



1. The United Nations Appeals Tribunal (Appeals Tribunal) has before it an appeal filed by Mr. Mohammed Dannan against Judgment No. UNRWA/DT/2012/039, rendered by the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) Dispute Tribunal (UNRWA DT) on 27 August 2012 in the case of *Dannan v. Commissioner-General of UNRWA*. Mr. Dannan appealed on 9 September 2012, and the Commissioner-General answered on 14 December 2012, having received an extension of the statutory time limit from the Appeals Tribunal pursuant to Order No. 118 (2012).

Facts and Procedure

2. Mr. Dannan entered the service of UNRWA on 11 January 1984, as a Senior Clerk, grade 8, in the Syria Field Office. At the time of the events that gave rise to this case, he held the position of Field Administrative Services Officer, grade 14.

3. Between May 2006 and January 2009, UNRWA issued a series of internal/external vacancy notices for the grade 17 post of Field Personnel Officer (FPO). The vacancy notices set out a list of “Minimum Qualifications”, but also included a section entitled “Equivalency”, which stated “[c]andidates with an equiva

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