

International Public Service Skills

A Sample of Skills and Competencies Called for in International Public Service Employment Announcements

<i>Skills/Competency Categories</i>	<i>Number of Mentions</i>	<i>As Percentage of Total Jobs Listings</i>
<i>Technical and Sectoral Expertise and Experience</i>	420	77.1
<i>Management and Leadership</i>	226	41.5
<i>Project and Program Planning and Implementation</i>	312	57.2
<i>Financial Management and Budgeting</i>	119	21.8
<i>Language Proficient Required or Recommended</i>	142	26.1
<i>Monitoring and Evaluation</i>	75	13.8
<i>Fundraising</i>	87	16.0

Total number of announcements=542

*Taken from *Brinkerhoff, D. and J. Brinkerhoff, (2005). Working for Change: Making a Career in International Public Service. Bloomfield, CT: Kumarian Press.*

Important Factors in Advancing a Career in International Peace and Conflict Resolution

<i>Category</i>	<i>Response Percent</i>	<i>Response Total (55 Total Respondants)</i>
<i>Related Work Experience</i>	86%	47
<i>Overseas Experience</i>	76%	42
<i>Cultural Knowledge</i>	75%	41
<i>Fluency in Languages</i>	67%	37
<i>Graduate Degree</i>	62%	34
<i>Project Management Experience</i>	58%	32
<i>Grant Writing Skills</i>	42%	23
<i>Undergraduate Degree</i>	40%	22
<i>Other</i>	27%	15
<i>Conflict Resolution Certificate</i>	22%	12

*Taken from *Zelizer, C & L. Johnston (2005) Skills, Networks & Knowledge: Developing a Career in International Peace and Conflict Resolution, Alliance For Conflict Transformation*

Minimum Requirements:

Standard is graduate degree and 1 year of overseas professional experience

General Skills

- Knowledge of geography, histories and cultures of regions
- Language Skills
- How the system works in the region
 - Players, Process of decision making, How programs are designed, developed
- Vocabulary of the Industry
- How the Industry Functions
- Communication Skills
 - Public Speaking
 - Writing
- Public Relations Skills
- Compute Skills
- Time Management Skills

Technical Skills

- Basic understandings of: economics, budgeting, financial management, planning and evaluation, policy analysis, performance measurement and management
- Process tools: facilitation, negotiation, conflict resolution
- Sector Skills, i.e. family planning, health, food security, agriculture
- Development skills, i.e. fund raising (proposal writing) development education, advocacy
- Evaluation, i.e. research methods, survey design
- Management Skills

People Skills

- Relationship Management, i.e. Communication, conflict management, networking, team skills, leadership
- Self-Awareness, reflective practice
- Self-Management, i.e. self-control, adaptability, self-motivation
- Social Awareness, i.e. empathy, listening skills