



IAEA

**Staff
Association**

STAFF

MOBILITY

Mobility at the IAEA

Mobility is the opportunity to move around and carry out a different role for a limited time.

Options may include:

- ✓ A move within the same grade level
- ✓ Same job in a different Department
- ✓ An assignment in a job at a higher level
- ✓ Different job that requires transferable skills and/or competencies

Benefits for the Organization

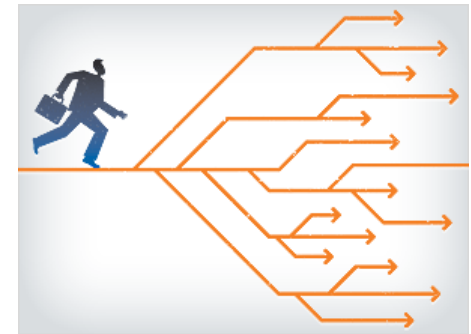
- ✓ Facilitates knowledge sharing between departments/divisions/sections.
- ✓ Assists with workforce planning, skills gaps and transitions.
- ✓ Helps to develop a multi-skilled and flexible workforce.
- ✓ Most importantly it is proven to be the most significant factor in motivation and engagement to achieve great results.

Benefits for Staff

Mobility will enable staff to experience new work, build skills and competencies and open up new career opportunities.

Mobility provides staff:

- ✓ Opportunity to do other work
- ✓ Develop new skills and experience
- ✓ Professional and personal development
- ✓ Improved employability
- ✓ New Career Opportunities



Types of Mobility at the IAEA

- ✓ Long Term Reassignments (LTR)
- ✓ Short Term Reassignments (STR)
- ✓ Job Swap
- ✓ Inter-Organization Agreement - Movement within the UN System: Transfer, Secondment or Loan arrangements;
- ✓ Temporary movement outside of the UN System – Special Leave Without Pay.

Long Term Reassignments (LTR)

- ✓ Initiation: By management.
- ✓ Definition: Reassignment of a staff member anywhere in the Agency to assume the duties of a vacant post, at the same grade level.
- ✓ Eligibility: All staff in both the Professional and General Service categories, who have been selected through a competitive recruitment process.
- ✓ Duration: Minimum period of one year.

Short-term Reassignment (STR)

Reassignment of a staff member anywhere in the Agency to assume, for a limited duration, the duties of another post at the same grade or any grade level higher than the staff member's current grade.

There are two options for STR:

- ✓ Development Reassignment (DR)
- ✓ Temporary Reassignment (TR)

Development Reassignment (DR)

All DRs are advertised on the internal IAEA job platform.

Eligibility: Staff members who hold a fixed-term contract on a long term basis, or a fixed term contract and have completed at least three years of uninterrupted service in the Agency.

Initiation: By staff member.

Duration: Minimum period of three months, maximum of one year (which may be extended in cases of replacements for maternity, paternity or extended sick leave/special leave without pay).

Temporary Reassignment (TR)

Initiation: By management for assignments of a highly specialized nature.

Eligibility: All staff in both the Professional and General Service categories who have been selected through a competitive recruitment process.

Duration: Minimum period of three months, maximum of one year (which may be extended in cases of replacements for maternity, paternity or extended sick leave/special leave without pay).

Job Swap

Initiation: By staff member.

Eligibility: All staff in both the Professional and General Service categories who have been selected through a competitive recruitment process, and who have completed at least three years of continuous service with the Agency.

Duration: A Job-Swap shall normally be for a minimum duration of six months and a maximum period of two years. Upon completion of the Job-Swap period, the staff members shall return to their previous positions.

Movement within the UN System

Initiation: By staff member.

Transfer: The movement of a staff member from one organization to another, with no right to return to the releasing organization.

Secondment: The movement of a staff member from one organization to another for a fixed period, normally not exceeding two years. Right of return to a job at the previous grade.

Loan: The movement of a staff member from one organization for not more than one year. Right of return to previous role.

Movement outside the UN System

Initiation: By staff member

Eligibility: All staff in both the Professional and General Service categories who have been selected through a competitive recruitment process, and who have completed at least three years of continuous service with the Agency.

Duration: As defined by Special Leave Without Pay policy.

Special Requirement: Approval as an outside activity in accordance with Staff Rule 1.05.

Questions?



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