



RECRUITMENT & ASSIGNMENT PROCESS FOR MOBILE FIELD STAFF

STEP 1

Application

(If no deadline is specified, you can apply anytime)

1

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.

STEP 2

Screening

(Two months)

2

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.

STEP 3

Interviews

(Process duration depends on your availability and our operational needs)

3

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

Interviews can be done either at our headquarters in Geneva or via Skype/phone, depending on where you are based.

STEP 4

Selection

4

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.

STEP 5

Assignment proposal & employment

(Process duration depends on your availability and our operational needs. It can range from a few weeks to several months)

5

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.