



Resources for International Students

1. Find the lawyers working for companies from your home country:
 - a. [Public Access to Court Electronic Records \(PACER\)](#): Use PACER through the library to look up corporations from your home country and find out what firms/lawyers do the litigation for companies from your home country.
 - b. Meet with [Director Deirdre Hay](#) for contacts and alumni from home country or check with the Alumni Affairs & Development Office. You can make an appointment with Director Hay through [bookings](#).
 - c. Check the [Cornell International Lawyers Alumni Network](#) (CILAN) for contacts.
2. Online Resources for LLM Job Seekers
 - a. Review Director Hay's recorded program available [here](#) and in Symplicity Documents.
3. International Organizations
 - a. See the below org chart from the United Nations showing which parts of the UN take the common app and which need to be applied to individually. The [Young Professionals Program](#) is one of the best entry points.
 - b. Make an appointment with Director Hay to seek out contacts at International Organizations.
4. International Arbitration
 - a. Research potential scholarships from hosts for the [Global Arbitration Review \(GAR\)](#) and the [International Chamber of Commerce International Court of Arbitration \(ICC\)](#) for scholarships from hosts.
 - b. See Director Hay for contacts.
5. Networking
 - a. Review Director Hay's recorded program [here](#) and in Symplicity documents to learn about networking your way into a job.



THE WEIRD AND WONDERFUL WORLD OF INTERNATIONAL ORGANIZATIONS (IOs)

WHAT IS AN INTERNATIONAL ORGANIZATION?

Intergovernmental organizations or international government organizations (IGOs) are organizations established by treaty with members who are either sovereign states or other IGOs. There are a wide variety of IGOs spanning the globe that differ in function, membership and goals. These include global organizations (like the UN), regional organizations (like ECOWAS, the Economic Community of West African States), economic organizations (like the IMF) and organizations based on a cultural, linguistic, ethnic, religious or historical nexus.

International tribunals are formed by treaties between nations or under the authority of an international organization like the United Nations. Some international tribunals are IGOs, and they can either be permanent (like the Permanent Court of Arbitration) or *ad hoc* (like the International Criminal Tribunal for the former Yugoslavia). International tribunals do not include courts that arise under national authority.

Careers with IOs can vary tremendously, with many exciting opportunities for law students and lawyers interested in an international public interest career.

SKILLS, KNOWLEDGE AND EXPERTISE

(Alan Nguyen - at UN)

It can be very useful for students to identify the skills and qualifications frequently required by target IOs. Job descriptions can serve as a guideline for resume building and professional development. Some of the skills that are frequently required are:

- **Flexibility and versatility** – A career working for IOs often involves significant uncertainty and can require taking on short-term positions, especially in the early stages of a career. Flexibility is necessary in terms of life planning and geography.
- **Focus and expertise** – It is important to develop a focus – regional and/or topical – that ties together experiences, skills and interests. Applicants need demonstrable expertise in that area of focus (e.g., environmental law, indigenous rights, intellectual property, sub-Saharan Africa). For this career path, strong grades are important. Another option to consider to develop expertise is an LLM program, which is valued highly by certain IOs (e.g., the World Bank).
- **Scholarship** – It can be extremely helpful to publish in a relevant area. Scholarship demonstrates writing skills and expertise, and can help with networking through attendance at conferences related to the work. A number of blogs, including the International Law Observer, the International Law Reporter and Faculty Lounge: International Law, post information on conferences and calls for papers.
- **Research, writing and analysis skills** – These are some of the most important skills in this field. It is important to have experience researching and writing varied types of documents (e.g., reports, press releases, letters and legal documents) for various audiences (e.g., government entities, the press and the public).
- **Fieldwork** – IO employees are commonly expected to have some experience working abroad, usually in a developing country. Fieldwork prior to law school is helpful, although a legal internship abroad is preferred if possible.

- **Language skills** – Language skills are critical in this field, but not always absolutely necessary. If an applicant has a regional focus, it is helpful to speak one of the languages used in that region. If not, the 5 UN languages are the most useful (Arabic, Chinese, French, Russian and Spanish). While fluency is preferred, any level of skill can be useful.
- **Professionalism** – IOs are often large, bureaucratic organizations that can be quite formal. Experience working in a professional environment (e.g., a law firm or corporation) can be helpful.
- **Non-legal skills** – IO careers are increasingly interdisciplinary. Non-legal expertise (e.g., political science, quantitative data analysis, diplomacy) is very valuable.

WHAT TO DO IN LAW SCHOOL

- **Academics** – Students interested in this field should take international law classes in their area of focus and/or classes on global institutions and dynamics. Students should also consider taking law courses in their area of interest in the domestic context, such as environmental or criminal law, as well as interdisciplinary courses like global health or international development. Clinics related to international law or an area of focus are also very useful. It is important to form relationships with professors in the field of international law, for example through RA positions.
- **Summer and term-time internships** – Both summer and term-time internships can help develop skills, expertise and connections for a post-graduate job search. Some IOs restrict full-time hiring after an internship (i.e., there can be a waiting period before you are eligible to apply for a job). Students should be selective about IO internships, which can vary greatly in quality depending on the department and supervisor.
- **Law school activities** – Membership, participation and leadership in student groups and student activities can help develop expertise, make connections and improve skills. Students should participate in relevant journals, moot court competitions and writing competitions.
- **Language study and study abroad** – It is important to take advantage of opportunities to improve language skills and live abroad, for example through exchange programs.
- **Professional groups** – Membership in relevant professional groups provides opportunities for networking and professional development. For example, the American Society of International Law, the ABA section on international law, state or city bars (which may have committees or sections related to international law), the International Society of Public Law or the UN Association of the United States of America.

*ASIL mid year especially
Do speed networking have v. helpful.*

ENTRY-LEVEL HIRING

There is limited permanent, entry-level hiring at IOs, the hiring processes can be opaque, and sometimes an LLM degree is preferred. Thus, perseverance, flexibility and networking are critical. The most common entry points are the following:

- **Young Professional Programs** – YPPs are entry-level jobs – often two-year contracts – at various IOs (e.g., UN Secretariat organizations, UNESCO, UNICEF, UNHCR, certain development banks, World Bank, OECD). These positions often have age limits, strict language and experience requirements, and can be limited to citizens of certain countries, usually under-represented member states. These programs are extremely competitive, and the selection process is lengthy.

- **Junior Professional Officer / Associate Expert Programs** – JPOs/AEs are sponsored by certain member states of an IO. The United States participates in a number of JPO/AE programs, including with the UN Secretariat organizations, the Food and Agriculture Organization, the International Atomic Energy Agency, the International Organization for Migration, the UN High Commissioner for Refugees, and the World Food Program. Positions are advertised on an ad hoc basis, and these programs are very competitive.
- **UN Volunteer Program** – For those interested in the UN, the UNV program is an excellent entry point. Volunteers frequently work in development assistance, peacekeeping and humanitarian positions in developing countries. Despite its name, UNV positions can be relatively lengthy (6 months or more) and participants receive a generous stipend and other benefits.
- **Contract and Consulting Work** – Short-term contract or consulting work postings can be labeled “Temporary Vacancy Announcements,” “Consultancies,” “Short Term Contracts,” “Experts,” “Project Vacancies,” etc. Networking is critical, since these positions are not always posted and are based primarily on word-of-mouth. It is important to have a demonstrable expertise in the relevant area. While taking a temporary position may be stressful, they are often excellent entry points that enable consultants to apply for internal vacancies, make good contacts and prove themselves to potential employers.
- **Law Firms** – Many lawyers transition from law firms to IOs after receiving strong training and developing expertise in a relevant practice area (e.g., project finance, FCPA, intellectual property, environmental law, international arbitration). If working at a law firm, it is important to continue to network and choose a practice area related to the work of the IO.
- **Federal Government** – Many federal government jobs (e.g., State Department, Office of the U.S. Trade Representative, USAID) provide excellent training for jobs within IOs. In addition, federal employees may be eligible to be detailed or transferred to an IO for periods of up to 5 or 8 years.

UN HIRING

- **Structure** – The attached “UN organogram” sets out the complex structure of the organs with the UN.
- **Job postings** – Within the UN system, job postings for all UN Secretariat agencies (e.g., Office of the High Commissioner for Human Rights, Office of Legal Affairs, and Department of Peacekeeping Operations) are posted through the Inspira system. Non-Secretariat UN agencies (e.g., UNDP, UNHCR, UNICEF, UN Women) have their own job websites. Further, many IOs have field offices, some of which have region- or country-specific websites where jobs are posted that do not appear on the central website. While some jobs are only posted internally, posted jobs are not always really available – sometimes the entity is required to post a job even if they have an internal candidate in mind.
- **UN Secretariat YPP** – The UN YPP exam is offered annually in certain fields for nationals of certain countries, but the nationalities and fields change each year. In recent years, Americans have sometimes been eligible to sit for the exam in Legal Affairs, Political Affairs and Human Rights. The deadline to apply is usually in the summer and should be monitored closely. The examination process for the UN Secretariat YPP is incredibly competitive and can take up to two years to be completed.
- **Rostering** – UN agencies are increasingly using rosters when hiring for more advanced positions. In some instances, including for many field office positions, hiring managers are only permitted to consider candidates who are already on a roster. There are two main ways to get “rostered.” Occasionally, the UN will post generic vacancies for a particular job family (e.g., Legal Affairs or Human Rights) on its careers website. By applying to one of these announcements and successfully completing an examination and interview, applicants can be placed on a roster. In addition, candidates who apply to a specific vacancy and are short-listed or offered a position (again after a written examination and interview) may be rostered for other positions of that type.

HELPFUL RESOURCES

Resource	Description
Careers in International Law: A Guide to Career Paths in International Law (2013-2014)	ASIL book on international law careers, which includes lists of fellowships, internships, moot court competitions and writing competitions
https://www.law.yale.edu/student-life/career-development/students/career-guides-advice	Yale Law School Handbook: Opportunities with International Tribunals and Foreign Courts
http://libguides.northwestern.edu/IO	Comprehensive list of IGOs
http://sociology.emory.edu/faculty/globalization/IO.html	Links to IGO websites
http://iocareers.state.gov/Main/Home	State Department website on IGO careers (including job postings and lists of internships, YPP and JPO programs)
http://www.iposc.undp.org/content/iposc/en/home.html	JPO Service Center through the UNDP with information about various JPO programs
http://www.unsceb.org/content/un-system	Index of links to UN organizations and related organizations
https://careers.un.org	UN careers website with Secretariat job postings, and links to UN job programs
http://www.unv.org/	UN Volunteers website
https://www.asil.org/classified/174	IGO openings posted on the American Society of International Law

SELECTED IO ENTRY-LEVEL OPPORTUNITIES

Agency Fellowship Website Address	City	Last Known or Current Deadline	Practice Area
African Development Bank <i>Young Professionals Program</i> www.afdb.org/en/careers/young-professionals-program-ypp/	Africa	Check website for updates	International Development
Asian Development Bank <i>Young Professionals Program</i> www.adb.org/site/careers/adb-young-professionals-program	Mandaluyong City, Philippines	Recruitment for 2016 began February 2016 through March 2016	International Development
Food and Agricultural Organization for the United Nations <i>Junior Professional Programme</i> www.fao.org/employment/opportunities-for-young-talents/junior-professional-programme/en/	Various	Various, apply online	International Development, Human Rights
Inter-American Commission on Human Rights <i>Romulo Gallegos Fellowship</i> www.oas.org/en/iachr/employment/fellowships.asp (NB: the Inter-American Commission also has other fellowships which are not always navigable from its website – search beca or fellowship from the home page. And see also www.educoas.org for more fellowships in the Inter-American system.)	Washington, D.C.	October 29, 2014. Currently no openings. Check website for updates	Human Rights
Inter-American Development Bank <i>Research Fellows Program</i> www.iadb.org/en/careers/research-fellows-program.1359.html	Various	Various; check website for openings	International Development
Inter-American Development Bank <i>Young Professionals Program</i> www.iadb.org/en/careers/young-professionals-program.1358.html	Various	Selection takes place in February/March for an entrance on duty May/June 2016. Next applications start June 2016	International Development
OECD <i>Young Professionals Programme</i> www.oecd.org/careers/oecdyoungprofessionalsprogramme.htm	Paris, France	Applications will open Fall 2016; sign up on website to receive email alert	International Law
Permanent Court of Arbitration <i>PCA Fellowship Program</i> www.pca-cpa.org/en/about/employment/fellowship-program/	The Hague, The Netherlands	September 1, 2015 and May 1, 2016	Arbitration

Agency Fellowship Website Address	City	Last Known or Current Deadline	Practice Area
United Nations <i>Young Professionals Programme</i> www.careers.un.org/lbw/home.aspx?viewtype=NCE	Various International	August 17, 2014	International Law, Human Rights
UNDP <i>Leadership Development Programme (LEAD)</i> http://www.undp.org/content/undp/en/home/operations/jobs/leadership_developmentprogrammelead/	Various International	On hold for current year; check website for updates	International Development, International Law
UNESCO <i>Young Professionals' Programme</i> http://en.unesco.org/careers/young-professional	Various International	Check website for updates	International Law, Human Rights
UNHCR <i>Entry-level Humanitarian Professional Programme</i> www.unhcr.org/pages/51d548d36.html	Various International	Check website for vacancies	International Development, Refugee Protection
UN High Commission for Human Rights <i>Indigenous Fellowship Program</i> www.ohchr.org/EN/Issues/IPeoples/Pages/IFP.aspx	Geneva, Switzerland	April 30, 2016	Human Rights
UNICEF <i>New and Emerging Talent Initiative</i> www.unicef.org/about/employ/index_74609.html	Various International	Applications will launch soon	International Development, Human Rights
World Bank <i>Legal Analyst Program</i> www.worldbank.org/jobs	Various International	Deadline usually December each year. Check website in November / December	International Development

"UN organogram"



The United Nations System

UN Principal Organs

General Assembly

Security Council

Economic and Social Council

Secretariat

International Court of Justice

Trusteeship Council⁶

Subsidiary Bodies

Main and other sessional committees
Disarmament Commission
Human Rights Council
International Law Commission
Standing committees and ad hoc bodies

Subsidiary Bodies

Counter-terrorism committees
International Criminal Tribunal for Rwanda (ICTR)
International Criminal Tribunal for the former Yugoslavia (ICTY)

Funds and Programmes¹

UNCTAD United Nations Conference on Trade and Development
• **ITC** International Trade Centre (UNCTAD/WTO)
UNDP United Nations Development Programme
• **UNCDF** United Nations Capital Development Fund
• **UNV** United Nations Volunteers
UNEP United Nations Environment Programme
UNFPA United Nations Population Fund

UN-HABITAT United Nations Human Settlements Programme

UNHCR Office of the United Nations High Commissioner for Refugees

UNICEF United Nations Children's Fund

UNODC United Nations Office on Drugs and Crime

UNRWA² United Nations Relief and Works Agency for Palestine Refugees in the Near East

UN-Women United Nations Entity for Gender Equality and the Empowerment of Women

WFP World Food Programme

Research and Training Institutes

UNICRI United Nations Interregional Crime and Justice Research Institute

UNIDIR³ United Nations Institute for Disarmament Research

UNITAR United Nations Institute for Training and Research

UNRISD United Nations Research Institute for Social Development

UNSSC United Nations System Staff College

UNU United Nations University

Other Entities

UNAIDS Joint United Nations Programme on HIV/AIDS

UNISDR United Nations International Strategy for Disaster Reduction

UNOPS United Nations Office for Project Services

Related Organizations

CTBTO Preparatory Commission Preparatory Commission for the Comprehensive Nuclear-Test-Ban Treaty Organization

IAEA^{1, 3} International Atomic Energy Agency

OPCW Organisation for the Prohibition of Chemical Weapons

WTO^{1, 4} World Trade Organization

Advisory Subsidiary Body

Peacebuilding Commission

Specialized Agencies^{1, 5}

FAO Food and Agriculture Organization of the United Nations

ICAO International Civil Aviation Organization

IFAD International Fund for Agricultural Development

ILO International Labour Organization

IMF International Monetary Fund

IMO International Maritime Organization

ITU International Telecommunication Union

UNESCO United Nations Educational, Scientific and Cultural Organization

UNIDO United Nations Industrial Development Organization

UNWTO World Tourism Organization

UPU Universal Postal Union

WHO World Health Organization

WIPO World Intellectual Property Organization

WMO World Meteorological Organization

World Bank Group

• **IBRD** International Bank for Reconstruction and Development

• **ICSID** International Centre for Settlement of Investment Disputes

• **IDA** International Development Association

• **IFC** International Finance Corporation

• **MIGA** Multilateral Investment Guarantee Agency

Functional Commissions

Crime Prevention and Criminal Justice
Narcotic Drugs
Population and Development
Science and Technology for Development
Social Development
Statistics
Status of Women
Sustainable Development
United Nations Forum on Forests

Regional Commissions

ECA Economic Commission for Africa
ECE Economic Commission for Europe
ECLAC Economic Commission for Latin America and the Caribbean
ESCAP Economic and Social Commission for Asia and the Pacific
ESCPA Economic and Social Commission for Western Asia

Other Bodies

Committee for Development Policy
Committee of Experts on Public Administration
Committee on Non-Governmental Organizations
Permanent Forum on Indigenous Issues
United Nations Group of Experts on Geographical Names
Other sessional and standing committees and expert, ad hoc and related bodies

Departments and Offices

EOSG Executive Office of the Secretary-General
DESA Department of Economic and Social Affairs
DFS Department of Field Support
DGACM Department for General Assembly and Conference Management
DM Department of Management

DPA Department of Political Affairs
DPI Department of Public Information
DPKO Department of Peacekeeping Operations
DSS Department of Safety and Security
OCHA Office for the Coordination of Humanitarian Affairs
OHCHR Office of the United Nations High Commissioner for Human Rights

OIOS Office of Internal Oversight Services
OLA Office of Legal Affairs
OSAA Office of the Special Adviser on Africa
SRSG/CAAC Office of the Special Representative of the Secretary-General for Children and Armed Conflict
SRSG/SVC Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict

UNODA Office for Disarmament Affairs
UNOG United Nations Office at Geneva
UN-OHRLS Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States
UNON United Nations Office at Nairobi
UNOV United Nations Office at Vienna

Notes:

¹ The United Nations, its funds and programmes, the Specialized Agencies, IAEA and WTO are all members of the United Nations System Chief Executives Board for Coordination (CEB).

² UNRWA and UNIDIR report only to the General Assembly (GA).

³ IAEA reports to the Security Council and the GA.

⁴ WTO has no reporting obligation to the GA, but contributes on an ad hoc basis to GA and Economic and Social Council (ECOSOC) work on, inter alia, trade and development issues.

⁵ Specialized Agencies are autonomous organizations whose work is coordinated through ECOSOC (intergovernmental level) and CEB (inter-secretariat level).

⁶ The Trusteeship Council suspended operation on 1 November 1994, as on 1 October 1994 Palau, the last United Nations Trust Territory, became independent.

This is not an official document of the United Nations, nor is it intended to be all-inclusive.