

IOM Candidate Tier System

	Candidates serving in the Professional and higher categories:	Candidates serving in the GS and NO categories:
First-Tier, 1A	<p>IOM staff members subject to geographical mobility requirements who are approaching or have reached their Standard Assignment Length (SAL) and staff members encumbering non-rotational positions:</p> <ul style="list-style-type: none"> • for 12 months prior to the expected advertisement date of the position they encumber, unless their position is confirmed for discontinuation (see Tier 1B); and • up until the point they secure another position, separate or go on special leave without pay (SLWOP)¹. 	N/A
First-Tier, 1B	<p>IOM staff members who are currently encumbering a position that is confirmed for discontinuation, regardless of whether they are approaching or have reached their SAL²;</p> <p>IOM staff members who, within 12 months prior to the advertisement date of the vacancy to which they are applying, were separated from service or who went on SLWOP due to funding constraints, and have not yet secured a new position, in line with the DG Special Measures approved on 5 February 2025.³</p>	<p>IOM staff members who are currently encumbering a position that is confirmed for discontinuation.</p> <p>IOM staff members who, within 12 months prior to the advertisement date of the vacancy to which they are applying, were separated from service or who went on SLWOP due to funding constraints and have not yet secured a new role.</p>
First-Tier, 1C	<p>All other IOM internal candidates who do not fall under Tier 1A or 1B;</p> <p>External candidates from Non-represented Member States (Refer to list on the Post Description);</p> <p>External women candidates for positions at grade P-5 and above.</p>	<p>All other internal candidates who do not fall under Tier 1B;</p> <p>External women candidates for positions in the NO category.</p>
Second Tier	Candidates who are not part of any of the first-tier groups are considered second-tier.	

1 Upon starting SLWOP, tier 1C would apply.

2 This group includes also Junior Professional Officers within 6 months of their final year JPO assignment end date.

3 Eligibility for internal-equivalent status applies only to separations that fall under the HR Special Measures approved by the Director General on 5 February 2025, as long as such Special Measures are in force.