

Global Staff Association (GSA)
Biographical Data Form
Nomination Form for position of 2nd Vice - Chairperson

Term of office: 01 January 2024 to 31 December 2025

First & Middle Names: Sanjay
Last Name: Singh
Official e-Mail: sjsingh@unicef.org
Duty Station: New Delhi, India
Functional Title: Social & Behavior Change Specialist
Date joined UNICEF: 6th March 2007
Type of contract: Continuing
End of current contract (Year/Month) 31st October 2039



Basic Information:

Education

- **Pursuing PhD** ongoing since 2021
Indian Institute of Technology, New Delhi, India
- **Masters in Rural Development (Specialization in Project Management)** 1999
Xavier Institute of Social Services, Ranchi, India
- **Bachelor's in science (Zoology)** 1995
Xavier's College, Ranchi, India
- **Certificate course: Leadership and Contemporary Management Practices** 2006
Baltimore, USA
- **Certificate Course: Leadership for Results** 2005
UNDP, India

Nationality: India **Languages** (Mother tongue and other Languages) -Hindi, English, Bengali

Work Experience

- Since August 21:** Social and Behavior Change Specialist **UNICEF India Country office** **New Delhi, India**
- May 16- July 21:** C4D Specialist, Emergency & Gender Focal Point **UNICEF office for Madhya Pradesh** **Bhopal, India**
- Jan 15 – April 16:** WASH and C4D Specialist **UNICEF office for Liberia (Emergency)** **Monrovia, Liberia**
- Nov 13 – Dec 14:** C4D Specialist, Emergency Focal point & OIC WASH **UNICEF office for Madhya Pradesh** **Bhopal, India**
- Mar 11 - Oct 13:** C4D Officer and Emergency Focal Point **UNICEF Office for Jharkhand** **Ranchi, India**
- Mar 07 - Feb-11:** C4D Officer and Emergency Focal Point **UNICEF Office for Andhra Pradesh and Karnataka** **Hyderabad, India**
- Apr 05 - Feb 07:** State Representative and South Asia Emergency Focal Point **CATHOLIC RELIEF SERVICES (CRS)** **Hyderabad, India**
- Jun 02 – Nov 00:** Education Coordinator and Emergency Focal Point (East Region) **CATHOLIC RELIEF SERVICES (CRS)** **Ranchi & Kolkata , India**
- Jun 99 – Oct 00:** Project Coordinator (Human & Institutional Capacity Enhancement) **ARAVALI, India**

Experience and Statement: Conversation for Creative Solutions & Partnership for Productivity

- With over 15 years of programming experience, I've designed and executed **change strategies** to advance program outcomes and promote child rights in India, South Asia, and West Africa, spanning both development and humanitarian contexts.
- **The 4Rs** – Result-based management, Resource Mobilization, Relationship Management and Representation and Advocacy have been the key highlights of my work as a social engineer.
- As a Client Relations and Partnership Manager, I specialize in **cultivating mission-driven, large-scale partnerships**, engaging at all levels of influence, including engagement with the highest levels of bureaucracy and political leadership.
- As the current Chairperson of the Staff Association in India, overseeing 26-unit representatives across 13 states with support from 8 EC members, and in my prior role as Unit Representative, I have successfully established **partnerships with management to address productivity and staff well-being issues. I prioritized both results and relationships**, strongly advocating for **“conversations for creative solutions”**. This has led to structured dialogue on complex issues, the reinstatement of staff on abolished positions, roll-out of innovative staff engagement activities, streamlined processes for enhanced efficiency, solutions for addressing the issues of stagnancy, with a focus on an agile and sustainable program structure.

Statement of purpose for your candidature: “Every Voice Matters” and “Together We Can”

- The results from the global staff surveys, pulse surveys and ITF report all underscore the need for significant improvements in our management of the **most valuable resource- OUR STAFF**.
- I firmly believe that we are a family, bound by our shared belief of 'Vasudev Kutumbakam' - **the world is one family**. While several factors may set us apart, but we unite under the banner of child rights and driven by the fervent belief that **together we can drive the change** for staff welfare and wellbeing.
- So, this election is about **YOU**, and we will work with **YOU** to carry forward the legacy of the democratic institution of the Staff Association, focused on staff welfare and well-being.
- **My action pillars are “5P”** and I have experience of cultivating and nurturing partnership for change
1) People – a) paradigm shift from recruitment to human resource management b) operationalize CRITAS as distinct brand **2) Performance** – a) address the issue of staff stagnancy b) Incentivize performance **3) Processes** – a) Simplify b) reduce process time by 50% **4) Positioning** - preserve UNICEF's unwavering stance as the foremost champion of child rights in the increasing polarized world and **5) Program Structure** - we embrace the Principle of Subsidiarity, empowering local decision-making to ensure our actions remain aligned with those who are most affected by those decisions.

In my pursuit to represent the Global Staff Association in UNICEF, my heart resonates with an unwavering conviction: **"Together, We Can."** and I reaffirm our collective belief, which is **"Every Voice Matters."**

Proof of good-standing: Enclosed

Names of your other two running-mates for the single ticket candidature:

Name: Eteri Kirtskhalia Position: Chairperson

Name: Buya Jallow Position: 1st Vice Chairperson

Note: Completed biographic data form, not exceeding 2 pages, should be sent via email to GSA-Polling-Officers@unicef.org by **Tuesday, 17 October 2023 at 11.59 pm New York time.**