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JS (SCC)
12/11/2023

16 November 2023

Ref.: CL/4454

Subject: **Director (D-1)**
Natural Sciences Sector
Trieste, Italy
11TSC 0824VC

Sir/Madam,

I have the honour to inform you that the vacancy notice for the post of Executive Director, for the World Academy of Sciences (TWAS) has been published.

Please find enclosed herewith further details on the post, including the required qualifications, experience and competencies.

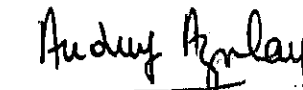
The Secretariat accords great importance to geographical distribution and gender balance in its staffing, particularly at the senior level. We therefore encourage all qualified candidates to apply.

Candidates who wish to be considered for this post should apply online, via the dedicated UNESCO website, Careers, as soon as possible and before the closing date. Candidates will receive an automatic acknowledgement of receipt by email confirming the registration of their applications.

All applications must be correctly submitted by **3 January 2024** at the latest. Any queries may be addressed to staffingteam@unesco.org.

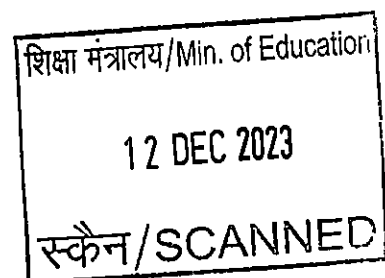
I count on your cooperation to disseminate the vacancy announcement to nationals of your country using the channels you consider most appropriate, with a view to identifying outstanding candidates for this post.

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


Audrey Azoulay
Director-General

Enclosures: 2

cc: National Commissions for UNESCO
Permanent Delegations to UNESCO





Post Title: EXECUTIVE DIRECTOR
Post Number: 11TSC 0824VC
Grade: D-1
Parent Sector: Natural Sciences Sector
Duty Station: Trieste, Italy
Job Family: Natural Sciences
Type of contract: Fixed-term
Duration of contract: 2 years, renewable
Recruitment open to: Internal and external candidates
Application Deadline (midnight, Paris time): 3 January 2024

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

OVERVIEW OF THE FUNCTIONS OF THE POST

Within the Natural Sciences Sector of UNESCO, the World Academy of Sciences (TWAS) promotes international cooperation in science in the interests of peace and sustainable development.

The main objectives of the Academy are to recognize, support and promote excellence in scientific research in the South; to provide promising scientists in the South with the research facilities necessary for the advancement of their work; to facilitate contacts between individual scientists and Institutions in the South; to encourage North-South and South-South cooperation between individuals and centres of scholarship; and to promote scientific research on major challenges faced by developing countries.

Under the overall authority of the Assistant Director-General for Natural Sciences and the guidance of the TWAS Steering Committee and the TWAS Council as regards the programmatic direction, the incumbent will be responsible for providing intellectual, strategic and operational leadership in the development, management, planning and execution of TWAS international scientific cooperation programmes, in line with the Organization's policies and procedures and within the framework of UNESCO's approved Programme and Budget (C/5). The incumbent shall also be responsible for the coordination of the work with the associated organizations hosted by the Academy; the Organization for Women in Science for the Developing World (OWSD) and the Inter academy Partnership, bringing together renowned networks of academies of science and medicine.

In addition, the incumbent will:

- Provide leadership, guidance and effective internal control to the work of TWAS staff in relation to the implementation of all TWAS programme activities, including the preparation of annual programmes, reports, action plans and budget projections to the UNESCO governing bodies and donors;
- Develop synergies with UNESCO programmes in the field of basic sciences, including the International Basic Science Cooperation and explore and develop opportunities for joint initiatives within the UNESCO family in this field;
- Develop innovative approaches to promote South-South cooperation in the area of the basic sciences and the development of new networks in applied sciences with leading international organizations in view to promote scientific excellence for sustainable development in the South towards the implementation of the Agenda 2030;
- Provide strategic leadership for resource mobilization;
- Act as Secretary to the meetings of the TWAS Steering Committee and the TWAS Council.

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

- Ph.D in one of the fields of the Natural Sciences.

Work Experience

- A minimum of 15 years of progressively responsible professional experience in scientific research and administration, at international level.

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- Demonstrated leadership experience in a scientific environment with experience in human resources and finance management.
- Successful experience in fund-raising from governments and the private sector, and international funding and technical assistance organizations and agencies.

Skills and Competencies

- Knowledge of, and commitment to, the Organization's mandate, vision, strategic direction and priorities.
- Good knowledge of UNESCO programmes and policies and of international development policies and institutions in science technology and innovation.
- Proven ability to work collaboratively and to build relationships with diverse groups of organisations and individuals, relevant environmental scientific research institutions, intergovernmental and nongovernmental organizations, including through networking
- Capacity to provide scientific and intellectual leadership to guide staff, as well as ability to build trust, manage, lead and motivate a large and diversified group of staff in a multicultural environment with sensitivity and respect for diversity
- High sense of professional integrity and political sensitivity; demonstrated ability to interact with a wide range of high-level partners.
- Ability to communicate effectively and persuasively, both orally and in writing, in front of a broad range of constituents, as well as the news media.
- Excellent judgment and decision-making abilities including strong analytical and negotiation skills.
- Ability to identify key strategic issues, objectives, opportunities and risks.
- Good understanding of science, technology and innovation needs of developing countries.

Languages

- Excellent knowledge of English (oral and written).

DESIRABLE QUALIFICATIONS**Education**

- Other degrees or short- to medium-term training in disciplines relevant to the post.

Work experience

- Experience in the field of international relations and diplomacy, multilateral cooperation, development.
- Experience in conducting policy dialogue at government and non-government levels or public and private sectors.
- Experience in research work and/or teaching at university or in a research institution.
- Broad knowledge of Basic sciences, Research Innovation and Engineering, with field experience.

Skills and Competencies

- Strong global professional network.

Languages

- Knowledge of other official languages of UNESCO (French, Arabic, Chinese, Russian and Spanish)
- Knowledge of Italian.

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 \$138,996

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 30 September 2023**

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

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