

SENIOR MANAGER'S COMPACT for 2016

I, Christian Friis Bach, Executive Secretary of the United Nations Economic Commission for Europe, commit to achieve the objectives detailed below, for which the Secretary-General will hold me accountable. I, in turn, will ensure that these objectives are reflected in the work plans and performance assessments of my staff at all levels.

A. ACHIEVING OBJECTIVES AND HIGH-QUALITY RESULTS

I commit myself to achieve the programme objectives and to deliver the expected results contained in Section 20 of the Programme Budget 2016-2017, as mandated by Member States, and to report these results to the General Assembly through the mandated reporting mechanisms.

In the context of these objectives, I will give special attention to delivering the following results in 2016.

Objective	Expected accomplishment	Performance measure
Ensure effective follow-up to and implementation of the outcome of the United Nations summit for the adoption of the post-2015 development agenda at the regional level	<ul style="list-style-type: none"> ▪ Sustainable Development Goals (SDGs) are mainstreamed in the work of the Commission ▪ Follow-up and review (FUR) mechanism at the regional level is established ▪ Enhanced inter-agency synergy and coherence at the regional level in support of SDGs 	<ul style="list-style-type: none"> ▪ Number of SDGs integrated in the work programme of the Commission Baseline 2015: 0 Target 2016: 16 ▪ Number of follow-up and review meetings at the regional level Baseline 2015: 0 Target 2016:1 ▪ Number of joint Regional Coordination Mechanism – regional United Nations Development Group meetings Baseline 2015:2 Target 2016:2
Ensure effective follow-up to and implementation of the outcome of the UN summit for the adoption of the post-2015 development agenda at the national level	<ul style="list-style-type: none"> ▪ Strengthened national capacities of member States for monitoring and reporting on SDGs ▪ SDGs are integrated in national development strategies of member States 	<ul style="list-style-type: none"> ▪ Number of countries which developed indicators for monitoring and reporting on SDGs, with UNECE's assistance Baseline 2015: 0 Target 2016:5 ▪ Number of United Nations Development Assistance Frameworks in support of SDGs, developed with UNECE's assistance Baseline 2015:7 Target 2016:12

<p>Strengthen South-South and inter-regional cooperation</p>	<ul style="list-style-type: none"> ▪ Strengthened cooperation between UNECE and other Regional Commissions 	<ul style="list-style-type: none"> ▪ Number of joint initiatives of the Regional Commissions led by UNECE Baseline 2015: 0 Target 2016: 3 ▪ Number of joint UNDA projects of the Regional Commissions led by UNECE Baseline 2015:5 Target 2016: 9
<p>To support the Organization's management reform agenda</p>	<p>On Umoja: Departments and offices will carry out Umoja deployment activities.</p> <p>Departments and offices will agree with Process Owners and the CITO on Umoja benefits realization plans for their entities.</p> <p>Departments and offices will carry out Umoja post implementation related activities.</p> <p>On Global Service Delivery Model: Contribute to the development of the Global Service Delivery Model (GSDM) for the Secretariat that will be presented to the 71st session.</p> <p>On IPSAS: Continued compliance with IPSAS and, if relevant, the Department/Office/Mission-specific information requirements prescribed by the standards.</p>	<p>Departments and offices will: (i) accomplish deployment activities in accordance with the Umoja master project plan and (ii) satisfy the requirements of quality gates established to gauge progress.</p> <p>Departments and offices will agree with process owners and the CITO on Umoja benefits realization plans for their entities and implement the Umoja benefit targets established for 2016.</p> <p>Post-implementation activities are accomplished in accordance with process owner and CITO guidance and the Umoja master project plan.</p> <p>Provide input to the development of detailed proposals and the preparation of the GSDM business case.</p> <p>Ensure compliance with instructions for monthly and annual closing of accounts.</p> <p>Support the preparation and audit of IPSAS financial statements for peacekeeping for the financial year 2015/16 and for non-peacekeeping</p>

	<p>Contribution to IPSAS sustainability and benefits realization plan.</p> <p>On ICT: In coordination with OICT, support the implementation of the Secretary-General's Information and Communications Technology (ICT) Strategy.</p> <p>On Mobility: Take proactive measures to familiarize staff with the Mobility and Career Development Framework.</p> <p>Ensure that the new staff selection system's assessment process is fully supported.</p> <p>Departments and Offices of all job networks analyze their projected workforce needs across a three-year period.</p> <p>On Enterprise Risk Management: Proactive management of risks that could impact the Organization's ability to achieve its objectives.</p>	<p>for the financial year 2015.</p> <p>Support and contribute to benefits realization and to the IPSAS sustainability (post-implementation) plan.</p> <p>Compliance with ICT strategy, governance, policies and processes.</p> <p>Support and leverage key messaging at regular town halls, broadcasts, and through other leadership platforms.</p> <p>Timely provision of nominations for job family focal points and assessment panels for the job analysis exercises and the development of substantive tests.</p> <p>Staff members who are nominated fully undertake and complete the job analysis and assessment activities.</p> <p>All relevant post management information is updated and clarified with the relevant workforce planner.</p> <p>Mobility population posts and/or functions are reviewed based on a forecasted set of data.</p> <p>Active participation in relevant risk treatment working group(s).</p> <p>Contribution to the updating of the Secretariat-wide risk assessment.</p>
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Please indicate here how you propose to pay particular and personal attention to the attainment of key priority objectives stated above (maximum 400 words).

To contribute to the objectives above I will,

- a) ensure that the 2030 Sustainable Development Agenda will be translated into the UNECE strategies and policies;
- b) work to create a conducive and constructive dialogue with member States and fully engage them in the work of UNECE;
- c) ensure greater synergies between the subprogrammes to increase the impact and efficiency;
- d) pursue system-wide coherence and coordination and cooperation with the rest of the United Nations at the global, regional and country levels.

Please indicate here how you will serve as an effective leader of your Department/Office (maximum 400 words).

In leading the organization I will be work to ensure:

- a) Financial and ethical accountability, with clear decision-making processes and responsibilities, stronger oversight mechanisms and support to development of staff and leadership development of managers;
- b) Build trust and ensure stronger participation of staff and stakeholders;
- c) Increased transparency with respect to programmes, projects and activities through regular valuation and communication; and
- d) Improved policies and practices to ensure gender equality, strong merit-based and transparent recruitment processes, procurement practices and clear established criteria for cooperating with partners.

B. RESPONSIBLE STEWARDSHIP OF RESOURCES

1. Financial resources management objective

Objective	Expected accomplishment	Performance measure
To ensure the responsible management of financial resources.	Managers plan, monitor and utilize financial resources proactively to achieve stated objectives and priorities.	<p>Full adherence to the instructions aimed at prudent resource utilization.</p> <p>Decreasing trend related to the cancellation of prior period obligations.</p> <p>Demonstrated ongoing (progressive) review of obligations and allotments, particularly XB funds.</p>

2. Human resources management objective

Objective	Expected accomplishment	Performance measure
Managers exercise their delegated human resources management authority in alignment with General Assembly mandates and priorities, consistent with policies, and in an efficient and effective manner to enable achieving programmatic objectives.	Recruit staff expeditiously and undertake necessary measures to reduce vacancy rates.	All steps in the recruitment process under the authority of the Department/Office are completed within 55 days.*
	Give due regard to the principle of equitable geographical distribution.	50% of geographical appointments are from un- or under-represented or Member States at risk of becoming under-represented.**
	Increase efforts to attain gender parity.	XX% female staff in three categories of posts: 1. Senior professional (P-5, D-1, D-2 and equivalent)*** 2. Non-senior professional (P-1, P-2, P-3, P-4 and equivalent)*** 3. GS and other types***
	Ensure end-of-cycle performance evaluations are completed in accordance with established timelines.	End-of-cycle evaluations under the authority of Department/Office are completed within three months of the end of the cycle (i.e., by 30 June 2016).

*Customized target based on delegated authority for undertaking certain steps in the staffing process: Departments/Offices in New York = 55 working days, Offices away from Headquarters/Regional Commissions = 83 working days. Applies to selections for positions in job networks that have not gone live with Mobility.

**Applies to two or more appointments during the cycle.

***The customized target is calculated as follows: a ratio is calculated based on an entity improving by 50% against the gap between their representation of women and 50%. This ratio is then applied to the entity's selections. The target is the representation which would result should all selections be made at this ratio.

C. IMPLEMENTATION OF OVERSIGHT BODY RECOMMENDATIONS

Objective	Expected accomplishment	Performance measure
Implementation of oversight body recommendations that have been accepted by the Department/Office.	Timely implementation of recommendations.	100% of critical and 85% of important recommendations targeted for implementation prior to year-end 2016 are implemented.

D. TIMELY ISSUANCE OF OFFICIAL DOCUMENTATION

Objective	Expected accomplishment	Performance measure
Timely submission of documents for consideration by the governing bodies.	Timely submission of manuscripts to Conference Management.	100% of manuscripts submitted to Conference Management by mutually agreed slot dates, within the word limits, and in full compliance with editorial directive ST/CS/SER.A/44/Rev.1 of 23 August 2006, and with the DGACM Guide to Document Submission.

E. DIGITAL SECRETARIAT

I will implement agreed actions to reduce the United Nations' carbon footprint and improve productivity, as per Secretary-General's decision 2011/9.

F. COMPLIANCE WITH REGULATIONS AND RULES

I undertake to exercise authority delegated to me in compliance with regulations, rules and all relevant policies and guidelines, including appropriate monitoring of staff working under my supervision to which such authority may be further delegated.

G. COMPLIANCE WITH ETHICAL STANDARDS

I will use my position as a senior manager to shape, guide and support the Organization's commitment to an ethical culture by ensuring that my decisions and those of my staff are informed by accountability, transparency, integrity, respect and fairness.

H. CONTRIBUTION TO THE BROADER INTERESTS OF THE UNITED NATIONS

In addition to the specific objectives and accomplishments referred to above, it is understood that a key element of my responsibilities is to contribute to the broader interests of the United Nations. In this regard, I will ensure that I participate fully in the shared responsibilities of senior management such as advocacy of the United Nations values and policies, including the defense and promotion of human rights and gender mainstreaming; empowering and strengthening youth participation and engagement in the UN through, inter alia, the Global Youth Partnership for the SDGs; promotion of the United Nations image; support for organizational objectives such as management reform, including proactive Enterprise Risk Management, and that I will actively contribute to the Secretariat's decision-making and

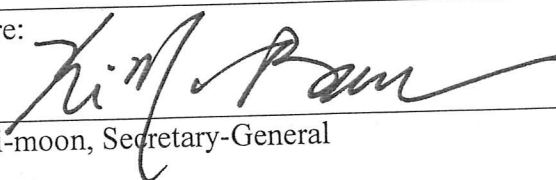
information-sharing committees. In particular, in all relevant decision-making, I will support and be guided by the United Nations Human Rights Up Front initiative.

I. SIGNATURES

I acknowledge the objectives stated above and undertake to plan, monitor and implement them as well as fully discharge my other responsibilities as a Senior Manager of the United Nations.

Signature: 	
Christian Friis Bach Executive Secretary of the United Nations Economic Commission for Europe	Date: 1/4 2016

I endorse the objectives and priorities stated in this Compact.

Signature: 	
BAN Ki-moon, Secretary-General	Date: 18 March 2016

