

1. By application filed on 20 October 2017, the Applicant contested his non-consideration and eventual non-selection for the position of Russian Reviser/Self-Revising Translator (P-4), United Nations Office at Vienna, advertised under reference number TD .80000305 0 cm -1 mpi080 7

8. In his appeal before UNAT, the Secretary-General argued that the Applicant was screened out by the Inspira system because he had indicated to have a certificate/diploma instead of a university degree, which was the minimum educational qualification required for the job opening in question. In this connection, the Applicant argued that the Organization knew that he had the educational qualification required for JO 63349 and nevertheless failed to ~~org~~7996.978 31780cational

14. The educational requirement under JO 63349 was a “first-level degree from a university or from an institution of equivalent status” and to “have passed the United Nations Language Competitive Examination (LCE) for Russian Translators”.

15. It results from the file, and it is uncontested by the parties, that the Applicant holds a Diploma in Economics from the *Moskovskij Gosudarstvennyj Institut Mezdunarodnyh Otnosenij* (the Moscow State Institute of International Relations, also known as “MGIMO”), that his attendance years were from 1980 to 1986, and that this was known to the Administration for quite a long time in light of the different positions to which the Applicant applied to, was considered for and even rostered for some of them.

16. It also results from the record that the Applicant, when applying for JO 63349, indicated in his personal history profile (“PHP”) that his highest level of education was a “Certificate/Diploma” obtained from MGIMO. In addition to the exact title of his degree in Russian, the Applicant indicated in his PHP that his degree’s title in English was a “MASTER’S DEGREE, Diploma in Economics”.

17. In its 17 October 2018 Judgment, the UNDT, *inter alia*, affirmed that in Inspira, candidates to a job opening only had five Anglo-Saxon driven options to qualify their education degree and that this was not consistent with the proper exercise of the Organization’s duty of care, which resulted in a finding of lack of full and fair consideration of the Applicant’s candidature. UNAT, however, found essential to verify whether Inspira had indeed that limitation or reflected the variety of education systems of all United Nations Member States.

18. Sec. 3.3.4.4.b. of the Inspira Applicant’s Manual, related to the “Education” section of job openings, provides that when evaluating candidates’ academic credentials, the Organization is guided by the World Higher Education Database (“WHED”) compiled by the United Nations Educational, Scientific and Cultural Organization (“UNESCO”) and the International Association of Universities (“IAU”).

requirement in JO 63349. This assertion is unsupported by the documentary evidence on file.

25. The Applicant incorrectly entered his education details and, consequently, Inspira automatically screened him out as not meeting the minimum educational requirement for the job opening, namely to possess a first level university degree. Consequently, his candidature was lawfully not released to the hiring manager.

26. Administrative instruction ST/AI/2010/3 (Staff Selection System) as well as the

decision and not a general administrative practice. Although in abstract this could be relevant for the examination of damages, it is not relevant in the present case in view of the finding that the contested administrative decision was lawful.

In the view of the foregoing, the application is dismissed.

(Signed)

Judge Francesco Buffa

Dated this 20th day of December 2019

Entered in the Register on this 20th day of December 2019

(Signed)

René M. Vargas M., Registrar, Geneva