

Post Title:	ASSISTANT DIRECTOR-GENERAL FOR CULTURE (Re-advertisement)
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 (<i>midnight, Paris time</i>):	3 March 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 \$248 223.

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.