
4 ALBERT EMBANKMENT
LONDON SE1 7SR
Telephone: +44 (0)20 7735 7611 Fax: +44 (0)20 7587 3210

Circular Letter No. CL4941 Rev3
10 March 2025

To: IMO Member States

Subject: **Position in the IMO Junior Professional Officer programme**

1 The Secretary-General of the International Maritime Organization has the honour to announce a position for a Junior Professional Officer (JPO).

2 The IMO Junior Professional Officer (JPO) programme is a voluntary programme under which Member States sponsor the secondment of young professionals from their country to work at IMO. The secondment is for a period of up to three years. JPOs are engaged at the P.2 level and are assigned substantive work while serving at IMO, in addition to receiving on-the-job training and familiarization.

3 Selection of candidates for a place on the programme is on a competitive basis. Selected JPOs would be expected to take up their assignment following a successful recruitment process.

4 Member States willing to participate in the programme are encouraged to nominate a maximum of three applicants per JPO position (see annex for details). Applications received directly from candidates will not be accepted: only nominations submitted through the respective sponsoring Member State will be considered. Nominations from sponsoring Member States should be accompanied by a nomination letter and contain a covering letter from the candidate as well as an [IMO Personal History form](#). Nominations from sponsoring Member States should reach the Organization no later than **28 December 2025**.

5 Nominated candidates participating in the programme should note that there is no expectation of conversion to, or engagement in, a permanent position in the Organization after completion of the period of the JPO assignment.

6 In nominating candidates for a position in the programme, the sponsoring Member States agrees to bear the responsibility of all costs related to the JPO. The JPO programme is independent from, and JPO posts are additional to, the posts financed by the Organization's regular budget. The terms of engagement of nominated JPOs are agreed through the signing of a Memorandum of Understanding confirming, inter alia, the sponsoring Member State's commitment to cover all JPO related costs directly or through IMO. All costs must be paid in advance to IMO, before the JPO joins the Organization, so that it is not compromised financially.

7 In accordance with a standard Memorandum of Understanding, salaries, benefits, travel costs, etc., of a JPO may be paid using one of two modalities: directly to the JPO by the sponsoring Member State under the modality of “Gratis Personnel”, or through the Organization on the basis of a yearly reimbursement by the sponsoring Member State as “Reimbursement through IMO”

8 Under the modality of “Reimbursement through IMO” a yearly contribution from the sponsoring Member State to offset the Organization’s administrative support costs (normally 12% on the sum expended) will be levied.

9 Under the modality of “Gratis Personnel”, a target annual support cost charge of US\$10,000 will be sought, however an alternative contribution to the Organization’s costs may be made, in cash or in kind, on the basis of an agreement between the Organization and the nominating Member State.

10 In the case of a nomination of “Gratis Personnel” by a developing country, the administrative support cost of US\$10,000 per annum may be charged to an appropriate technical cooperation regional capacity-building budget.

11 **All nominations should be sent by email by the sponsoring Member State quoting in the subject line the specific JPO position number.** All nominations should be sent to: rsd@imo.org.

ANNEX

POST NUMBER	SECTION	DIVISION
JPO 24-08	Sub-Division for Maritime Development	Technical Cooperation and Implementation Division

JUNIOR PROFESSIONAL OFFICER (JPO) PROGRAMME

GENERAL INFORMATION AND REQUIREMENTS FOR ALL JPO POSITIONS

Recruitment information:

Appointments are subject to funding by the Member State for a period of one year with the possibility of extension up to a total of three years, subject to requirements and satisfactory performance. All JPO positions are subject and limited to funding by the nominating Member State. IMO does not guarantee employment beyond the JPO appointment period.

Required competencies:

The successful candidate will have:

- a) Ability to draft a range of documents (reports, briefing notes) combined with excellent research and analytical skills.
- b) Proven ability to think strategically; work independently and in teams.
- c) Organizational skills and a high degree of initiative together with the ability to work under pressure and manage high volumes of work.
- d) Proven ability to adapt to varied environments and maintain effective working relations at all levels with people with different languages, nationalities and cultural backgrounds.
- e) Integrity, discretion, accuracy and meticulous attention to detail.

Professional experience:

Minimum two years' professional experience in relation to the requirements of the post. Work experience in an international context would be desirable.

Academic qualifications:

University degree, or equivalent professional qualification in relation to the requirements of the post.

Language skills:

Excellent command of written and spoken English is required; knowledge of other official languages of the Organization will be an advantage.

Other skills:

Competent in the use of Microsoft Office.

How to apply:

Since this is a position financed by a nominating Member State, *only nominations submitted directly by a sponsoring Member State will be accepted*. Member State nominations should include (1) a cover letter and (2) an up-to-date [Personal History Form](#) (PHF) from the nominee. The nominee's cover letter should state the reasons for applying and relevant experience to the role. Member State nominations must be submitted to the following email address: rsd@imo.org.

Please quote the relevant JPO position number in the subject line of the nomination

Kindly **do not** submit nominations via multiple routes

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IMO encourages the nominations from Member States of qualified women. IMO will make every effort to facilitate the employment of persons with disabilities.

TECHNICAL COOPERATION AND IMPLEMENTATION DIVISION

SUBDIVISION FOR MARITIME DEVELOPMENT

Position number: JPO 24-08

Admin number: ADMIN/24/73

Specific professional experience:

Experience in project management or international development, including roles that involve research, analysis, and documentation of maritime policies and regulations.

Specific professional qualifications:

A minimum of 2 years' experience working with the Maritime Administration, or shipping companies, port authorities or regulatory bodies; specialized training related to maritime regulations, shipping and environmental protection would be advantageous.

Any additional skills:

Working knowledge of IMO Conventions, with some experience of their applications and international development issues would be an advantage.

Main duties and responsibilities:

Under the immediate supervision of the Head, Asia and Pacific Section, Subdivision for Maritime Development, Technical Cooperation and Implementation Division (TCID) and the Regional Coordinator (RC) for the Pacific region and in collaboration with the Principal Programme Assistant, the IMO Technical Cooperation Officer (TCO), the incumbent will provide integrative and adaptive project coordination support to the work of the Section, in connection with IMO's technical cooperation programme, particularly focusing on the Integrated Technical Cooperation Programme (ITCP). This will include, inter alia:

1. Support activities related to the transition to and establishment of the Regional Presence Office (RPO) for the Pacific;
2. Assist in the organization, execution and implementation of IMO's technical cooperation activities, mainly focusing on the ITCP, in the region;
3. Assist in the development of the One-Maritime Framework for the Pacific taking into account the work undertaken by IMO's TCID under the broader Small Island Developing States (SIDS) and Least Developing Countries (LDCs) needs assessment analysis;
4. Assist the work related to developing/drafting documents and other related work on identification of potential funding sources at the bilateral and multilateral level;
5. Prepare donor proposals and reports for technical cooperation activities in the region;
6. Assist in the preparation of documents on IMO's technical assistance programme for submission to the Technical Cooperation Committee, and other IMO bodies, donor meetings as requested;
7. Assist in the preparation of field missions and associated work and being involved where applicable;
8. Provide support to the work of the IMO TCO or RC (as applicable), as required; and
9. Liaise and report to the Head, Asia and Pacific Section, providing weekly updates and relevant reports, on the overall programme activities.

10. Perform any other duties as may be assigned by the Director of the Division or the designated officers.
