

Name	BHARATI SAPKOTA
Photograph	
Date of Birth	9 June 1959
Profile for FIPMO Website	Human Resources Specialist 25+ years of progressive experience in complex, multicultural, and conflict/post-conflict settings with the United Nations World Food Programme (WFP) and UN-HABITAT across Asia, Africa, and the Middle East. Recognized for building resilient HR systems, driving full-cycle recruitment, and fostering staff welfare, ethics, and engagement across global operations. Skilled in coaching, policy implementation, workforce planning, and conflict resolution, combining empathy with strategic insight to strengthen organizational performance in challenging environments.
Work Experience	HR Officer and Admin Officer – United Nations World Food Programme Rome, Italy (2011–2014) Pyongyang, North Korea (2009–2010) Juba, South Sudan (2007–2009) Asmara, Eritrea (2005–2006) Baghdad, Iraq (1997–2002) Kabul, Afghanistan (1992–1997 and 2003–2005) • Led full-cycle recruitment and onboarding of diverse international and national teams across multiple duty stations, ensuring compliance with local labour laws and UN regulations. • Developed and implemented HR strategies, workforce plans, and succession pipelines to build sustainable, competent, and motivated teams. • Provided conflict resolution training and managed grievances and harassment allegations, contributing to measurable reductions in staff turnover. • Authored simplified HR procedural manuals that standardized core processes across multiple duty stations; these documents remain in active use as foundational HR references. • Partnered with senior management on staff entitlements, benefits, incentives, and welfare programmes, improving employee satisfaction and retention.

	Project Management Officer – UN-HABITAT, Baghdad, Iraq (2000–2002) • Supported post-conflict project management and coordination in a high-risk environment. Admin. Officer – United Nations World Food Programme Baghdad, Iraq (1997–1999) Kabul, Afghanistan (1992–1997) Administrative Asst. – United Nations World Food Programme, Kathmandu, Nepal (1979–1991)
Institutional Affiliation	
Core Areas of Expertise and Experience	➤ Full-cycle recruitment and talent acquisition ➤ Workforce planning and succession planning ➤ Staff entitlements, allowances, benefits, and incentives ➤ Conflict resolution (grievances and harassment allegations) ➤ Coaching, mentoring, and on-the-job training ➤ HR policy development and procedural manual creation ➤ Change management and business restructuring ➤ Diversity, equity, and inclusion (DEI) initiatives ➤ Security awareness training and staff welfare ➤ Team building and stakeholder engagement
Areas of interest for contributions/ technical inputs	➤ HR system strengthening in post-conflict and humanitarian settings ➤ Staff capacity building and leadership development ➤ Policy simplification and standardization for multi-country operations ➤ Diversity and inclusion programme design
Academic Qualification	➤ MBA (Advanced Accounting) – Preston University, Islamabad, Pakistan (1996–1997) ➤ M.A. (English Language and Literature) – Tribhuvan University, Kathmandu, Nepal (1989–1991) ➤ TESOL Certificate with Honours – University of Toronto, Canada (2015–2016)