

# Program for Global Human Resource Development for Peacebuilding and Development

## Background and Objectives

Ministry of Foreign Affairs of Japan

- \* Japan places emphasis on contributing to the peace and stability of the international community under the policy of “Proactive Contribution to Peace” based on the principle of international cooperation
- \* The program aims to strengthen the capacities of civilians from Japan and other countries in the field of peacebuilding and development
- \* MOFA Japan has trained 456 civilian participants from 54 countries and organization since 2007 in the Primary Course

## Primary Course

**Objective:** To train personnel who aspire to develop their careers in peacebuilding and development

### Participants

- **Target:** Approx. 10 Japanese + 10 non-Japanese participants from Asia, East Europe, Africa, Latin America and the Middle East
- (JFY 2025 participating countries/organizations: African Union Commission (AUC), Armenia, Cambodia, Cameroon, Ecuador, Guatemala, Iraq, Nepal, Palestine, Papua New Guinea, South Sudan, Timor-Leste.)
- **Required qualifications:**
- University degree or equivalent
  - At least 3 years of professional experience in fields relevant to peacebuilding and development (e.g., law, public administration, economic development, education, public health, logistics support, IT and digital science, human resources, communications and media, environment, project management, etc.)
  - English proficiency equivalent to TOEFL iBT 90, TOEIC 900, or IELTS 6.5
  - Must be in good health and able to attend the entire duration of the course
  - Must be aged between 27 and 39 years as of April 1, 2025

### Outline of the Course

- **Duration:** 4 weeks of coursework in Japan (November 3<sup>rd</sup> ~ 30<sup>th</sup>, 2025)
- **Content:** The course will mainly cover three main themes: Substantive Knowledge; Effective Working Skills; Career Development (TBD)

The Program for Global Human Resource Development for  
Peacebuilding and Development

**Call for Applications for the FY2025 Primary Course  
(Non-Japanese Applicants)**

**Course dates (in-person component): November 3 – 30, 2025**

**Deadline for online applications: July 7, 2025 (5 pm Japan time)**

**Deadline for sending Supplementary Application Form and language certificates:  
July 11, 2025 (9 am Japan time)**

The Program for Global Human Resource Development for Peacebuilding and Development was established by the Ministry of Foreign Affairs of Japan (MOFA) in order to strengthen the capacity of individuals working for peacebuilding and development. The Primary Course is designed to prepare early career professionals in peacebuilding, international development and related fields to work with a high level of competence, agility and skills. Since April 2024, the course has been delivered by Hiroshima University, in close cooperation with the United Nations Institute for Training and Research (UNITAR) and the United Nations Volunteer programme (UNV).

The FY2025 course combines online pre-training in October 2025 and in-person training from November 3 - 30, 2025 in Tokyo and Hiroshima, Japan. Around 10 participants from Japan and 10 participants from other countries will participate in the course. Non-Japanese participants from the following countries/organizations are invited to apply for this year's program: Armenia, Cambodia, Cameroon, Ecuador, Guatemala, Iraq, Nepal, Palestine, Papua New Guinea, South Sudan, Timor-Leste, and the African Union Commission (AUC) (please note that for the AUC, the application process is not open to the public and depends on arrangements with AUC).

**1. Qualifications**

- 1) A strong will to work in the field of peacebuilding and/or international development in the future
- 2) At least three years of work experience in peacebuilding and/or development-related fields (e.g., law, public administration, economic development, education, public health, logistics support, IT and digital science, human resources, communications and media, environment, project management, etc.)

- 3) A university degree (Bachelor's degree) or equivalent
- 4) Aged between 27 and 39 years as of April 1, 2025
- 5) English proficiency equivalent to scores of or above 90 on TOEFL iBT, 900 on TOEIC or 6.5 on IELTS (candidate must have 6.5 in all sections of IELTS, namely Reading, Writing, Listening and Speaking)
- 6) Health condition suitable for participation in the program and the ability to attend the entire duration of the Course. Selected applicants may be asked to submit a Certificate of Good Health prior to the training.

## 2. Course Dates and Methods of Delivery

The training will be delivered by experienced trainers, including current and former UN staff, academics from Hiroshima University and other institutions, and other experts. The training uses blended learning that combines online learning and in-person training.

- **Online (2 sessions in October 2025):** Program Associates will participate in 2 online preparatory sessions, where they will be introduced to each other and be given a pre-training assignment, to be completed before the in-person training starts. Participants will be notified of the dates and times in due course.
- **Week 1 (November 3-7, 2025):** Program Associates will meet in Tokyo and start their training on fundamental aspects of the United Nations. In addition to participating in lectures and discussions, they will visit the Ministry of Foreign Affairs and other organizations involved in peacebuilding and international development.
- **Weeks 2-4 (November 8-30, 2025):** Training will be delivered in person, mainly at the Higashi-Hiroshima campus of Hiroshima University in Hiroshima Prefecture. Program Associates will participate in interactive lectures, group discussions, case studies, role-playing, and other sessions. The training will be project-based learning, whereby Program Associates choose their real-world challenges to practice and apply their learning. Program Associates will also be invited to participate in the Annual Conference of the Japan Society for International Development, scheduled to be held at Hiroshima University on November 29-30, 2025.

## 3. Content

The training will focus on the following main themes:

- **Substantive Knowledge** including the guiding principles of the United Nations; multilateral approaches to peacebuilding; the Humanitarian-Development-Peace (HDP) nexus; economic, social and environmental frameworks such as the 2030 Agenda for Sustainable Development and the Pact for the Future<sup>1</sup>; and emerging issues such as artificial intelligence.
- **Effective Working Skills** such as program planning and project management skills, monitoring and evaluation; communication and negotiation skills; and skills associated with UN 2.0 and the “Quintet of Change”.<sup>2</sup>
- **Career Development Skills** such as UN competencies, values and behaviors; management skills; well-being; self-assessment and career planning; improving your job applications and interview preparation.
- **Hiroshima’s Recovery and Messages of Peace** including a visit to the Hiroshima Peace Memorial Museum.

#### 4. Post-training Follow-up

Following the training, Program Associates will receive a certificate and be invited to join the Global Peace and Development Career Network. This Career Network will provide information and further advice on career development.

#### 5. Participation Fees

No fees will be charged for non-Japanese participants accepted for the training. The costs of the in-person training in Japan will be covered by the Ministry of Foreign Affairs of Japan (travel fees between the country of residence and Japan; travel within Japan; travel insurance; accommodation; and a daily allowance to cover other expenses). Please note that participants may need some additional money to cover miscellaneous expenses. Further details will be shared with the applicants after they apply.

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<sup>1</sup> Pact for the Future  
<https://www.un.org/en/summit-of-the-future/pact-for-the-future>

<sup>2</sup> UN 2.0 and Quintet of Change  
<https://www.un.org/two-zero/en>

## 6. Application Process

- 1) First fill in the online form from the link below with your basic information.  
<https://forms.office.com/r/VkmkaULgdx>
- 2) Then you will be sent an email with the Supplementary Application Form attached. Fill in this form and send it back to [gpad-primary@office.hiroshima-u.ac.jp](mailto:gpad-primary@office.hiroshima-u.ac.jp), together with a Certificate of English proficiency (a certificate or score sheet of an English proficiency test such as TOEFL, TOEIC, or IELTS, taken in the last five years). A photocopy is acceptable. In cases where the applicant cannot submit such a document, applicants may submit a “Recommendation Letter on Candidate’s English Language Proficiency” from someone who can attest to the applicant’s language level.

## 7. Application Deadline

- Deadline for online application: **Monday July 7 (5 pm Japan time)**
- Deadline for sending Supplementary Application Form and language certificates: **Friday July 11, 2025 (9 am Japan time)**

## 8. Selection Process

The selection process for non-Japanese participants entails the following steps:

- 1) Document screening
- 2) Interview (applicants who pass the document screening will be contacted by the Japanese Embassy in their country of origin for the interview, either in-person or online).
- 3) Applicants will be informed of the outcome of the selection process **around the beginning of September 2025.**

## 9. Status of the Participants

The participants will hold the status of “Program Associate” with its entitlements and obligations for the duration of the program, irrespective of the participant’s affiliation to any other organization.

## 10. Obligations of the Participants

- 1) Participants are expected to carry out the program with utmost diligence.
- 2) Participants will be asked to sign a covenant regarding their participation in the program.
- 3) Participants will submit a final report and provide input to improve the program.

- 4) Participants will reply to the follow-up inquiries regularly made by the Ministry of Foreign Affairs of Japan about their latest status after the completion of the program.

#### 11. Additional Notes

- 1) Submitted documents will not be returned.
- 2) Updated information on the program will be available on the Hiroshima University website (<https://www.hiroshima-u.ac.jp/en/international/network/gpad/primary>).
- 3) Hiroshima University is committed to comply with all the rules and regulations stipulated in the Personal Information Protection Act of Japan and other laws regarding the protection of personal information. Hiroshima University and the Ministry of Foreign Affairs will use personal information submitted by the applicants only for the purpose of this Program. The Ministry of Foreign Affairs may share this information with organizations involved in the delivery of this Program. Photographs taken during the Program will be managed appropriately and may be used for public relations.

#### 12. Further Information

For more information, please contact:

Global Peace and Development Career Network (GPAD)

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Kagamiyama 1-3-2, Higashi-Hiroshima City, Hiroshima Prefecture, Japan 739-8511

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Website: <https://www.hiroshima-u.ac.jp/en/international/network/gpad/primary>