

Annex 13.A CRITERIA FOR THE EMPLOYMENT OF NATIONAL PROFESSIONAL OFFICERS

- 10 The employment of national professional officers by a given United Nations common system organization should be grounded in a policy framework established by that organization's legislative body. This practice should be set forth in a clearly enunciated policy statement demonstrating its consistency with the organization's operational requirements.
- 20 National professional officers should be nationals of the country where they are to serve, should be recruited locally and should not be subject to assignment to any duty station outside the home country.
- 30 The work performed by national professional officers should have a national content. It should be at the professional level and the same standards of recruitment qualifications and performance as are required for other Professional staff should apply. A national professional officer shall not be assigned to serve in a position which is superior or subordinate in line of authority to a position occupied by a staff member to whom he or she is related. Furthermore, a staff member who is related to another staff member as specified under these Staff Rules shall not participate in the process of selection, assignment, reassignment or transfer of the related staff member; or in the taking or reviewing of an administrative decision affecting the employment status, entitlements, or other benefits of the related staff member.
- The functions of all national professional officer positions should be justified within the overall efforts of the United Nations system to increase national development and other related categories. National professional officers should bring to bear in the job national experience and knowledge of local culture, language traditions and institutions.
- 40 Organizations employing national professional officers should maintain a balance between international and local professionals appropriate to their needs, bearing in mind the need to preserve the universal character and the independence of the international civil service.
- 50 National Professional Officer positions should be graded on the basis of the Master Standard for the classification of Professional positions (and related Tier II standards where these have been developed). Their conditions of service should be established in accordance with the principle of the best prevailing conditions in the locality for nationals carrying out functions at the same level, through the application of the [NPO](#) salary methodology promulgated by ICSC.
- 60 The career prospects of national professional officers are necessarily limited, given (i) the continued employment of international staff in senior management positions, (ii) the number of grades in the category and (iii) the fact that the functions they perform may be finite. Organizations should make national professional officers aware of these limitations. Within that context, however, organizations should endeavor to develop the potential of national professional officers as a matter of sound personnel policy.
- 70 National professional officers are normally offered an initial temporary or fixed-term appointment not to exceed two (2) years. A continuing appointment shall be granted after a minimum of five (5) years' uninterrupted, active service on fixed-term appointments and certified satisfactory performance [see [Conversion to continuing appointment](#)]