

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.

In addition, JICA endeavors to secure people who can take on the positions of senior advisers and special advisers, 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 in order to deepen their understanding of international cooperation as well as to develop them as professionals for international cooperation in the future. During fiscal 2017, JICA accepted a total of 121 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 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 2017, JICA offered 25 courses under this program. Of them, two courses—one on infrastructure management and the other on private sector development—were newly created to meet these emerging aid needs.

Overview of Programs in Fiscal 2017

Recruitment	
JICA Senior Advisors	107
Special Advisors	62
Openly-recruited or recommended and screened experts, including project formulation advisers	1,002 ¹
Training Human Resources	
Internship Program	121 participants
Master Degree Scholarship Program	3 participants
Associate Expert Program	30 participants
Capacity Enhancement Training	565 participants
Pre-Dispatch Training for JICA Experts	386 participants
Counter-terrorism Safety Seminars and Self-Defense Training	1,930 participants
Security Management Training in Collaboration with UNHCR eCenter	20 participants
The Comprehensive International Cooperation Career Information Website "PARTNER"	
Number of individuals registered on PARTNER (accumulated total)	30,394
Number of companies and organizations registered on PARTNER (accumulated total)	1,567
Number of information offerings on job openings (outside JICA), training, and seminars	4,994
Number of career consultations	262

Also, JICA organizes courses on international cooperation designed primarily for young development consultants, and pre-dispatch training sessions for professionals preparing to be sent abroad.

● Expansion of HR Base for International Cooperation

A website of JICA called PARTNER was designed with the principles of promoting international cooperation activities on an all-Japan basis. PARTNER is a comprehensive forum, providing information concerning a broad range of actors, such as international organizations, development consultants, international cooperation NGOs and NPOs, national and local governments, universities, and private companies, including SMEs, as well as JICA. With more than 300,000 individuals and over 1,500 companies and organizations registered, PARTNER is widely utilized as a common international cooperation platform from which 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 career development in the international cooperation sector. In fiscal 2017, seminars for international cooperation human resources were held in Tokyo, Nagoya, and Osaka in which various actors in international cooperation areas were introduced. Job seminars were also held to provide information concerning actual international cooperation efforts. The topics included international organizations, Latin America and the Caribbean, urban and regional development, and career opportunities for female students in science majors.

¹ Total number of expert dispatches during fiscal 2017 out of the experts (short-term and long-term) who have been selected either by open recruitment or based on recommendation. The figure does not include recruits on a consulting service contract.