



JUDITE ADRIANO:

“A maze of wonder? It’s hard to really put into words, its intricate and no ones’ journey has been the same. There is not knowing what you’ll find at the next stop/turn, and with that comes a ball of emotions that will leave you in anticipation and for me, that’s the beauty of it.”

JUDITE ADRIANO, Angola
Talent Acquisition Analyst, OHR,
Bureau for Management Services,
HQ New York

What is your academic background?

I am originally from Angola, my family settled in Cape Town South Africa, where I read for my undergraduate degree in Industrial Psychology and Management, graduating summa cum laude from the University of the Western Cape. I continued my studies in Johannesburg, graduating cum laude and later pursued a Master’s degree in Commerce both from the University of the Witwatersrand.

What made you apply to the Graduate Programme and work with UNDP?

I believe that UNDP tackles issues that matter to all, affect us all and is something I felt drawn to stand behind. In any capacity, I wanted to be part of the transformative process in advancing the implementation of the SDGs and Agenda 2030.

What are your main activities/tasks and which SDG/s are you helping to implement?

As a Talent Acquisition Analyst, I support in the ongoing work to implement UNDP’s People for 2030 Strategy, more specifically in the talent acquisition and recruitment function. A day at the office involves engaging with a wide range of stakeholders across OHR and other offices to the same end.

I believe that my role is part of that crucial element to the overall goals and mission of UNDP, because there is a focus on the “who” element. We are essentially forming and responsible for what I would call the essence of UNDP.

What are some of the challenges you are experiencing/ have experienced and how do you navigate them?

Like any endeavour, I experienced several personal and professional challenges upon starting my assignment, I needed to adjust to the pace and ways of working.

We do not operate in silos, there is always someone that has experienced something similar and is ready to impart some words of wisdom and guidance. Most importantly, my team made my transition as smooth as possible, that is an invaluable resource.

What are the rewarding parts in your learning journey? How did your unique background/perspective impact your work with UNDP? How will this experience contribute to your career?

Learning is a big component at UNDP. While I leverage from previous experiences to be more efficient in my new role, working with an international team equipped me with skills to engage with various client offices and digital tools to enhance efficiency. Before joining UNDP, I often see results in the end. Now, I see the process and work involved before a rollout, including decision making and the steps that lead to the impactful result.

The beauty of working in a multicultural environment is the experience of diverse cultures, personal values, and varying work ethics.

My background and exposure to different countries have helped me recognize my biases early, allowing me to navigate and collaborate effectively with diverse people. Being culturally aware, open and receptive to various perspectives positively impacts my work.

What drew me to UNDP was the idea that it's a place where people grow. After 10 months, I see my growth both professionally and personally. This journey is laying a strong foundation for my career, equipping me with the skills and knowledge to thrive beyond the program. It has also clarified my career path and the direction I want to take after completing the programme.

What is your piece of advice to the candidates who will apply to the next cohorts?

If this is the path you have set your mind on, just keep trying and do not be easily discouraged. This is not something that occurs overnight, it is a process that requires both patience and persistence. I believe the work doesn't start when the opening for the programme is advertised, but I would say what you do before then is just as important. Be a continuous learner and keep identifying areas of growth and ways to strengthen your profile as you wait for the opportunity to align.

Do not be intimidated, sometimes hearing the number of applications received from across the globe can be daunting and it may even seem like an insurmountable opportunity. It is not, but it is one that requires preparation.

This reminds me of the meeting our cohort had with the Administrator, who stressed the importance of having a

continued ability to look, learn and listen. Acknowledging that we will never know it all, and in that lies the continuous opportunity to keep learning. A crucial element for you as an individual, in or outside the UN system.



Judite (4th from left) with some of the members of Cohort 2 of the Graduate Programme at the UNDP Headquarters in New York.