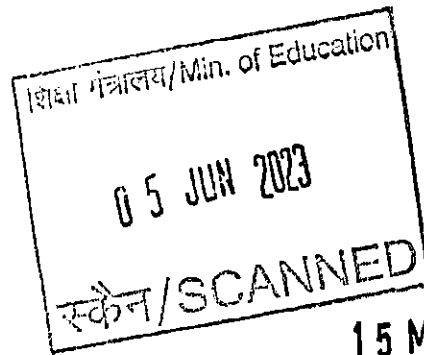




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5/6/23



15 MAI 2023

Ref.: CL/4434

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.

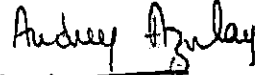
The Secretariat accords great importance to geographical distribution and gender balance in its staffing, particularly at the senior level. We therefore encourage all qualified candidates to apply.

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 **30 June 2023** 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): 30 June 2023

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)
 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

- 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.

- 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 \$143,025.

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 31 March 2023**

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

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Representation above range	Representation within range	Representation below range	Not represented
	Netherlands	Tajikistan	
	Niger	Thailand	
	Pakistan	Trinidad and Tobago	
	Palestine	Türkiye	
	Paraguay	Turkmenistan	
	Philippines	Venezuela (Bolivarian Republic of) Yemen	
	Poland		
	Portugal		
	Republic of Korea		
	Republic of Moldova		
	Romania		
	Russian Federation		
	Saint Kitts and Nevis		
	Saint Lucia		
	Seychelles		
	Sierra Leone		
	Slovenia		
	Somalia		
	Sri Lanka		
	Sudan		
	Sweden		
	Syrian Arab Republic		
	Togo		
	Uganda		
	United Kingdom of Great Britain and Northern Ireland		
	United Republic of Tanzania Uruguay		
	Uzbekistan		
	Viet Nam		
	Zambia		
	Zimbabwe		