

Kingston Papie Rhodes (Sierra Leone)

Professional experience

Kingston P. Rhodes currently serves as Chair of the International Civil Service Commission (ICSC) which was established by the General Assembly for the regulation and coordination of the conditions of service of the United Nations common system of organizations. Mr. Rhodes is responsible for directing the work of the Commission and its secretariat in developing a single unified international civil service through the application of common personnel standards, methods and arrangements. In the exercise of his functions he chairs the bi-annual sessions of the Commission and promulgates the decisions of the Commission for implementation by the executive heads of the common system organizations.

Under his leadership, the Commission has emphasized its central role in strengthening human resources systems in United Nations organizations. Recent examples of major initiatives undertaken by the ICSC under his leadership include the harmonization of conditions of service for United Nations common system staff serving in non-family duty stations, the publication of revised Standards of Conduct for the International Civil Service and the development of frameworks, both for Human Resources Management and for Performance Management.

Mr. Rhodes served from January 2000 to December 2004 as ICSC Executive Secretary (Chief Administrative Officer) during which time he managed the ICSC secretariat and directed the development of compensation and human resources policies. He was the Commission's interlocutor in the informal sessions of the General Assembly's Fifth Committee where he provided technical clarifications on the Commission's views and recommendations as contained in its annual reports. Mr. Rhodes also served as Joint Secretary to the Panel on the Strengthening of the International Civil Service, a high-level group appointed by the Secretary-General, to review the functioning of the Commission.

Between 1980 and 1999 Mr. Rhodes served in increasingly responsible positions in the ICSC secretariat. His first appointment was as statistician in the Cost-of-Living Division and later as Research Officer on pay and benefits issues in the Salaries and Allowances Division. In 1992, Mr. Rhodes returned to the Cost-of-Living Division as Deputy Chief and in 1995, was appointed Chief of that Division and Secretary of the Advisory Committee on Post Adjustment Questions, an expert subsidiary panel that advises the Commission on matters of statistical methodology. In that role he directed the work on the United Nations worldwide system of equalizing the purchasing power of staff salaries. He also provided technical advice to the Commission on statistical matters and significantly expanded professional contacts with leading statistical agencies throughout the world.

Between 1969 and 1980, Mr. Rhodes served in the Sierra Leone national civil service where his last post was acting Deputy Director of the Central Statistics Office. During this period he was also engaged part-time in the academic sector as: lecturer in quantitative methods at the Department of Economics, University of Sierra Leone; lecturer in statistics for administrative officers at the Civil Service Training College; assistant course director at the Munich Centre for Advanced Training in Statistics; and

consultant statistician to the University of California on the 1978 national nutrition survey in Sierra Leone, subsequent to which he spent 1979 on attachment to the United States Bureau of the Census and the United States Bureau of Labour Statistics.

Mr. Rhodes was the representative of the Government of Sierra Leone in 2006 to the Fifth Committee at the sixty-first session of the General Assembly. In the early 1970s he was Sierra Leone's representative to the fifth and seventh sessions of the United Nations Africa Commission on Agricultural Statistics and Vice-Chair of the seventh session.

Mr. Rhodes holds postgraduate degrees from the Moscow Institute for Economics and Statistics and from George Washington University, Washington, D.C.

In 2012, Mr. Rhodes received Sierra Leone's Presidential Award, the Order of the Rokel, in recognition of his outstanding services to the international community. In the same year, he was awarded an honorary doctorate degree (*honoris causa*) by the Moscow State Institute of International Relations for his contribution to the strengthening of peace, international cooperation and friendly relations among nations.

Mr. Rhodes is married. He works in English, Russian and French.