



THE SECRETARY-GENERAL

24 May 2024

Excellency,

I am pleased to launch the fourth edition of the Global Call for nominations for the pool of Special Representatives of the Secretary-General (SRSGs), Deputy Special Representatives of the Secretary-General (DSRSGs), as well as Special Envoys, for placement in field missions within the United Nations system.

Diplomacy in the pursuit of peace along with a greater emphasis on prevention are more important than ever. Thus, the appointment of the right leadership, able to rise to the challenges of today's complex peace and security landscape – defined by geopolitical divides – will be critical in order to enhance the Organization's ability and credibility, allowing it to effectively engage where peace is most fragile.

This Global Call aims to identify leadership talent possessing the ability to grapple with present and future challenges by broadening and diversifying the pool of candidates suitable for civilian leadership positions in peacekeeping operations and special political missions – for posts graded usually at the levels of Under-Secretary-General and Assistant Secretary-General. Through this initiative, we hope to further advance the placement of women in top leadership positions, while ensuring equitable geographic representation at the highest levels of the Organization.

Upon taking office, I committed to achieving gender parity across the Organization by 2028, and among my Special Representatives by 2021. While gender parity among senior leadership in field missions was reached in 2021 for the first time, progress in maintaining parity remains a challenge and representation by women has since declined. As of today, women represent 36 per cent of my Special Representatives, Deputy Special Representatives, Special and Personal Envoys in United Nations field missions and offices.

All Permanent Representatives of Member States  
to the United Nations  
New York

The impact of the 2017, 2019 and 2021 Global Call outreach campaigns on our diversity and gender parity efforts has been significant: since mid-2017, 41 nominees have been appointed to senior leadership positions in our missions, 59 per cent of whom were women. This represents 32 per cent of civilian senior appointments and 34 per cent of the currently serving cohort of Heads and Deputy Heads of Mission.

In launching this latest campaign, I wish to commend the 79 Member States which have shared nominations for the pool in the past, as well as the many women and men who have expressed an interest in leading our most challenging missions. I further commend the Organization in identifying and supporting our senior leaders on the ground. While we have come a long way, we must strive to ensure that our leaders truly represent the peoples we serve. Success will be achieved only with the full support and partnership of Member States, including those from under-represented regions, as well as from troop- and police-contributing countries.

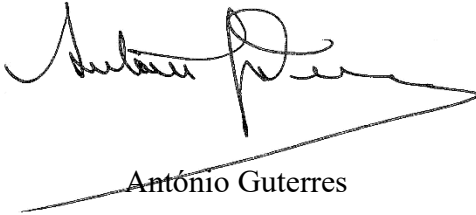
The quality of mission leadership is, indeed, critical for the delivery of our peace and security mandates. The role of a Special Representative requires political acumen and stature, as well as solid mediation skills to carry out the good offices function on my behalf. Prospective candidates must also display the capacity to manage large multicultural and multidimensional missions in challenging operational environments. A senior mission leader must be an honest broker and a bridge builder. They must be inclusive, impartial, principled and accountable. An effective communicator, my representative must be strongly committed to forging partnerships with the many actors who can contribute to success on the ground. They must be courageous, humble, and must stand up in defence of the values of the United Nations Charter. My representative must lead by example and build a mission culture in full alignment with the United Nations Values and Behaviours framework, which promote the highest standards of conduct among all staff. They must also demonstrate knowledge and a track record of taking transformative actions to accelerate gender equality and the women, peace and security agenda.

This Global Call campaign aims to maintain progress towards the goals of gender parity and balanced geographical distribution across the Organization, while also enhancing transparency in senior appointments. It presents an opportunity for Member States to contribute to this collective endeavour by proposing the most suitable candidates for senior leadership positions in the field. Open to all nationalities, men and women, external candidates and staff members, the 2024 Global Call will consider official nominations from Member States, regional, international and non-governmental organizations, current or former United Nations senior leaders, as well as individual applicants.

I look forward to receiving your nominations of up to four individuals, with at least half or more of the nominees being women, with the leadership skills, vision, integrity and commitment to head the most challenging United Nations field missions on the ground. To help enhance geographical diversity, Member States may nominate an additional candidate (of a different nationality) from an under-represented region.

I thank you for your support in helping us to achieve these shared priorities.

Please accept, Excellency, the assurances of my highest consideration.



António Guterres