

كلية التربية الأساسية

وارد

٨٨

الرقم الآلي:  
رقم السجل:

٢٠٢٦/١٢٦

استماره متابعة

مكتب نائب المدير العام

الرقم الآلي

١٤٦٩٨٢٥

للشئون الأكاديمية والتنمية والإبتكار



تقديم ترشيحات لوظائف منظمة اليونسكو - باريس

الموضوع

المدير العام

الجهة الوارد منها

2025-12-30

تاريخ الوارد

5406

رقم الوارد

2026/١٢٨

تاريخ الصادر

٦٨٨٨٦

رقم الصادر

كلية التربية الأساسية (العنى الرئيسي)

- كلية الدراسات التكنولوجية
- كلية الدراسات التجارية
- كلية العلوم الصحية
- كلية التمريض
- المعهد العالي للاتصالات والملاحة
- المعهد العالي للطاقة
- معهد التدريب الأشخاص
- معهد التدريب المهني
- المعهد الصناعي (الشويخ)
- المعهد الصناعي (صباح السالم)
- معهد التمريض
- المعهد العالي للخدمات الإدارية
- عمادة شؤون الطلبة
- 
- السيد المدير العام
- نائب المدير العام للدعم المؤسسي والخدمات
- مكتب نائب المدير العام للشئون الأكاديمية والإبتكار
- مساعد نائب المدير العام للشئون التعليم التطبيقي
- مساعد نائب المدير العام للشئون التدريب
- مساعد نائب المدير العام للشئون البشرية والدعم الأكاديمي
- إدارة البعثات وال العلاقات الثقافية
- مركز تطوير المناهج والبرامج
- مركز اللغات
- إدارة الشئون الإدارية
- إدارة الشئون المالية
- إدارة التوريدات
- إدارة الشئون القانونية
- إدارة شئون أعضاء هيئة التدريس والتدريب

للحجز على اللجنـة	لإعداد الرد	للتعـيم على القـطاع	للـاطلاع والإـفـادة	لـاجـراء الـلزمـ حـسـبـ النـظمـ
لـالـحـفـظـ	لـالـمـرـاجـعـةـ	لـالـمـتـابـعـةـ	لـلـمـنـاقـشـةـ /ـ اـجـتمـاعـ	لـاتـخـاذـ ماـ تـرـوـنـهـ منـاسـبـاـ
الـعـلـمـ الـفـيـزيـكـيـ	الـعـلـمـ الـفـيـزيـكـيـ	الـعـلـمـ الـفـيـزيـكـيـ	الـعـلـمـ الـفـيـزيـكـيـ	الـعـلـمـ الـفـيـزيـكـيـ

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للـشـئـونـ الـأـكـادـيـمـيـةـ وـالـتـدـيـرـ وـالـإـبـتكـارـ

مـلـاحـظـاتـ

M.M



الرقم الالكتروني



1466478

مكتب المدير العام - قسم خدمة المواطن

تاريخ الوارد: 12/29/2025

صاحب المعاملة :

رقم الوارد: 4554

رقم الصادر: 5406

جهة الوارد: مكتب الوزير

تاريخ الصادر: 2025/12/30

الموضوع: تقديم ترشيحات لوظائف منظمة اليونسكو - باريس

لإجراء اللازم وفق النظم	
للإطلاع والإفادة	
لإعداد الرد	
لمناقشة/ مراجعتي	
للحفظ	
يعم على الجهات	
إبلاغ صاحب العلاقة	
هام وعاجل جداً	
للعرض على اللجنة	
لجنة التظلمات	
لجنة التحقيق	
كلية/ معهد	
يحول إلى	

- نائب المدير العام للدعم المؤسسي والخدمات
- نائب المدير العام للشئون الأكademية والتنمية والإبتكار
- مدير الإدارة العامة للتنمية البشرية
- مدير الإدارة العامة للدعم الأكademي
- مدير الإدارة العامة للدعم المؤسسي
- مدير الإدارة العامة للخدمات والتطوير
- مدير مكتب المدير العام
- مدير إدارة التخطيط الاستراتيجي والذكاء المؤسسي
- مدير إدارة الشئون القانونية
- مدير إدارة العلاقات العامة والإعلام
- مدير إدارة الاتساعات الهندسية
- مدير إدارة المعاهد ومراكز التدريب الأهلية
- مدير مكتب التفتيش والتدقير
- أمانة السر
- عميد القبول والتسجيل
- رئيس المكتب الفنى
- مساعد المدير العام

ملاحظات:

سمو/ حسن محمد الفجاري

مدير مسام الهميفيحة المصايف  
للتعليم التطبيقي والتدريب



التاريخ : 2025/12/21

رقم : 3352

اسم الجهة : وزارة التربية

الموضوع : تقديم ترشيحات لوظائف منظمة اليونسكو - باريس

(امتحان متابعة مكتب الوزير)

الاجراء:

الجهة:

للإطلاع والإفادة خلال 5 أيام عمل	
للإطلاع والإفادة	
إعداد رد	
إجراء اللازم وفق النظم	✓
للعرض	
للمناقشة	
للحفظ	
المتابعة	
يعلم على الجهات التابعة	
يدرج ضمن جدول الأعمال	
يتحول إلى اللجنة المختصة	
موافقة	
وفق النظم	
ابلاغ صاحب العلاقة	
يتحول إلى	

- وكيل وزارة التعليم العالي
- الوكيل المساعد للشئون الإدارية والمالية
- الوكيل المساعد للشئون القانونية
- الوكيل المساعد لشئون البعثات والعلاقات الثقافية
- مدير جامعة الكويت
- مدير جامعة عبد الله السالم
- مدير عام الهيئة العامة للتعليم التطبيقي
- مدير عام معهد الكويت للأبحاث العلمية
- مدير عام الجهاز الوطني للاعتماد الأكاديمي
- أمين عام مجلس الجامعات الحكومية
- الأمين العام لمجلس الجامعات الخاصة
- مدير عام أكاديمية الكويت للفنون
- مكتب مدير إدارة التفتيش والتدقيق
- مكتب الوزير {

ملاحظات:

لتحقيق ترشيحات لعمليات اليونسكو مد لهما بـ (تمرين سهلان)  
رئيس اليونسكو المفوض للموفقات

التوقيع

وزير التعليم العالي والبحث العلمي



DATE : \_\_\_\_\_

التاريخ: ٢٠٢٤/١٢/٣١

REF : \_\_\_\_\_

الموافق: ٢٤١٢  
الرقم: ٦٨٥٧٩٦

الموقر

معالى الأخ الفاضل/أ.د. نادر عبد الله محمد الجلال  
وزير التعليم العالي والبحث العلمي  
السلام عليكم ورحمة الله وبركاته ...

الموضوع: تقديم ترشيحات لوظائف منظمة اليونسكو - باريس

يسعدني أن أهديكم أطيب تمنياتنا وتقديرنا لشخصكم الكريم، داعين الله تعالى لكم بدوام التوفيق والسداد، وأن يمتعكم بموفور الصحة والعافية.  
وبالإشارة إلى الموضوع أعلاه، نرفق لكم طيه خطاب معالي السيد د. علي فهد المضف.  
المندوب الدائم لوفد دولة الكويت لدى اليونسكو - باريس رقم (3961) المؤرخ في 2025/12/12، بشأن خطاب المدير العام لليونسكو ، المتضمن الإعلان عن فتح باب الترشيحات لوظائف منظمة اليونسكو.  
للتفضل بالاطلاع واتخاذ اللازم.

وتفضلوا بقبول فائق التحية والاحترام ...

وزير التربية

سید جلال سید عبد المحسن الطبطبائی

مكتب وزير التربية والتعليم  
العنوان: ٢٢٥ / ٢٠  
البريد: ٣٣٥٢



نسخة لكل من:  
✓ مكتب الوزير  
✓ الملف



الرقم: 3961  
التاريخ: 2025/12/12

السيدة/ عذاري الفلاف المحترمة  
رئيس قسم المكتب الفني لللأمانة العامة  
للجنة الوطنية الكويتية للتربية والعلوم والثقافة بالتكليف

تحية طيبة وبعد،

يهدي الوفد الدائم لدولة الكويت لدى اليونسكو أطيب تحياته لكم، ويسرنا أن ترافق طيه الخطاب الصادر عن  
المدير العام لليونسكو، والمتضمن الإعلان عن فتح باب الترشيحات للوظائف الشاغرة للمناصب التالية:

Assistant Director-General for Education (ADG)  
Education Sector  
Paris, France  
ED 001

Assistant Director-General for Communication and Information (ADG)  
Communication and Information Sector  
Paris, France  
CI 001

Assistant Director-General for Culture (ADG)  
Culture Sector  
Paris, France  
CLT 001

Assistant Director-General for Priority Africa and External Relations (ADG)  
Sector for Priority Africa and External Relations  
Paris, France  
PAX 001

مرفق بالإعلان تفاصيل الوظائف وشروط التقديم لها، حيث أنه على الراغبين أن يتقدموها بترشيحاتهم من  
خلال الانترنت عبر موقع اليونسكو المخصص للوظائف الشاغرة « *Careers* »، كما هو موضح في  
الخطاب، في موعد أقصاه 2 يناير 2026.

وتفضلاً بقبول فائق التقدير والاحترام،

د. علي فهد المضف  
المندوب الدائم

1 December 2025

Ref.: CL/4529

**Subject: Assistant Director-General for Education (ADG)**  
Education Sector  
Paris, France  
ED 001

Sir/Madam,

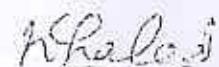
I have the honour to inform you that the vacancy notice for the post of Assistant Director-General for Education has been advertised.

The Secretariat accords great importance to geographical distribution and gender balance in its staffing, particularly at the senior level. We therefore encourage all qualified candidates to apply.

To this end, and with a view to identifying outstanding candidates for this post, I count on your cooperation to disseminate the enclosed vacancy announcement to nationals of your country.

Candidates should apply online, via the dedicated UNESCO website, [Careers](http://careers.unesco.org), as soon as possible and before 2 January 2026 at the latest. Any queries may be addressed to [staffingteam@unesco.org](mailto:staffingteam@unesco.org).

Please accept, Sir/Madam, the assurances of my highest consideration.



Khaled El-Enany  
Director-General

Enclosures: 2

cc: National Commissions for UNESCO  
Permanent Delegations to UNESCO

Post Title: ASSISTANT DIRECTOR-GENERAL FOR EDUCATION  
 Post Number: ED 001  
 Grade: ADG  
 Parent Sector: Education Sector  
 Duty Station: Paris (France)  
 Job Family: Education  
 Type of contract: Fixed-Term  
 Duration of contract: 2 years, renewable  
 Recruitment open to: Internal and external candidates  
 Application Deadline (midnight, Paris time): **2 January 2026**

UNESCO Core Values: Commitment to the Organization, Integrity, Respect for Diversity, Professionalism

#### OVERVIEW OF THE FUNCTIONS OF THE POST

*The mission of the Education Sector plays a central role in advancing UNESCO's mission to promote inclusive and equitable quality education and lifelong learning opportunities for all and to ensure that these principles are inherent in all its programmes and operations.*

*As the lead United Nations agency for education, UNESCO serves as the global coordinator of the Education 2030 Framework for Action. It supports Member States in strengthening education systems, transforming teaching and learning and ensuring that every learner – regardless of background – acquires the knowledge, skills, values and competencies needed to shape a just, peaceful and sustainable future.*

Under the authority of the Director-General, the Assistant Director-General for Education provides strategic leadership, intellectual vision and overall managerial oversight for UNESCO's Education Programme (Major Programme I).

The incumbent leads UNESCO's work to reimagine and transform education systems, mobilize partnerships and drive innovation to ensure learning is accessible, inclusive, relevant and future-ready. The incumbent will also oversee the education-related category 1 Institutes (such as UIS, IIEP, IICBA, UIL and MGIEP) and work in close collaboration with other Assistant Directors-General to strengthen cross-sectoral linkages between education, science, culture, communication and social inclusion.

The Assistant Director-General for Education will:

- Provide strategic direction and leadership in formulating, implementing and monitoring the Education Sector's strategy, programmes and policies, in line with UNESCO's governing bodies decisions.
- Lead UNESCO's role as the global coordinator of SDG 4 (Quality Education), ensuring coherence, accountability and alignment of national, regional and global actions within the Education 2030 Framework for Action.
- Strengthen support to Member States in developing and implementing inclusive, equitable and high-quality education policies, systems and practices at all levels – from early childhood to higher education and lifelong learning.
- Advance the "Futures of Education" and "Transforming Education" agendas, fostering innovation, digital transformation and resilience in education systems to meet emerging societal and technological challenges.
- Promote lifelong learning and skills development, aligning education and training with the evolving needs of labour markets, digital economies and sustainable societies.
- Empower learners to become creative, responsible and ethical global citizens through education that promotes human rights, peace, gender equality, sustainability and Intercultural understanding.
- Oversee and guide the work of UNESCO's education-related category 1 institutes, ensuring programmatic coherence and synergy across global, regional and thematic initiatives.
- Develop and maintain high-level partnerships, with Member States, United Nations entities, development banks, private sector and philanthropic organizations to expand the Sector's reach and impact.
- Foster innovation and foresight in the natural sciences, ensuring UNESCO remains a global laboratory of ideas in response to emerging challenges.
- Represent the Director-General and UNESCO in high-level international fora and intergovernmental meetings, strengthening UNESCO's visibility, influence and thought leadership.
- Ensure effective management and accountability, fostering a culture of performance, transparency and diversity across the Sector.

For further information on the specific above-mentioned programmes, candidates may consult our website: <https://www.unesco.org/en>, and/or the following documents: **41 C/4** (UNESCO's Medium-Term Strategy for 2022–2029) and **43 C/5** (UNESCO's Draft Programme and Budget for 2026–2029 quadrennium).

#### COMPETENCIES (Core/Managerial)

Communication (C)  
Accountability (C)  
Innovation (C)

Building partnerships (M)  
Driving and managing change (M)  
Strategic thinking (M)

Knowledge sharing and continuous improvement (C)  
 Planning and organizing (C)  
 Results focus (C)  
 Teamwork (C)  
 Professionalism (C)

Making quality decisions (M)  
 Managing performance (M)  
 Leading and empowering others (M)

For detailed information, please consult the [UNESCO Competency Framework](#).

## REQUIRED QUALIFICATIONS

### Education

- Advanced university degree (Master's or equivalent) in a discipline related to the field of education.

### Work Experience

- At least 15 years of progressively responsible relevant professional experience from senior leadership/executive positions in areas directly related to UNESCO's Education Programme, including assignments at the regional and/or international levels.
- Demonstrated experience in leading large, diverse teams and managing organizational transformation, including change management and strategic planning.
- Substantial experience representing an organization and engaging effectively with high-level government/international officials.
- Extensive and relevant professional experience in scientific research and cooperation.

### Skills & Competencies

- Knowledge of, and commitment to, the Organization's mandate, vision, strategic directions and priorities.
- Strong and innovative leadership, capable of articulating a compelling vision for the role of education.
- Strong political acumen and diplomatic skills to represent UNESCO effectively and engage high-level stakeholders.
- Demonstrated ability to lead institutional transformation, manage change and foster a culture of accountability, diversity and performance.
- Excellent communication skills with strong representational abilities.

### Languages

- Excellent knowledge and drafting skills in one of the working languages of the Organization (English or French).

## DESIRABLE QUALIFICATIONS

### Education

- A Ph.D. level degree in the field of education or one of its sub-disciplines.

### Work experience

- Awareness and knowledge of UNESCO's strategic objectives and of wider reform initiatives and processes within the United Nations system.

### Languages

- Working knowledge of the second language (English or French).
- Knowledge of other official languages of UNESCO (Arabic, Chinese, Russian or Spanish).

## BENEFITS AND ENTITLEMENTS

UNESCO's salaries consist of a basic salary and other benefits which may include if applicable: 30 days annual leave, family allowance, medical insurance, pension plan etc.

The approximate annual starting salary for this post is US \$246,506.

For full information on benefits and entitlements, please consult our [Guide to Staff Benefits](#).

Please note that UNESCO is a non-smoking Organization.

## SELECTION AND RECRUITMENT PROCESS

Please note that all candidates must complete an on-line application and provide complete and accurate information.

To apply, please visit the [UNESCO Careers website](#). No modifications can be made to the application submitted.

The evaluation of candidates is based on the criteria in the vacancy notice, and may include tests and/or assessments, as well as a competency-based interview.

UNESCO uses communication technologies such as video or teleconference, e-mail correspondence, etc. for the assessment and evaluation of candidates.

Please note that only selected candidates will be further contacted and candidates in the final selection step will be subject to reference checks based on the information provided.

UNESCO recalls that paramount consideration in the appointment of staff members shall be the necessity of securing the highest standards of efficiency, technical competence and integrity. UNESCO applies a zero-tolerance policy against all forms of harassment. UNESCO is committed to achieving and sustaining equitable and diverse geographical distribution, as well as gender parity among its staff members in all categories and at all grades. Furthermore, UNESCO is committed to achieving workforce diversity in terms of gender, nationality and culture. Candidates from non- and under-represented Member States ([last update here](#)) are particularly welcome and strongly encouraged to apply. Individuals from minority groups and Indigenous groups and persons with disabilities are equally encouraged to apply. All applications will be treated with the highest level of confidentiality.

Worldwide mobility is required for staff members appointed to international posts.

UNESCO does not charge a fee at any stage of the recruitment process.

**Representation of Member States in posts subject  
to geographical distribution as at October 2025**

Representation above range	Representation within range	Representation below range	Not represented
Algeria	Afghanistan	Andorra	Antigua and Barbuda
Argentina	Austria	Angola	Albania
Australia	Azerbaijan	Armenia	Bahamas
Belgium	Benin	Bangladesh	Bahrain
Brazil	Bolivia (Plurinational State of)	Barbados	Bhutan
Cameroon	Bosnia and Herzegovina	Belarus	Brunei
Canada	Bulgaria	Belize	Darussalam
Colombia	Burkina Faso	Botswana	Dominican Republic
Democratic Republic of the Congo	Burundi	Cabo Verde	Equatorial Guinea
Egypt	Cambodia	Central African Republic	Guatemala
Ethiopia	Chile	Chad	Guyana
France	Congo	China	Iceland
Greece	Costa Rica	Comoros	Kiribati
Italy	Côte d'Ivoire	Cook Islands	Kuwait
Japan	Cuba	Croatia	Latvia
Kenya	Denmark	Cyprus	Maldives
Lebanon	Ecuador	Czechia	Malta
Mexico	El Salvador	Democratic People's Republic	Marshall Islands
Morocco	Estonia	of Korea	Micronesia
Nepal	Finland	Djibouti	(Federated States of)
Senegal	Gabon	Dominica	Monaco
South Africa	Gambia	Eritrea	Nauru
Spain	Georgia	Eswatini	Niue
Tunisia	Germany	Fiji	Oman
Türkiye	Ghana	Grenada	Palau
Ukraine	Guinea	Guinea-Bissau	Panama
United Kingdom of Great Britain and Northern Ireland	Haiti	Hungary	Qatar
	Honduras	Iraq	Saint Vincent and the Grenadines
	India	Ireland	Samoa
	Indonesia	Lesotho	San Marino
	Iran (Islamic Republic of)	Liberia	Solomon Islands
	Jamaica	Libya	South Sudan
	Jordan	Malawi	Suriname
	Kazakhstan	Montenegro	Timor-Leste
	Kyrgyzstan	Mozambique	Tonga
	Lao People's Democratic Republic	Myanmar	Tuvalu
	Lithuania	Namibia	United Arab Emirates
	Luxembourg	North Macedonia	Vanuatu
	Madagascar	Papua New Guinea	
	Malaysia	Peru	
	Mali	Russian Federation	
	Mauritania	Sao Tome and Principe	
	Mauritius	Saudi Arabia	
	Mongolia	Seychelles	
	Netherlands (Kingdom of the)	Slovakia	
		Tajikistan	
		Thailand	
		Trinidad and Tobago	

Representation above range	Representation within range	Representation below range	Not represented
	New Zealand	Turkmenistan	
	Nicaragua	United States of	
	Niger	America	
	Nigeria		
	Norway		
	Pakistan		
	Paraguay		
	Philippines		
	Poland		
	Portugal		
	Republic of Korea		
	Republic of Moldova		
	Romania		
	Rwanda		
	Saint Kitts and Nevis		
	Saint Lucia		
	Serbia		
	Sierra Leone		
	Singapore		
	Slovenia		
	Somalia		
	Sri Lanka		
	State of Palestine		
	Sudan		
	Sweden		
	Switzerland		
	Syrian Arab Republic		
	Togo		
	Uganda		
	United Republic of		
	Tanzania		
	Uruguay		
	Uzbekistan		
	Venezuela (Bolivarian Republic of)		
	Viet Nam		
	Yemen		
	Zambia		
	Zimbabwe		



1 December 2025

Ref.: CL/4528

Subject: Assistant Director-General for Communication and Information  
(ADG)  
Communication and Information Sector  
Paris, France  
CI 001

Sir/Madam,

I have the honour to inform you that the vacancy notice for the post of Assistant Director-General for Communication and Information has been advertised.

The Secretariat accords great importance to geographical distribution and gender balance in its staffing, particularly at the senior level. We therefore encourage all qualified candidates to apply.

To this end, and with a view to identifying outstanding candidates for this post, I count on your cooperation to disseminate the enclosed vacancy announcement to nationals of your country.

Candidates should apply online, via the dedicated UNESCO website, [Careers](#), as soon as possible and before **2 January 2026** at the latest. Any queries may be addressed to [staffingteam@unesco.org](mailto:staffingteam@unesco.org).

Please accept, Sir/Madam, the assurances of my highest consideration.

Khaled El-Enany  
Director-General

Enclosures: 2

cc: National Commissions for UNESCO  
Permanent Delegations to UNESCO

**Post Title:** ASSISTANT DIRECTOR-GENERAL FOR COMMUNICATION AND INFORMATION  
**Post Number:** CI 001  
**Grade:** ADG  
**Parent Sector:** Communication and Information Sector  
**Duty Station:** Paris (France)  
**Job Family:** Communication and Information  
**Type of contract:** Fixed-Term  
**Duration of contract:** 2 years, renewable  
**Recruitment open to:** Internal and external candidates  
**Application Deadline** (midnight Paris time) **2 January 2026**

UNESCO Core Values: Commitment to the Organization, Integrity, Respect for Diversity, Professionalism

#### OVERVIEW OF THE FUNCTIONS OF THE POST

The Communication and Information Sector plays a central role in UNESCO's mission to promote freedom of expression, access to information, media development and media literacy, knowledge societies through fostering universal access to information, innovation for sustainable development and the preservation of documentary heritage. The Sector's mission – to empower people through information and communication – has gained renewed importance in a world reshaped by digital transformation, artificial intelligence and the rapid evolution of information ecosystems.

Under the authority of the Director-General, the Assistant Director-General for Communication and Information provides strategic leadership, intellectual vision and managerial oversight for the Communication and Information Sector (Major Programme V). The incumbent is responsible for the overall implementation of the Communication and Information Sector's overall strategy to advance freedom of expression and media development, promote universal access to information and knowledge, and ensure that technological innovation contributes to peace and sustainable development.

The Assistant Director-General for Communication and Information will:

- Provide strategic direction and leadership in formulating, implementing and monitoring the Communication and Information Sector's strategy, programmes and policies in line with UNESCO's governing bodies' decisions.
- Advance freedom of expression and the safety of journalists, both online and offline, while promoting media pluralism, independence and viability.
- Support the development of inclusive, media-literate societies, empowering citizens to access, create and share information responsibly in the digital age.
- Lead UNESCO's global work on building inclusive knowledge societies, through policies and programmes promoting universal access to information, open science, open educational resources and digital inclusion.
- Promote the ethical dimensions of digital transformation and frameworks for the governance of emerging technologies.
- Ensure the preservation of documentary heritage as part of the world's shared memory, through initiatives such as the Memory of the World Programme.
- Develop and maintain high-level partnerships, with Member States, United Nations entities, development banks, private sector and philanthropic organizations to expand the Sector's reach and impact.
- Strengthen UNESCO's thought leadership in communication and information, representing the Organization in high-level fora and international dialogues on media, digital governance and innovation.
- Foster innovation and foresight, anticipating technological and societal trends that shape communication, information access and media ecosystems.
- Represent the Director-General and UNESCO in high-level international fora and intergovernmental meetings, strengthening UNESCO's visibility, influence and thought leadership in the field of communication and information.
- Ensure effective management and accountability, fostering a culture of performance, transparency and diversity across the Sector.

For further information on the specific above-mentioned programmes, candidates may consult our website: <https://www.unesco.org/en>, and/or the following documents: 41 C/4 (UNESCO's Medium-Term Strategy for 2022–2029) and 43 C/5 (UNESCO's Draft Programme and Budget for 2026–2029 quadrennium).

#### COMPETENCIES (Core/Managerial)

Communication (C)	Building partnerships (M)
Accountability (C)	Driving and managing change (M)
Innovation (C)	Strategic thinking (M)
Knowledge sharing and continuous improvement (C)	Making quality decisions (M)
Planning and organizing (C)	Managing performance (M)
Results focus (C)	Leading and empowering others (M)
Teamwork (C)	
Professionalism (C)	

For detailed information, please consult the [UNESCO Competency Framework](#).

## REQUIRED QUALIFICATIONS

### Education

- Advanced university degree (Master's or equivalent) in a discipline related to the fields of communication and/or information.

### Work Experience

- At least 15 years of progressively responsible relevant professional experience from senior leadership/executive positions in areas directly related to UNESCO's Communication and Information Programme, including assignments at the regional and/or international levels.
- Proven record of leadership in developing and implementing policies, programmes, or international frameworks in areas related to communication and information.
- Demonstrated experience in leading large, diverse teams and managing organizational transformation, including change management and strategic planning.
- Substantial experience representing an organization and engaging effectively with high-level government/international officials.

### Skills & Competencies

- Knowledge of, and commitment to, the Organization's mandate, vision, strategic directions and priorities.
- Strong and innovative leadership, capable of articulating a compelling vision for the role of communication and information.
- Strong political acumen and diplomatic skills to represent UNESCO effectively and engage high-level stakeholders.
- Demonstrated ability to lead institutional transformation, manage change, and foster a culture of accountability, diversity and performance.
- Strong ability to interact effectively at the highest governmental levels, as well as with leaders of the private sector and civil society, and ability to mobilize resources and to build collaborative partnerships and networks with and between a wide variety of stakeholders.
- Excellent communication skills with strong representational abilities.

### Languages

- Excellent knowledge and drafting skills in one of the working languages of the Organization (English or French).

## DESIRABLE QUALIFICATIONS

### Education

- A Ph.D. level degree in the fields of communication and/or information or one of its sub-disciplines.

### Work experience

- Awareness and knowledge of UNESCO's strategic objectives and of wider reform and processes within the United Nations system.

### Languages

- Working knowledge of the second language (English or French).
- Knowledge of other official languages of UNESCO (Arabic, Chinese, Russian or Spanish).

## BENEFITS AND ENTITLEMENTS

UNESCO's salaries consist of a basic salary and other benefits which may include if applicable: 30 days annual leave, family allowance, medical insurance, pension plan etc.

The approximate annual starting salary for this post is US \$246,506

For full information on benefits and entitlements, please consult our [Guide to Staff Benefits](#).

Please note that UNESCO is a non-smoking Organization.

## SELECTION AND RECRUITMENT PROCESS

Please note that all candidates must complete an on-line application and provide complete and accurate information.

To apply, please visit the [UNESCO Careers website](#). No modifications can be made to the application submitted.

The evaluation of candidates is based on the criteria in the vacancy notice, and may include tests and/or assessments, as well as a competency-based interview.

UNESCO uses communication technologies such as video or teleconference, e-mail correspondence, etc. for the assessment and evaluation of candidates.

Please note that only selected candidates will be further contacted and candidates in the final selection step will be subject to reference checks based on the information provided.

UNESCO recalls that paramount consideration in the appointment of staff members shall be the necessity of securing the highest standards of efficiency, technical competence and integrity. UNESCO applies a zero-tolerance policy against all forms of harassment. UNESCO is committed to achieving and sustaining equitable and diverse geographical distribution, as well as gender parity among its staff members in all categories and at all grades. Furthermore, UNESCO is committed to achieving workforce diversity in terms of gender, nationality and culture. Candidates from non- and under-represented Member States ([last update here](#)) are particularly welcome and strongly encouraged to apply. Individuals from minority groups and indigenous groups and persons with disabilities are equally encouraged to apply. All applications will be treated with the highest level of confidentiality.

Worldwide mobility is required for staff members appointed to international posts.

UNESCO does not charge a fee at any stage of the recruitment process.

**Representation of Member States in posts subject  
to geographical distribution as at October 2025**

Representation above range	Representation within range	Representation below range	Not represented
Algeria	Afghanistan	Andorra	Antigua and Barbuda
Argentina	Austria	Angola	Albania
Australia	Azerbaijan	Armenia	Bahamas
Belgium	Benin	Bangladesh	Bahrain
Brazil	Bolivia (Plurinational State of)	Barbados	Bhutan
Cameroon	Bosnia and Herzegovina	Belarus	Brunei
Canada	Bulgaria	Belize	Darussalam
Colombia	Burkina Faso	Botswana	Dominican Republic
Democratic Republic of the Congo	Burundi	Cabo Verde	Equatorial Guinea
Egypt	Cambodia	Central African Republic	Guatemala
Ethiopia	Chile	Chad	Guyana
France	Congo	China	Iceland
Greece	Costa Rica	Comoros	Kiribati
Italy	Côte d'Ivoire	Cook Islands	Kuwait
Japan	Cuba	Croatia	Latvia
Kenya	Denmark	Cyprus	Maldives
Lebanon	Ecuador	Czechia	Malta
Mexico	El Salvador	Democratic People's Republic	Marshall Islands
Morocco	Estonia	of Korea	Micronesia
Nepal	Finland	Djibouti	(Federated States of)
Senegal	Gabon	Dominica	Monaco
South Africa	Gambia	Eritrea	Nauru
Spain	Georgia	Eswatini	Niue
Tunisia	Germany	Fiji	Oman
Türkiye	Ghana	Grenada	Palau
Ukraine	Guinea	Guinea-Bissau	Panama
United Kingdom of Great Britain and Northern Ireland	Haiti	Hungary	Qatar
	Honduras	Iraq	Saint Vincent and the Grenadines
	India	Ireland	Samoa
	Indonesia	Lesotho	San Marino
	Iran (Islamic Republic of)	Liberia	Solomon Islands
	Jamaica	Libya	South Sudan
	Jordan	Malawi	Suriname
	Kazakhstan	Montenegro	Timor-Leste
	Kyrgyzstan	Mozambique	Tonga
	Lao People's Democratic Republic	Myanmar	Tuvalu
	Lithuania	Namibia	United Arab Emirates
	Luxembourg	North Macedonia	Vanuatu
	Madagascar	Papua New Guinea	
	Malaysia	Peru	
	Mali	Russian Federation	
	Mauritania	Sao Tome and Principe	
	Mauritius	Saudi Arabia	
	Mongolia	Seychelles	
	Netherlands (Kingdom of the)	Slovakia	
		Tajikistan	
		Thailand	
		Trinidad and Tobago	

Representation above range	Representation within range	Representation below range	Not represented
	New Zealand	Turkmenistan	
	Nicaragua	United States of	
	Niger	America	
	Nigeria		
	Norway		
	Pakistan		
	Paraguay		
	Philippines		
	Poland		
	Portugal		
	Republic of Korea		
	Republic of Moldova		
	Romania		
	Rwanda		
	Saint Kitts and Nevis		
	Saint Lucia		
	Serbia		
	Sierra Leone		
	Singapore		
	Slovenia		
	Somalia		
	Sri Lanka		
	State of Palestine		
	Sudan		
	Sweden		
	Switzerland		
	Syrian Arab Republic		
	Togo		
	Uganda		
	United Republic of		
	Tanzania		
	Uruguay		
	Uzbekistan		
	Venezuela (Bolivarian Republic of)		
	Viet Nam		
	Yemen		
	Zambia		
	Zimbabwe		

1 December 2025

Ref.: CL4527

**Subject: Assistant Director-General (ADG)  
Culture Sector  
Paris, France  
CLT 001**

Sir/Madam,

I have the honour to inform you that the vacancy notice for the post of Assistant Director-General for Culture has been advertised.

The Secretariat accords great importance to geographical distribution and gender balance in its staffing, particularly at the senior level. We therefore encourage all qualified candidates to apply.

To this end, and with a view to identifying outstanding candidates for this post, I count on your cooperation to disseminate the enclosed vacancy announcement to nationals of your country.

Candidates should apply online, via the dedicated UNESCO website, [Careers](http://careers.unesco.org), as soon as possible and before **2 January 2026** at the latest. Any queries may be addressed to [staffingteam@unesco.org](mailto:staffingteam@unesco.org).

Please accept, Sir/Madam, the assurances of my highest consideration.



Khaled El-Enany  
Director-General

Enclosures: 2

cc: National Commissions for UNESCO  
Permanent Delegations to UNESCO

Post Title: ASSISTANT DIRECTOR-GENERAL FOR CULTURE  
 Post Number: CLT 001  
 Grade: ADG  
 Parent Sector: Culture Sector  
 Duty Station: Paris (France)  
 Job Family: Culture  
 Type of contract: Fixed-Term  
 Duration of contract: 2 years, renewable  
 Recruitment open to: Internal and external candidates  
 Application Deadline (midnight Paris time): 2 January 2026

UNESCO Core Values: Commitment to the Organization, Integrity, Respect for Diversity, Professionalism

#### OVERVIEW OF THE FUNCTIONS OF THE POST

*The Culture Sector plays a central role in UNESCO's mission to promote the role of culture, heritage and creativity as a global public good and an important enabler of sustainable economic and social development, a source of knowledge and resilience and a vector for dialogue and cooperation. It supports Member States in implementing UNESCO's six cultural conventions as platforms for advancing the 2030 Agenda for Sustainable Development, addressing the challenges posed by conflicts, climate change and natural disasters on culture.*

Under the authority of the Director-General, the Assistant Director-General for Culture provides strategic leadership, intellectual vision and managerial oversight for UNESCO's Culture Sector (Major Programme IV). The incumbent is responsible for the formulation and implementation of the Sector's overall strategy, ensuring that UNESCO remains the global leader in the field of culture.

Working closely with other Assistant Directors-General, the incumbent fosters transversal collaboration across sectors, ensuring that culture is fully integrated into UNESCO's broader programme delivery, particularly in relation to education, the sciences, communication and information.

The Assistant Director-General for Culture will:

- Provide strategic direction and leadership in the formulation, implementation and monitoring of the Culture Sector's strategy, policies and programmes, as approved by the governing bodies.
- Promote the role of culture, heritage and creativity as enablers of sustainable social and economic development, in line with the 2030 Agenda for Sustainable Development.
- Lead the implementation of UNESCO's cultural conventions and other normative instruments, supporting Member States in translating global frameworks into concrete national actions and strengthening international cooperation.
- Oversee the protection, conservation and transmission of cultural heritage.
- Foster creativity and the diversity of cultural expressions, strengthening cultural and creative industries as drivers of inclusive growth and innovation.
- Enhance the Culture Sector's contribution to conflict prevention, crisis response and recovery, ensuring that culture and heritage are protected in emergencies and integrated into humanitarian and peacebuilding strategies.
- Develop and maintain high-level partnerships with Member States, United Nations entities, development banks, private sector and philanthropic organizations to expand the Sector's reach and impact.
- Promote innovation and knowledge sharing, anticipating emerging trends and harnessing digital technologies for cultural preservation and access.
- Represent the Director-General and UNESCO in high-level international fora and intergovernmental meetings, strengthening UNESCO's visibility, influence and thought leadership in the cultural field.
- Ensure effective management and accountability, fostering a culture of performance, transparency and diversity across the Sector.

For further information on the specific above-mentioned programmes, candidates may consult our website: <https://www.unesco.org/en>, and/or the following documents: 41\_C/4 (UNESCO's Medium-Term Strategy for 2022-2029) and 43\_C/5 (UNESCO's Draft Programme and Budget for 2026-2029 quadrennium).

#### COMPETENCIES (Core/Managerial)

Communication (C)	Building partnerships (M)
Accountability (C)	Driving and managing change (M)
Innovation (C)	Strategic thinking (M)
Knowledge sharing and continuous improvement (C)	Making quality decisions (M)
Planning and organizing (C)	Managing performance (M)
Results focus (C)	Leading and empowering others (M)
Teamwork (C)	
Professionalism (C)	

For detailed information, please consult the [UNESCO Competency Framework](#).

## REQUIRED QUALIFICATIONS

Education

- Advanced university degree (Master's or equivalent) in a discipline related to the field of culture.

Work Experience

- At least 15 years of progressively responsible relevant professional experience from senior leadership/executive positions in areas directly related to UNESCO's Culture Programme, including assignments at the regional and/or international levels.
- Proven record of leadership in developing and implementing policies, programmes or international frameworks in areas related to culture.
- Demonstrated experience in leading large, diverse teams and managing organizational transformation, including change management and strategic planning.
- Substantial experience representing an organization and engaging effectively with high-level government/international officials.

Skills & Competencies

- Knowledge of, and commitment to, the Organization's mandate, vision, strategic directions and priorities.
- Strong and innovative leadership, capable of articulating a compelling vision for the role of culture.
- Strong political acumen and diplomatic skills to represent UNESCO effectively and engage high-level stakeholders.
- Demonstrated ability to lead institutional transformation, manage change and foster a culture of accountability, diversity and performance.
- Strong ability to interact effectively at the highest governmental levels, as well as with leaders of the private sector and civil society, and to mobilize resources and to build collaborative partnerships and networks with and between a wide variety of stakeholders.
- Excellent communication skills with strong representational abilities.

Languages

- Excellent knowledge and drafting skills in one of the working languages of the Organization (English or French).

## DESIRABLE QUALIFICATIONS

Education

- A Ph.D. level degree in the field of culture or other related areas.

Work experience

- Awareness and knowledge of UNESCO's strategic objectives and of wider processes within the United Nations system.

Languages

- Working knowledge of the second language (English or French).
- Knowledge of other official languages of UNESCO (Arabic, Chinese, Russian or Spanish).

## BENEFITS AND ENTITLEMENTS

UNESCO's salaries consist of a basic salary and other benefits which may include if applicable: 30 days annual leave, family allowance, medical insurance, pension plan etc.

The approximate annual starting salary for this post is US \$246,506.

For full information on benefits and entitlements, please consult our [Guide to Staff Benefits](#).

Please note that UNESCO is a non-smoking Organization.

## SELECTION AND RECRUITMENT PROCESS

Please note that all candidates must complete an on-line application and provide complete and accurate information.

To apply, please visit the [UNESCO Careers website](#). No modifications can be made to the application submitted.

The evaluation of candidates is based on the criteria in the vacancy notice, and may include tests and/or assessments, as well as a competency-based interview.

UNESCO uses communication technologies such as video or teleconference, e-mail correspondence, etc. for the assessment and evaluation of candidates.

Please note that only selected candidates will be further contacted and candidates in the final selection step will be subject to reference checks based on the information provided.

UNESCO recalls that paramount consideration in the appointment of staff members shall be the necessity of securing the highest standards of efficiency, technical competence and integrity. UNESCO applies a zero-tolerance policy against all forms of harassment. UNESCO is committed to achieving and sustaining equitable and diverse geographical distribution, as well as gender parity among its staff members in all categories and at all grades. Furthermore, UNESCO is committed to achieving workforce diversity in terms of gender, nationality and culture. Candidates from non- and under-represented Member States ([last update here](#)) are particularly welcome and strongly encouraged to apply. Individuals from minority groups and indigenous groups and persons with disabilities are equally encouraged to apply. All applications will be treated with the highest level of confidentiality.

Worldwide mobility is required for staff members appointed to international posts.

UNESCO does not charge a fee at any stage of the recruitment process.

**Representation of Member States in posts subject  
to geographical distribution as at October 2025**

Representation above range	Representation within range	Representation below range	Not represented
Algeria	Afghanistan	Andorra	Antigua and Barbuda
Argentina	Austria	Angola	Albania
Australia	Azerbaijan	Armenia	Bahamas
Belgium	Benin	Bangladesh	Bahrain
Brazil	Bolivia (Plurinational State of)	Barbados	Bhutan
Cameroon	Bosnia and Herzegovina	Belarus	Brunei
Canada	Bulgaria	Belize	Darussalam
Colombia	Burkina Faso	Botswana	Dominican Republic
Democratic Republic of the Congo	Burundi	Cabo Verde	Equatorial Guinea
Egypt	Cambodia	Central African Republic	Guatemala
Ethiopia	Chile	Chad	Guyana
France	Congo	China	Iceland
Greece	Costa Rica	Comoros	Kiribati
Italy	Côte d'Ivoire	Cook Islands	Kuwait
Japan	Cuba	Croatia	Latvia
Kenya	Denmark	Cyprus	Maldives
Lebanon	Ecuador	Czechia	Malta
Mexico	El Salvador	Democratic People's Republic	Marshall Islands
Morocco	Estonia	of Korea	Micronesia
Nepal	Finland	Djibouti	(Federated States of)
Senegal	Gabon	Dominica	Monaco
South Africa	Gambia	Eritrea	Nauru
Spain	Georgia	Eswatini	Niue
Tunisia	Germany	Fiji	Oman
Türkiye	Ghana	Grenada	Palau
Ukraine	Guinea	Guinea-Bissau	Panama
United Kingdom of Great Britain and Northern Ireland	Haiti	Hungary	Qatar
	Honduras	Iraq	Saint Vincent and the Grenadines
	India	Ireland	Samoa
	Indonesia	Lesotho	San Marino
	Iran (Islamic Republic of)	Liberia	Solomon Islands
	Jamaica	Libya	South Sudan
	Jordan	Malawi	Suriname
	Kazakhstan	Montenegro	Timor-Leste
	Kyrgyzstan	Mozambique	Tonga
	Lao People's Democratic Republic	Myanmar	Tuvalu
	Lithuania	Namibia	United Arab Emirates
	Luxembourg	North Macedonia	Vanuatu
	Madagascar	Papua New Guinea	
	Malaysia	Peru	
	Mali	Russian Federation	
	Mauritania	Sao Tome and Principe	
	Mauritius	Saudi Arabia	
	Mongolia	Seychelles	
	Netherlands (Kingdom of the)	Slovakia	
		Tajikistan	
		Thailand	
		Trinidad and Tobago	

Representation above range	Representation within range	Representation below range	Not represented
	New Zealand	Turkmenistan	
	Nicaragua	United States of	
	Niger	America	
	Nigeria		
	Norway		
	Pakistan		
	Paraguay		
	Philippines		
	Poland		
	Portugal		
	Republic of Korea		
	Republic of Moldova		
	Romania		
	Rwanda		
	Saint Kitts and Nevis		
	Saint Lucia		
	Serbia		
	Sierra Leone		
	Singapore		
	Slovenia		
	Somalia		
	Sri Lanka		
	State of Palestine		
	Sudan		
	Sweden		
	Switzerland		
	Syrian Arab Republic		
	Togo		
	Uganda		
	United Republic of		
	Tanzania		
	Uruguay		
	Uzbekistan		
	Venezuela (Bolivarian Republic of)		
	Viet Nam		
	Yemen		
	Zambia		
	Zimbabwe		



1 December 2025

Ref.: CL/4526

Subject: **Assistant Director-General for Priority Africa and External Relations (ADG)**  
**Sector for Priority Africa and External Relations**  
**Paris, France**  
**PAX 001**

Sir/Madam,

I have the honour to inform you that the vacancy notice for the post of Assistant Director-General for Priority Africa and External Relations has been advertised.

The Secretariat accords great importance to geographical distribution and gender balance in its staffing, particularly at the senior level. We therefore encourage all qualified candidates to apply.

To this end, and with a view to identifying outstanding candidates for this post, I count on your cooperation to disseminate the enclosed vacancy announcement to nationals of your country.

Candidates should apply online, via the dedicated UNESCO website, *Careers*, as soon as possible and before **2 January 2026** at the latest. Any queries may be addressed to [staffing@unesc.org](mailto:staffing@unesc.org).

Please accept, Sir/Madam, the assurances of my highest consideration.

Khaled El-Enany  
Director-General

Enclosures: 2

cc: National Commissions for UNESCO  
Permanent Delegations to UNESCO

**Post Title:** ASSISTANT DIRECTOR-GENERAL FOR PRIORITY AFRICA AND EXTERNAL RELATIONS  
**Post Number:** PAX 001  
**Grade:** ADG  
**Parent Sector:** Priority Africa and External Relations Sector (PAX)  
**Duty Station:** Paris (France)  
**Job Family:** External Relations  
**Type of contract:** Fixed-Term  
**Duration of contract:** 2 years, renewable  
**Recruitment open to:** Internal and external candidates  
**Application Deadline (midnight Paris time):** 2 January 206

UNESCO Core Values: Commitment to the Organization, Integrity, Respect for Diversity, Professionalism  
<https://unesdoc.unesco.org/ark:/48223/pf0000386038>

### OVERVIEW OF THE FUNCTIONS OF THE POST

**UNESCO plays a unique and vital role in building the foundations of lasting peace, promoting equitable and sustainable development and advancing international cooperation in education, the sciences, culture, communication and information. In a world undergoing profound transformation, UNESCO's leadership helps Member States address complex social, economic, technological and environmental challenges while upholding dialogue and mutual understanding.**

Within this framework and under the authority of the Director-General, the Sector for Priority Africa and External Relations provides strategic leadership to strengthen UNESCO's partnerships and engagement with Member States, Permanent Delegations, National Commissions, intergovernmental organizations and a wide range of stakeholders. The Sector oversees programmes – including the Participation Programme, Fellowships Programme, Goodwill Ambassadors Programme, coordination with the United Nations system and field offices, and the Protocol Unit; ensuring coherence, transparency, accountability and alignment across UNESCO's global external engagement architecture.

Under the authority of the Director-General, the Assistant Director-General for Priority Africa and External Relations provides intellectual leadership and strategic vision to guide the Sector's work, ensuring alignment with UNESCO's Medium-Term Strategy (2022–2029) and decisions of the governing bodies. Acting under the Director-General's authority and guidance, the Assistant Director-General:

- Leads the implementation of the Operational Strategy for Priority Africa (2022–2029), ensuring coherence with UNESCO's sectoral and intersectoral priorities.
- Strengthens coordination across Sectors and field offices to ensure coherent contributions to Priority Africa and effective support to Member States.
- Provides political analysis and strategic guidance on trends, opportunities and challenges to inform decision-making across UNESCO.
- Develops and maintains high-level partnerships, including triangular and South–South cooperation, with governments, National Commissions, Permanent Delegations, regional organizations, the United Nations system and civil society.
- Provides guidance to Directors and heads of field offices to ensure alignment of sectoral and intersectoral initiatives with UNESCO's strategic objectives.
- Advances gender equality, youth engagement, crisis response and support for vulnerable environments, including SIDS.
- Supports engagement with UNESCO's governing bodies and represents the Director-General in relevant meetings, conferences and fora to ensure coherent strategic messaging.
- Oversees protocol and external relations functions and carries out high-priority initiatives and responsibilities entrusted by the Director-General.

For further information on the specific above-mentioned programmes, candidates may consult our website: <https://www.unesco.org>, and/or the following documents: 41 C/4 (UNESCO's Medium-Term Strategy for 2022–2029) and 43 C/5 (UNESCO's Draft Programme and Budget for 2026–2029).

### COMPETENCIES (Core/Managerial)

Communication (C)  
 Accountability (C)  
 Innovation (C)  
 Knowledge sharing and continuous improvement (C)  
 Planning and organizing (C)  
 Results focus (C)  
 Teamwork (C)  
 Professionalism (C)

Building partnerships (M)  
 Driving and managing change (M)  
 Strategic thinking (M)  
 Making quality decisions (M)  
 Managing performance (M)  
 Leading and empowering others (M)

For detailed information, please consult the [UNESCO Competency Framework](#).

## REQUIRED QUALIFICATIONS

### Education

- Advanced university degree (Master's or equivalent degree) in a discipline related to UNESCO's mandate, public or business administration, or international relations or a UNESCO related field.

### Work Experience

- At least 15 years of progressively responsible relevant professional experience in international and intergovernmental cooperation, preferably within the United Nations system context.
- Extensive and relevant professional experience in senior leadership/executive positions in areas directly related to UNESCO's mandate, including assignments at the regional and/or international levels.
- Awareness and knowledge of UNESCO's strategic objectives and of wider reform and initiative processes within the United Nations system, the 2030 Sustainable Development Goals and the African Union's Agenda 2063.
- Experience in political analysis and diplomacy.

### Skills & Competencies

- Knowledge of, and commitment to, the Organization's mandate, vision, strategic direction and priorities.
- Strong and innovative leadership.
- Strong political acumen and diplomatic skills to represent UNESCO effectively and engage high-level stakeholders.
- Demonstrated ability to lead institutional transformation, manage change and foster a culture of accountability, diversity and performance.
- Excellent advocacy and communication skills with strong representational abilities.
- Strong ability to interact effectively at the highest governmental levels, as well as with leaders of the private sector and civil society.

### Languages

- Excellent knowledge of and drafting skills in the working languages the Organization (English or French).

## DESIRABLE QUALIFICATIONS

### Education

- A Ph.D. level degree in discipline related to the post.

### Work Experience

- Previous working experience related to Africa.
- Demonstrated results in developing and leading major continental or global programmes or initiatives involving multiple partners and funding streams.
- Strong ability to build strategic partnerships with diverse stakeholders at the international level, including in support of resource mobilization. Previous professional experience related to UNESCO's programmes and initiatives.

### Languages

- Working knowledge of the second language (English or French).
- Knowledge of other official languages of UNESCO (Arabic, Chinese, Russian or Spanish).

## BENEFITS AND ENTITLEMENTS

UNESCO's salaries consist of a basic salary and other benefits which may include if applicable: 30 days annual leave, family allowance, medical insurance, pension plan etc.

The approximate annual starting salary for this post is US \$246,506.

For full information on benefits and entitlements, please consult our [Guide to Staff Benefits](#).

Please note that UNESCO is a non-smoking Organization.

## SELECTION AND RECRUITMENT PROCESS

Please note that all candidates must complete an on-line application and provide complete and accurate information.

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The evaluation of candidates is based on the criteria in the vacancy notice, and may include tests and/or assessments, as well as a competency-based interview.

UNESCO uses communication technologies such as video or teleconference, e-mail correspondence, etc. for the assessment and evaluation of candidates

Please note that only selected candidates will be further contacted and candidates in the final selection step will be subject to reference checks based on the information provided.

UNESCO recalls that paramount consideration in the appointment of staff members shall be the necessity of securing the highest standards of efficiency, technical competence and integrity. UNESCO applies a zero-tolerance policy against all forms of harassment. UNESCO is committed to achieving and sustaining equitable and diverse geographical distribution, as well as gender parity among its staff members in all categories and at all grades. Furthermore, UNESCO is committed to achieving workforce diversity in terms of gender, nationality and culture. Candidates from non- and under-represented Member States ([last update here](#)) are particularly welcome and strongly encouraged to apply. Individuals from minority groups and indigenous groups and persons with disabilities are equally encouraged to apply. All applications will be treated with the highest level of confidentiality.

Worldwide mobility is required for staff members appointed to international posts.

UNESCO does not charge a fee at any stage of the recruitment process.

**Representation of Member States in posts subject  
to geographical distribution as at October 2025**

<b>Representation above range</b>	<b>Representation within range</b>	<b>Representation below range</b>	<b>Not represented</b>
Algeria	Afghanistan	Andorra	Antigua and Barbuda
Argentina	Austria	Angola	Albania
Australia	Azerbaijan	Armenia	Bahamas
Belgium	Benin	Bangladesh	Bahrain
Brazil	Bolivia (Plurinational State of)	Barbados	Bhutan
Cameroon	Bosnia and Herzegovina	Belarus	Brunei
Canada	Bulgaria	Belize	Darussalam
Colombia	Burkina Faso	Botswana	Dominican Republic
Democratic Republic of the Congo	Burundi	Cabo Verde	Equatorial Guinea
Egypt	Cambodia	Central African Republic	Guatemala
Ethiopia	Chile	Chad	Guyana
France	Congo	China	Iceland
Greece	Costa Rica	Comoros	Kiribati
Italy	Côte d'Ivoire	Cook Islands	Kuwait
Japan	Cuba	Croatia	Latvia
Kenya	Denmark	Cyprus	Maldives
Lebanon	Ecuador	Czechia	Malta
Mexico	El Salvador	Democratic People's Republic of Korea	Marshall Islands
Morocco	Estonia	Djibouti	Micronesia (Federated States of)
Nepal	Finland	Dominica	Monaco
Senegal	Gabon	Eritrea	Nauru
South Africa	Gambia	Eswatini	Niue
Spain	Georgia	Fiji	Oman
Tunisia	Germany	Grenada	Palau
Türkiye	Ghana	Guinea-Bissau	Panama
Ukraine	Guinea	Hungary	Qatar
United Kingdom of Great Britain and Northern Ireland	Haiti	Iraq	Saint Vincent and the Grenadines
	Honduras	Ireland	Samoa
	India	Lesotho	San Marino
	Indonesia	Liberia	Solomon Islands
	Iran (Islamic Republic of)	Libya	South Sudan
	Jamaica	Malawi	Suriname
	Jordan	Montenegro	Timor-Leste
	Kazakhstan	Mozambique	Tonga
	Kyrgyzstan	Myanmar	Tuvalu
	Lao People's Democratic Republic	Namibia	United Arab Emirates
	Lithuania	North Macedonia	Vanuatu
	Luxembourg	Papua New Guinea	
	Madagascar	Peru	
	Malaysia	Russian Federation	
	Mali	Sao Tome and Principe	
	Mauritania	Saudi Arabia	
	Mauritius	Seychelles	
	Mongolia	Slovakia	
	Netherlands (Kingdom of the)	Tajikistan	
	New Zealand	Thailand	
		Trinidad and Tobago	
		Turkmenistan	

Representation above range	Representation within range	Representation below range	Not represented
	Nicaragua	United States of America	
	Niger		
	Nigeria		
	Norway		
	Pakistan		
	Paraguay		
	Philippines		
	Poland		
	Portugal		
	Republic of Korea		
	Republic of Moldova		
	Romania		
	Rwanda		
	Saint Kitts and Nevis		
	Saint Lucia		
	Serbia		
	Sierra Leone		
	Singapore		
	Slovenia		
	Somalia		
	Sri Lanka		
	State of Palestine		
	Sudan		
	Sweden		
	Switzerland		
	Syrian Arab Republic		
	Togo		
	Uganda		
	United Republic of Tanzania		
	Uruguay		
	Uzbekistan		
	Venezuela (Bolivarian Republic of)		
	Viet Nam		
	Yemen		
	Zambia		
	Zimbabwe		