

Recruiting and Training Human Resources for International Cooperation

With major changes in the international community, aid needs are becoming increasingly more complex and diverse all the time. JICA has been undertaking a variety of programs to secure professionals capable of responding to these ever-changing needs.

Securing Capable Personnel

Experts who will work on the frontline of JICA's various operations are generally selected either by open recruitment via the comprehensive international cooperation career information website called PARTNER (the Participatory Network for Expert Recruitment) or based on recommendations by stakeholder organizations, except for cases in which they are selected based on a consulting-service contract that was publicly bid. JICA is committed to recruiting and assigning suitable experts so as to contribute to better cooperation activities in developing countries. Since fiscal 2018, JICA has introduced a roster registration system and a batch recruitment system for project formulation advisors responsible for project formulation as well as implementation and management at overseas offices.

In addition, JICA endeavors to secure people who can take on the positions of senior advisors and special advisors, ready to be sent overseas to international cooperation project sites at any time. The former, especially, contribute to the improvement of JICA projects based on their excellent expertise in their respective specialist fields.

Training Human Resources for the Future

1. Internship Program

The Internship program is open primarily to undergraduate and graduate students, adults who will deepen their understanding of international cooperation as well as to develop them as professionals for international cooperation in the future. During fiscal 2019, JICA accepted a total of 143 interns at JICA offices in Japan and abroad and at overseas project sites.

2. Associate Expert Program

This program is designed to train future JICA experts from young professionals who have a certain level of expertise, career, and overseas activity experience in fields where human resources shortages are anticipated in the medium- to long-term. Those who have completed the program are expected to be sent to sites of JICA's overseas operations as JICA experts.

Development of Personnel Ready to Work at Project Sites

JICA offers Capacity Enhancement Training, a program designed to provide information on recent trends in international cooperation, as well as opportunities to acquire expertise to address emerging challenges. In fiscal 2019, JICA offered 19 courses under this program. These courses, designed to train

Overview of Programs in Fiscal 2019

Recruitment	
JICA Senior Advisors	102
Special Advisors	27
Openly-recruited or recommended and screened experts, including project formulation advisors	986*
Training Human Resources	
Internship Program	143 participants
Associate Expert Program	26 participants
Capacity Enhancement Training	464 participants
Pre-Dispatch Training for JICA Experts	329 participants
The Comprehensive International Cooperation Career Information Website "PARTNER"	
Number of individuals registered on PARTNER (accumulated total)	45,514
Number of companies and organizations registered on PARTNER (accumulated total)	1,939
Number of information offerings on job openings (outside JICA), training, and seminars	3,710
Number of career consultations	215

work-ready practitioners in international development cooperation, corresponded to the Sustainable Development Goals (SDGs), covering such topics as nutrition improvement, infrastructure management, and climate change and development.

JICA also holds a monthly pre-dispatch training session for those set to leave Japan for overseas assignment. This training session offers a set of lectures and exercises on a range of topics, including an overview of ODA and JICA's work, organization and project management methods, accounting in practice, and safety and health precautions.

Expansion of HR for International Cooperation

The website PARTNER was designed with the principles of promoting international cooperation activities on an all-Japan basis. PARTNER is a comprehensive platform, providing information concerning a broad range of actors, such as international organizations, development consultants, international cooperation NGOs and NPOs, national and local governments, universities, private companies, as well as JICA. More than 45,000 individuals and over 1,900 organizations are now registered at PARTNER. PARTNER is widely utilized as a common international cooperation platform from which the latest information can be obtained concerning a great number of employment opportunities, training courses, seminars, and various events.

In the PARTNER program, JICA organizes seminars and offers consultations on how to build a global career. In fiscal 2019, seminars for international cooperation human resources were held in Tokyo, Kyoto, and Fukuoka in which various actors and role models in global career development were introduced. Job seminars were also held to provide information on international cooperation jobs. The topics included career change and career opportunities concerning international organizations, sports for development, and Africa.

*Total number of expert dispatches during fiscal 2019 out of the short-term and long-term experts who have been selected either by open recruitment or based on recommendations. The figure does not include recruits on a consulting-service contract.