**UNDP Guidelines on the use of P-6 and P-7 level positions.**

**Introduction**

The purpose of these guidelines is to set out the criteria for classifying positions at the P6 and P7 grade in UNDP. These guidelines are meant to supplement UNDP’s Job Evaluation policy.

Directors (D-1 and D-2 levels) represent the highest level on the career staffing structure of the Organization. Directors manage UNDP’s programmes, offices and units. They are also expected to provide leadership in formulating and implementing the substantive work programme of an office, determine priorities, and allocate resources for the completion of outputs and their timely delivery.

Senior professionals hired for positions at the P-6 and P-7 level typically work as senior advisers, experts or managers with specific responsibilities, bringing 15 and more years of strategic, analytical and research experience to UNDP. While they can be assigned some managerial responsibilities related to their specific areas of oversight, they do not normally manage a programme, or established organizational units. In general, P-6 and P-7 level positions are suited for work on specific, time-bound or short-term, projects or initiatives and with specific managerial responsibilities.

P-6 and P-7 positions are also suited for use on a short-term basis in conjunction with a Temporary Appointment to fill Senior management roles in Country Offices. In general P-6 and P=7 positions are not part of the established structure of the office, they do not cover long-term functions of UNDP, but are linked to specific programmes or functions. They do not have the same UNDP responsibility/representational attributes as D-1 and D-2.

While there may be some overall differences in the type of responsibilities assigned to P-6/P-7 level positions and D-1/D-2 level positions, the remuneration structure is the same and the competencies required are substantially similar.

P-6 and P-7 positions are classified by the Job Evaluation system for the Professional and higher categories. The classification process and the standard is the same for P-6/D-1 and P-7/D-2 posts.

|  |  |  |
| --- | --- | --- |
| **Position description** | **P-7 level position** | **P-6 level position** |
| Purpose of the position | |  | | --- | | * Provides overall political acumen. * Globally recognised expertise; * Provides Direction/Vision and brings cohesion across a range of related programme areas * Multi-programme * Technical oversight or a large programme or office * Provides Senior level Authoritative Advice and guidance, * Contributing to the development of the organization’s mandate | | |  | | --- | | * Provides cross-cutting Programme/office technical direction, coordination and management. * Provides Technical expertise, support and guidance in diverse programme settings. * Provides technical leadership in diverse programme areas and may manage certain elements of programme implementation. * Delivery of world renown expertise recognized by the peer community which creates global recognition of the organization | |

**Process**

| **Ref** | **Action** | **Responsibility** |
| --- | --- | --- |
| 1. | Classification proceeds as per the Job Evaluation Policy | Office of Human Resources |