

Post Title:	ASSISTANT DIRECTOR-GENERAL FOR EDUCATION (Re-advertisement)
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 (<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 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)
 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) 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 \$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.