

Job evaluation/analysis and recommendation of grade level based on the ICSC evaluation tool



Organizational design services

Organizational design, knowledge management services, office reviews.



Reference verification services



Basic reference verification package

Employment and academic record verification, qualitative reference checks and UN Databases verification

Employment record verification

Confirmation of employment, job titles, dates of employment and disciplinary measures.

Academic record verification

Verification of academic credentials & accreditation of academic institutions.

Qualitative reference check

Verification of knowledge, skills, competencies and ethics by professional references.

UN Databases verification

- › Sexual Exploitation and Abuse (SEA) for former UN personnel
- › Sexual Harassment Database for serving/former UN personnel (under development)
- › Security Council Sanctions List



What are the service arrangements?

Service	Description	KPI (business days)
Job classification	Individual job classification	1-2 days
	Individual Fast -Track classification	Up to 1 day
	Organizational design services	On demand
Basic reference verification (per candidate)	Employment record verification (10 previous years) Academic record verification (required qualifications) Qualitative reference checks (3 professional references) UN Databases verification <ul style="list-style-type: none">› Sexual Exploitation and Abuse (SEA) former UN personnel› Sexual Harassment database for serving/former UN personnel (<i>under development</i>)› Security Council Sanctions List	15 days
Expanded reference verification	Sexual Exploitation and Abuse (SEA) investigation	30 days
	Other reference services (TBD)	On demand



What are the benefits of working with OneHR?

Organizations that participate in One HR derive the following benefits

Leverage and access

Combining our resources and technical know-how allows us to innovate at scale; Sharing data and resources enables solutions; Access to job and personnel databases

Partnership

OneHR can serve as a common interlocutor to partnering organizations (e.g. Interpol)

Focus

Ability to shift existing resources to higher-value adding work / focus on core business.

Assurance and risk management

Services are provided by Specialists, equipped with knowledge resources, support networks, and powerful analytical tools and resources. OneHR facilitates adherence to new System-wide requirements (SEA check, etc.)

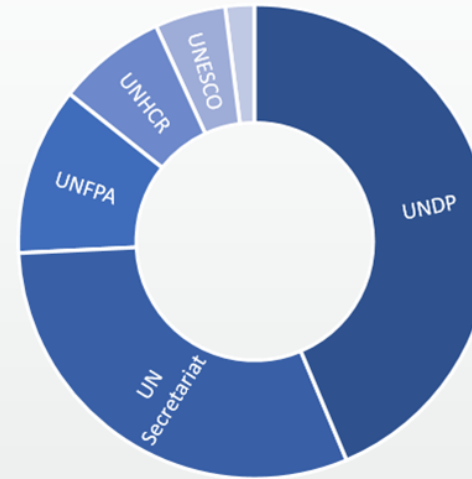




What is the status of OneHR?

OneHR was launched in January of 2018

- The OneHR network is live and delivering services. It is essentially a UN start up
- Additional organizations are being phased in, as per mutually agreed operational schedules



ORGANIZATION:	JC:	EC:	CONTRIBUTION:
1 UNDP	●	●	IN KIND
2 UNFPA	●	●	CASH
3 UNSEC./DFS	●	●	IN KIND
4 UNHCR	●	●	IN KIND
5 UNFCCC	●	●	
6 UNESCO	●	●	
7 IFAD			
8 FAO			
9 UNRWA			
10 WFP			
11 UNICEF			
12 ICAO			
13 CPCW			
14 WHO	●	●	
15 UN Women			

OneHR has an established network capacity

- Capacity is currently located multiple duty stations and home-based locations
- A shared roster of consultants is activated through a common Long Term Agreement



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