The International Committee of the Red Cross (ICRC) is an impartial, neutral and independent organization whose exclusively humanitarian mission is to protect the lives and dignity of victims of armed conflict and other situations of violence and to provide them with assistance.

The ICRC has a permanent mandate under international law to take impartial action for prisoners, the wounded and sick, and civilians affected by conflict.

The ICRC also endeavours to prevent suffering by promoting and strengthening humanitarian law and universal humanitarian principles.

Established in 1863, the ICRC is at the origin of the Geneva Conventions and the International Red Cross and Red Crescent Movement. It directs and coordinates the international activities conducted by the Movement in armed conflicts and other situations of violence.

With its HQ in Geneva, Switzerland, the ICRC is based in around 80 countries and has a total of more than 12,000 staff.

**The ICRC and its human resources**

More than 1,400 people, both specialized staff and delegates, are currently on field missions for the ICRC across the globe. This work is backed up by some 11,000 local employees and supported and coordinated by around 800 staff at its Geneva headquarters.

Priorities can change rapidly, so all ICRC personnel must be flexible and ready to leave for any destination at a moment’s notice, to work in the unfamiliar environment of a country at war or emerging from war.

ICRC personnel must be prepared to accept unaccompanied postings abroad during the first 24 months of employment.

The ICRC seeks mature, motivated people with team spirit, the ability to interact with people from a wide variety of backgrounds and cultures, as well as resistance to stress and the difficult situations that cause it.

**Working for the ICRC: a wide range of profiles and missions**

In order to discharge the humanitarian mission conferred on it by the international community, the ICRC, one of the biggest emergency humanitarian organizations working in areas of armed conflict and violence today, needs to be able to count on a first-rate staff.

ICRC staff members have widely varying responsibilities and tasks, depending on their function and the context in which they work. They strive to provide protection and assistance to the victims of conflicts: the wounded, prisoners, the families of missing persons, displaced persons, threatened civilian populations, etc.
Professions: delegates, administrators, doctors, nurses, nutritionists, engineers, water and habitat engineers, agronomists, logistics specialists, interpreters, legal advisors...

The delegate has several functions: visiting prisoners of war and political detainees, restoring family ties, organizing relief operations and promoting the principles of the Red Cross and of international humanitarian law. As a representative of the ICRC, he/she also maintains contact and negotiates with government authorities – civilian and military – in order to carry out his/her work as effectively as possible.

What the ICRC expects from you

The ICRC recruits expatriates on the basis of strict criteria. We select people who will be able to quickly and effectively conduct humanitarian activities in the field. In addition to the required technical skills, you will need to demonstrate a professional commitment and personal qualities that match the ICRC’s mission.

The main general criteria

Age: 25 to 35 years. Depending on the occupation and the post, we may be able to be flexible on this point. However, you will need to be able to integrate quickly into the specific context in which the ICRC works.

Personal situation: You will need to be available unconditionally for your first two years in the field. In some cases, you may not be able to make any home visits for 12 months at a time. You must therefore be willing to accept temporary separation from your friends and family. Your family may be able to join you after this initial period, but that remains difficult in most countries affected by conflict.

Languages: You must have reached a level equivalent to the Certificate of Proficiency in English (CPE/C2) and the Diplôme Approfondi de Langue Française (DALF/C1) in English and French. If English or French is your mother tongue, this requirement will not apply to you with respect to that language. If you speak other languages of relevance to ICRC operations (Arabic, Russian, Spanish, etc.), it would be an additional advantage.

Work experience: You must have at least two years' successful work experience. Technical staff must have at least three years' experience in their fields.

Training/education: The training and education required depends on the occupation. Generally speaking, you will need to have a university degree or equivalent. For technical posts, you must have completed appropriate training.

Health: You will need to be in good health to live and work in what are often difficult conditions. You will have to undergo a thorough medical examination before taking up employment.

Driving licence: You must have a valid manual transmission driver's licence (not just a licence for automatic transmission) and an international driver's licence.

Computer skills: You must be familiar with the Microsoft Windows environment.

Legal action: You must not be involved in any unsettled litigation and you will have to provide evidence that you have no police record.
The ICRC experience: a big plus

The ICRC's delegates are recruited at the end of a rigorous procedure because they have a solid and adaptable personality, but they all have previous training in another field. Once at the ICRC, they develop other skills:

- project management, from concept to implementation;
- financial management, including the management of funds and expenditures, bringing strategy in line with the means available, and the establishment of operating / management reports;
- supervision of multicultural staff, whether as direct or functional subordinates, from a distance or on the spot, including the management of salaries, contracts, insurance, setting objectives and arranging for training;
- verbal and written communication, in presenting the organization, its objectives and its operations to a variety of target groups, and drafting reports;
- strategic analysis, in order to understand the balance of power in a situation, to assess it and to turn it to good account;
- logistics, the management of stock, transport and buildings, and the procurement of goods;
- network management, in computer terms, to circulate information or collect data, and in relational terms, to forge ties, organize operations and obtain guarantees;
- interpersonal skills, such as the ability to negotiate with people at all levels and in difficult contexts in order to obtain a result and the ability to work as a team member towards achieving a shared objective;
- openness to the international world, by developing the capacity to integrate into widely varying cultural and socio-professional settings;
- language skills, sometimes in rare languages. (...)

More information on:
WWW.ICRC.ORG and www.youtube.com/icrcfilms
www.facebook.com/pages/Our-world-Your-move/71029858133,
www.myspace.com/ourworldyourmove