



PEOPLE SUFFERING IN WAR NEED YOUR SKILLS

**WORK FOR THE ICRC**

IN BRIEF



ICRC

Are you a highly motivated professional who is passionate about humanitarian work?

At the International Committee of the Red Cross (ICRC), we are looking for people who are committed, compassionate and pragmatic – committed enough to do what it takes to help the victims of armed conflict and other violence; compassionate enough to listen to each person’s story as if it were for the first time; pragmatic enough to take a step back and still take hard decisions quickly under pressure.

We work closely with communities to understand and meet their needs, using our experience and expertise to respond quickly, effectively and without taking sides. People know they can count on us to carry out a range of life-saving activities in conflict zones, including: supplying food, safe drinking water, sanitation and shelter; providing health care; and helping to reduce the danger of landmines and unexploded ordnance. We also reunite family members separated by conflict, and visit people who are detained to ensure they are treated properly.

We provide our staff with the opportunity to work in diverse teams around the world and apply their skills in the field to make a genuine difference. If this sounds like the kind of job for you, please read on.



S. Tarabish/ICRC

## MORE INFORMATION

[www.icrc.org/jobs](http://www.icrc.org/jobs)

[www.youtube.com/icrc](http://www.youtube.com/icrc)

(select the “Working for the ICRC” playlist)

@icrc

#ICRCcareers

#LifeAtICRC

#WeAreICRC





J. Arredondo/CRC

## **WE HAVE OPPORTUNITIES ABROAD FOR DELEGATES IN:**

- Protection
- Detention
- Communication
- Cooperation

## **AND IN SPECIALIST AREAS, SUCH AS:**

- Liaising with police and armed forces
- Dealing with landmines and unexploded ordnance (weapon contamination)
- Forensic science
- Prison system advisory



## AND ... ENGINEERING

- Architect
- Geologist / Hydrologist
- Civil and structural engineer
- Electro-mechanical engineer
- Environmental engineer

## ECONOMIC & FOOD SECURITY

- Agronomist
- Economist
- Nutritionist
- Veterinarian



## HEALTH CARE

### Hospital Services

- Medical doctor
- Specialist doctor (general/trauma surgeon, orthopaedic surgeon, anaesthesiologist, emergency room specialist, paediatrician, obstetrician & gynaecologist, etc.)
- Nurse / Midwife
- Specialist nurse (operating theatre nurse, paediatric nurse, emergency room nurse, intensive care unit nurse, teaching nurse, etc.)
- Hospital administrator
- Hospital project manager
- X-ray technician
- Laboratory technician
- Pharmacist
- Medical equipment specialist
- Physiotherapist

### Primary Health Care

- Health delegate (doctor or nurse with a background in public health)

### Health Care in Detention

- Detention doctor and nurse

### Physical Rehabilitation Programmes

- Physiotherapist
- Orthotist-prosthetist

### Mental Health & Psychosocial Programmes

- Psychologist
- Psychiatrist

### First Aid and Prehospital Emergency Care

- First aid and prehospital emergency care delegate



N. D. Kato/ICRC



T. Gassmann/ICRC

## SUPPORT STAFF

- Finance and administration manager
- Human resources manager
- Bilingual assistant (French and English)
- Interpreter (Amharic, Arabic, Bengali, Farsi/Dari, Hausa, Hindi/Urdu, Khmer, Kirundi, Kinyarwanda, Pashto, Peulh, Sinhalese, Somali, Swahili, Tamil, Tamasheq, Tigrinya, etc.).
- ICT system engineer
- Data administrator

## SUPPLY CHAIN & LOGISTICS MANAGEMENT

- Logistics specialist
- Medical logistician
- Supply chain manager
- Purchaser
- Fleet and workshop manager
- Air operations manager

In line with the ICRC's Fundamental Principle of neutrality, we do not send staff members to countries of which they are nationals.

## PROFILE OF CANDIDATES FOR DELEGATE POSITIONS

### You:

- are prepared to accept unaccompanied assignments (i.e. no spouse, partner, children or dependents) for the first 24 months;
- are willing to live and work wherever the ICRC decides to send you;
- have a bachelor's degree or equivalent;
- have two years' post-graduate professional experience;
- have voluntary or humanitarian experience;
- have experience of living abroad;
- are fluent in English and two of the following languages: Arabic, Russian, French, Spanish;
- are willing to work under pressure in a potentially dangerous environment;
- have a driving licence for manual transmission vehicles and are able to drive such vehicles unaccompanied in unfamiliar terrain;
- have a well-balanced personality;
- are willing to assume responsibility and work autonomously;
- have analytical and organizational skills;
- are able to work as part of a team;
- have strong communication skills;
- are able to work in a multicultural environment with multidisciplinary teams;
- are flexible, able to adapt and react appropriately;
- are beneficiary- and client-focused.

Team and project management experience is an asset.





## PROFILE OF CANDIDATES FOR SPECIALIST POSITIONS

### You:

- are ideally at least 25 years old;
- are prepared to accept unaccompanied assignments (i.e. no spouse, partner, children or dependents) for the first 24 months;
- are willing to live wherever the ICRC decides to send you;
- have a bachelor's degree or equivalent;
- have three to five years' post-graduate experience in your area of expertise;
- are fluent in English – knowledge of French/Arabic/Russian\* is an asset but not required (depends on specialization and professional experience);
- have a driving licence for manual transmission vehicles and are able to drive such vehicles unaccompanied in unfamiliar terrain;
- have a well-balanced personality;
- are tolerant, willing to work in a team and open-minded;
- are able to cope with difficult situations and work under pressure;
- are willing to assume responsibility.

\*Other languages may be an asset (please see the ICRC's website).



J. Torgomik/ICRC

## BENEFITS

- Opportunity to make a genuine difference on the ground by applying your skills to humanitarian work.
- Opportunities to develop your career and grow your skills, both institutional (management, negotiation, etc.) and personal (depending on your talent pool and your needs).
- Competitive employment package (pension plan, salary paid 13 times per year, possible annual performance bonus).
- Holiday leave: at least five weeks' paid leave per year pro rata.
- Additional leave (R&R) and/or financial support for hardship assignments.
- Financial contribution to help cover cost of health insurance (compulsory).
- Evacuation insurance in the event of accident or emergency.
- Tailor-made staff integration programme.
- Accommodation and communication technology provided during assignment.
- Baggage: additional unaccompanied air freight entitlement (according to the length of assignment).
- Additional professional services on assignment (administrative support, on-site transport, staff health support, etc.).

## WHAT THE ICRC DOES

### We:

- strive to ensure civilians and people not taking part in hostilities are protected from harm;
- provide urgently needed food, safe drinking water, sanitation and shelter;
- visit prisoners of war and security detainees to make sure they have decent living conditions and are treated with dignity;
- put family members separated by armed conflict or migration back in touch;
- provide or facilitate access to basic health-care services;
- help communities recover and give them the means to support themselves;
- inform all parties to a conflict about their obligations under international humanitarian law;
- monitor compliance with international humanitarian law and contribute to its development;
- reduce the danger of uncleared minefields and unexploded ordnance;
- help National Red Cross and Red Crescent Societies to prepare for and respond to armed conflict and other violence.



B. Heiger/ICRC

## TRAINEESHIPS AT HEADQUARTERS

We have been offering paid traineeships in more than 40 different fields at our headquarters in Geneva, for periods of six to twelve months, for many years.

Through our traineeship programme, we give graduates the opportunity to develop their skills and gain enriching professional experience in the world's leading humanitarian organization.

Traineeships are published on our website. All graduates are welcome to apply.

**The ICRC does not recruit volunteers. Individuals wishing to work as volunteers should contact their National Red Cross or Red Crescent Society.**



## ONLINE APPLICATIONS & JOB ALERTS

All current job openings for positions in the field and positions at headquarters are accessible via our job portal. To be notified of opportunities, please create an account and set up job alerts.

The full recruitment process can take some time. However, we may need to fill positions at very short notice, so setting up job alerts is a good way to not miss out on that job you have been waiting for.

## TALENT POOLS

Once you have been successfully selected as a candidate, you are automatically put in one of the ICRC's talent pools. A talent pool is a group of professionals with similar expertise and experience. We tap into these pools to hire staff for assignments in the field.

After you have been hired for an assignment, you are automatically considered for other assignments and training opportunities, including at headquarters in Geneva. With each successive assignment, you can build your career as a humanitarian professional at the ICRC.



# RECRUITMENT & ASSIGNMENT PROCESS FOR MOBILE FIELD STAFF



All current job openings are published on our job portal. Search the job portal for suitable positions. Set up your profile to apply. Upload your application.

*We do not accept unsolicited applications.*

*You can check the status of your application at any time.*

You will be informed by email whether or not your application has been short-listed.

*However, if your application was not short-listed, you will not receive an explanation why.*

Interviews can be done either at our headquarters in Geneva or via Skype/phone, depending on where you are based. If your application is short-listed, you will be invited to start the interview process, which may include:

- language tests
- HR interview
- technical interview and/or technical tests and/or soft-skills assessment

You will be informed within two weeks whether you have been selected. If you are selected, you will be integrated in a talent pool.

*You are not contractually employed by the ICRC at this stage.*

*To ensure a smooth matching process at the assignment-proposal stage, you need to let us know your availability for full-time employment.*

You will be offered your first assignment, and given the following information:

- location
- date when assignment starts
- salary
- job description

*Your assignment is contingent on you obtaining medical clearance. Please note that for the first 24 months, your dependents (family, partner etc.) cannot accompany you on assignment and your assignments are chosen by the ICRC.*

We help people around the world affected by armed conflict and other violence, doing everything we can to protect their dignity and relieve their suffering, often with our Red Cross and Red Crescent partners. We also seek to prevent hardship by promoting and strengthening humanitarian law and championing universal humanitarian principles.

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**International Committee of the Red Cross**

19, avenue de la Paix  
1202 Geneva, Switzerland  
T +41 22 734 60 01  
[shop.icrc.org](https://shop.icrc.org)  
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