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Case No.: UNDT/NY/2020/013

Order No.: 52

UNITED NATIONS DISPUTE TRIBUNAL





experience. The Human Resources Specialist objected to counting the Applicant's experience as a "resettlement interpreter" as qualifying experience, without which the Applicant only had six years and three months of qualifying experience at the date of her application for the Post.

8. On 5 March 2020, upon learning from her supervisor, who was on the interview panel, that she was found ineligible for the Post for lack of the requisite work experience, the Applicant wrote an email to the supervisor stating that



identify the subject(s) of judicial review” and as such “may consider the application as a whole ... in determining the contested or imp



Administration made mistakes by selecting the Applicant for her current position at the P-3 level and by shortlisting her for the Post, it has the discretion to correct its earlier mistakes.

23. The Applicant also claims OHR impeded the work of the interview panel and arrogated to itself the hiring manager's responsibility for the recruitment and selection process. The Tribunal notes that para. 98 of UNDP's Recruitment and Selection Framework Policy provides that while the authority for the recruitment and selection of staff has been delegated to the Directors of Independent Offices, such as OAI, the Director of OHR "[r]etains oversight authority over the application of recruitment and selection policies and processes. This delegated authority requires that all recruitments and selection policies are made in accordance with the applicable UNDP recruitment policies and Staff Regulations and Rules".

24. It does not appear that OHR exceeded its delegated oversight authority as set forth above by advising the hiring manager that the Applicant did not meet the minimum work experience requirement. The record also shows

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