

Vacancy Announcement No. ICSC/CONSULTANT/04/2026

Deadline for submission of applications: 8 September 2026

Short-term Consultancy

Human Resources Policies Division

International Civil Service Commission, New York

Level of post: Occupational and Environmental Health Consultant, level B

Duration of assignment: 9.5 months (15 October 2026 - 31 July 2027)

Date of entry: 15 October 2026

Overall setting:

The International Civil Service Commission (ICSC) established a Technical Task Force (TTF), under the aegis of the Working Group for the Review of Conditions of Life and Work in Field Duty Stations, to review the hardship classification methodology. Among the recommendations of the TTF endorsed by the International Civil Service Commission were:

- Discussing the effects of pollution and environmental degradation on hardship classification, in collaboration with subject-matter experts and the Healthcare Management and Occupational Safety and Health Division (DHMOSH);
- Strengthening the data-collection capacity for the health component, in collaboration with DHMOSH, the United Nations Medical Directors Network, and the World Health Organization (WHO);
- Revising the health section of the hardship questionnaire, in collaboration with DHMOSH, the Network, and WHO.

To support the work of the Taskforce on the above recommendations, the ICSC secretariat wishes to engage a consultant with relevant technical expertise in occupational and environmental health, to assist in developing a methodologically sound approach for incorporating pollution-related health risks into the hardship classification framework and for revising the health section of the questionnaire to ensure that it is fit-for-purpose.

Duties and responsibilities

The consultant will support the ICSC secretariat and the TTF in:

1. Developing options for incorporating pollution and environmental degradation into the hardship classification questionnaire; and
2. Revising the health section of the hardship classification questionnaire to ensure it captures relevant, contemporary, and consistent measurable data.

Under the overall supervision of the Chief of HRPD, and technical guidance of the DHMOSH, the incumbent will work with the United Nations Medical Directors Network and other relevant stakeholders to:

1. Review the current health factor methodology and questionnaire, and identify gaps relative to contemporary health-related issues, including occupational and environmental, with a view to ensuring that pollution and environmental degradation aspects are adequately reflected in the hardship classification methodology;
2. Review relevant data sources on pollution and environmental health risks and assess their suitability for use in hardship classifications;
3. Propose an approach for incorporating pollution-related health risk into the health factor, taking into account feasibility, data availability, and consistency across duty stations;
4. Support consultations with medical directors and other relevant stakeholders, including preparation of briefing materials and participation in relevant meetings;
5. Prepare a presentation to inform the Taskforce meeting in November on the planned approach and timeline of the review of health section of the hardship classification questionnaire
6. Prepare a draft revised health section of the hardship classification questionnaire incorporating any additional - health-related considerations, including pollution, to ensure that it remains fit-for-purpose bearing in mind the need to ensure continuity in scoring and enhance response rates;
7. Prepare a final technical report summarizing findings, proposed approach, and the revised questionnaire, with recommendations for consideration by the TTF and the Commission.

Competencies:

Professionalism: In-depth understanding of conditions of life and work in field operations of the United Nations common system. Thorough understanding of ICSC hardship classification methodology. Demonstrated sound analytical judgement and the ability to handle sensitive data with discretion.

Planning and organizing: Awareness of and ability to respond to organizational priorities, to deal effectively with a high work volume and to monitor and coordinate the work with relevant stakeholders when necessary.

Communication: Proven ability to share and obtain information in an open and cooperative manner; to present ideas clearly and convincingly both orally and in writing, particularly in the preparation of reports.

Education

Advanced university degree (Master's or equivalent) in occupational health, environmental health, public health, epidemiology, or a related field is required. A first-level degree with an additional four years of relevant experience may be accepted in lieu of an advanced degree.

Work Experience

A minimum of two years of progressively responsible work experience in health risk assessment or a related field is required. Experience engaging with medial expert in a professional setting is required. Excellent analytical and report-writing skills in English is required. Familiarity with UN common

system human resources policy and hardship classification scheme is desirable. Experience working in the United Nations common system or a comparable international organization is an advantage.

Languages

English and French are the working languages of the United Nations Secretariat. For the post advertised, fluency in English is required. Working knowledge of French is desirable. Knowledge of another United Nations official language is an advantage.

ALL APPLICANTS: Please complete a copy of the United Nations application form (Personal History Profile) Form P-11 at <http://unicsc.org/resources/general/vacancies/P11.doc> quoting the vacancy number, along with a cover letter and send to: **icsc-dropbox@un.org**