



United Nations
Educational, Scientific and
Cultural Organization

11/09/2015

Ref.: CL/4133

Subject: **Rector (D-2)**
UNESCO-IHE Institute for Water Education (IHE)
Delft, The Netherlands
1NLSC0001OS

Sir/Madam,

I wish to inform you that I have decided to re-advertise the post of Rector of the UNESCO-IHE Institute for Water Education (IHE) in Delft (The Netherlands).

I enclose herewith information on the duties with which the selected candidate will be entrusted, as well as on the required qualifications, experience and competencies.

As you know, the Secretariat accords great importance to geographical distribution and gender, especially at the senior level. I should be grateful, therefore, if you would assist me in achieving a more balanced geographical distribution, as well as an equitable representation of women, by encouraging appropriate and qualified candidates to apply.

Candidates who wish to be considered for this post shall apply online, via the dedicated UNESCO website, [Careers](#), as soon as possible and well before the closing date, and ensure that applications are well received in the system. Candidates will receive an automatic acknowledgement of receipt by email confirming the registration of their applications.

It is important to note that all applications must be correctly submitted by **11 November 2015** at the latest. Should you have any queries, please send an email to staffingteam@unesco.org.

Exceptionally, candidates without access to the Internet shall submit their application, quoting the post number: "**1NLSC0001OS**", to the following address below:

Director
Bureau of Human Resources Management (HRM)
UNESCO
7 place de Fontenoy
75352 Paris 07-SP
France

Only applications received at this address within the stipulated deadline can be considered to ensure equitable treatment to all applications received.

Each candidate's application should contain a detailed *curriculum vitae* and the names of persons from whom professional references may be obtained. The *curriculum vitae* may be submitted in English or French, preferably on the official UNESCO *curriculum vitae* form, and should include the following information: date and place of birth; present nationality; gender; university education; present and previous posts held; fields of specialization; publications; knowledge of languages, in particular the degree of ability to write, speak and understand the required languages, as indicated in the attached Vacancy Notice.

It is important that all applications meet the established deadline, thus all care should be taken to ensure that such candidatures reach the Bureau of Human Resources Management prior to the closing date. Applications received after the stipulated deadline cannot be considered.

I cannot overemphasize the importance I attach to having an outstanding candidate to fill this post, and count on your cooperation to achieve this goal through the dissemination of the vacancy announcement to nationals of your country using the channels you consider most appropriate.

Accept, Sir/Madam, the assurances of my highest consideration.

Irina Bokova
Director-General

Enclosures: 2

cc: National Commissions for UNESCO
Permanent Delegations to UNESCO

Title:	RECTOR, UNESCO-IHE INSTITUTE FOR WATER EDUCATION (re-advertisement)
Domain:	Water Science and Education
Post Number:	1NLSC0001OS
Grade:	D-2
Organizational Unit:	Natural Sciences
Primary Location:	Delft, The Netherlands
Recruitment open to:	Internal and external candidates
Type of contract:	Fixed-Term
Annual salary:	US \$137,882
Deadline (midnight, Paris time):	11 November 2015

OVERVIEW OF THE FUNCTIONS OF THE POST

Established in 2003 as a UNESCO Category 1 institute, the UNESCO-IHE Institute for Water Education envisages a world in which people manage their water and environmental resources in a sustainable manner, and in which all sectors of society, particularly the poor, can enjoy the benefits of basic services. The UNESCO-IHE Institute, a graduate school that carries out research, tertiary education and capacity-building activities in the fields of water, environment and infrastructure, is the largest international water post-graduated education facility in the world. The Institute implements fully accredited MSc programmes, as well as a vibrant Ph.D. programme, in cooperation with partner universities.

The Rector leads the Institute in fulfilling its UNESCO mandate in water science and education to strengthen the capacity of the water and environmental sectors in developing countries and countries in transition; upholds and strengthens the international role of the Institute by providing vision and leadership in anticipating and responding to global developments, changing societal demands and new technological and political opportunities; promotes the learning capacity of the Institute by enhancing its sensitivity to, and willingness to adapt to, signals of change both didactically and in technical aspects of the water sector, both from inside and outside; and ensures that the knowledge base and educational methods of the Institute are up-to-date and further developed, in order to maintain high academic standards.

Under the authority of the Assistant Director-General for the Natural Sciences (ADG/SC), the incumbent will work closely with the Governing Board of the Institute and the IHE Foundation, implement a global vision and strategy for the Institute in a sustainable manner that corresponds to UNESCO's mandate in general, and in water resources education and science in particular, addressing the needs of Member States, leading the development of effective Research, Education and Business Plans, in line with the vision and strategy to secure the necessary support and funding, as well as to ensure its effective implementation after the approval of the Institute's Governing Board.

The incumbent will collaborate with the Director of the UNESCO Division of Water Sciences, and in a coordinated manner, lead enhanced contributions of the Institute to the activities of the International Hydrological Programme, the World Water Assessment Programme, and the network of category 2 UNESCO water centres and Chairs.

Regarding the management and operations of the Institute, the incumbent will manage directly the preparation and implementation of the Annual Work Plan; consult the appropriate bodies in order to decide and communicate a position on the issues concerned; chair the Rectorate of the Institute; chair the Academic Board of the Institute; and, lead the work of the academic departments and that of the support units, including the management of staff.

The incumbent will develop and maintain active relationships with UNESCO relevant programmes, as well as with members of the Governing Board of the Institute and of the IHE Foundation, and promote their pro-active participation in solving the major challenges facing the Institute; ensure the maintenance of productive working relations of management and staff at various levels with UNESCO Programme Sectors at Headquarters and in the Field, the Government of the Netherlands, Member States, International Financing Institutions, Universities and research institutions, the private sector and other sectors of civil society to ensure the recognition, status, financial stability and sustainability of the Institute.

UNESCO is committed to promoting geographical distribution and gender equality within its Secretariat. Therefore, women candidates are strongly encouraged to apply, as are nationals from non- and under-represented Member States. Persons with disabilities equally are encouraged to apply. Worldwide mobility is required as staff members must be ready to serve in other duty stations in accordance with UNESCO's geographical mobility policy.

UNESCO DOES NOT CHARGE A FEE AT ANY STAGE OF THE RECRUITMENT PROCESS.

REQUIRED QUALIFICATIONS

EDUCATION

- A Ph.D., or equivalent degree, in engineering, environmental or social sciences with strong specialization in water.

WORK EXPERIENCE

- Fifteen years of experience with the requirements of international cooperation, preferably within the United Nations system context.
- Extensive experience in leading water issues, preferably in an international organization, and substantive knowledge of the principal agencies and organizations active in water research and education globally.
- Hold the rank of Full Professor at an internationally-recognized and accredited leading university in water science with minimum ten years of experience in academic settings.
- Experience in guiding a staff and student community, as well as in motivating teams in a culturally diverse environment, in performing supervisory and monitoring duties, and in ensuring training and staff development.
- Specialization and/or substantive experience on water education and research, notably in developing countries, including an outstanding record of publications in the field of water science.
- A proven record of senior management and professional experience at the international or intergovernmental levels.
- Experience in conducting complex negotiations diplomatically and tactfully in the overall interest of pursuing UNESCO's mandate and mission.

SKILLS/COMPETENCIES

- Knowledge of, and commitment to, the Organization's and the Institute's mandate, vision, strategic directions and priorities.
- Outstanding track record of leadership in leading scientific and administrative positions, with experience in Human Resources and Finance Management.
- Significant working experience in developing countries.
- Leadership capacities, a sense of objectivity and neutrality, strong analytical skills and intellectual capabilities, professional integrity and diplomacy.
- Ability to exercise well-founded and balanced authority, as well as to provide and manage advisory services and functions.
- Demonstrated managerial skills and ability to direct change processes within large institutions of national or international scope.
- Sound knowledge of general management practices, including results-based management and budgeting principles, governance and accountability, use of information and communication technologies, as well as of techniques of quality assurance and risk management.
- Proven ability to interact effectively at the highest educational and governmental levels, as well as with leaders of the private sector and NGOs, and to build collaborative partnerships and networks with and between a wide variety of stakeholders.
- Demonstrated capacity to mobilize financial and other resources efficiently.
- Skills and knowledge should include a solid understanding of global operational risk.

LANGUAGES

- Excellent knowledge and drafting skills in English and good knowledge of French. Language training will be mandatory in order to acquire the required level of the second working language in a reasonable time-frame.

DESIRABLE QUALIFICATIONS

EDUCATION

- Other university degrees or short to medium-term training in disciplines relevant to the post would be an advantage.

WORK EXPERIENCE

- Awareness and knowledge of UNESCO's strategic objectives and of wider processes within the United Nations system, especially with regard to the elaboration of the post-2015 international development agenda.
- Professional experience gained in multicultural working environments.
- Experience in working with the United Nations, international funding and technical assistance organizations and agencies.

SKILLS/COMPETENCIES

- Capacity to adapt global trends and developments, as well as to re-orient UNESCO strategies accordingly, in an innovative and creative manner.
- Skills in administration and the management of financial and human resources.

LANGUAGES

- Knowledge of other United Nations languages (Arabic, Chinese, Russian and Spanish).

BENEFITS AND ENTITLEMENTS

UNESCO's salaries are calculated in US dollars. They consist of a basic salary and a post adjustment, which reflects the cost of living in a particular duty station, as well as exchange rates. Other benefits include: 30 days annual leave, family allowance, home travel, education grant for dependent children, pension plan and medical insurance. More details can be found on the [ICSC Website](#).

Please note that UNESCO is a non-smoking Organization.

A WRITTEN EXAMINATION MAY BE USED IN THE EVALUATION OF CANDIDATES.

**Representation of Member States in posts subject
to geographical distribution as at 1 July 2015**

Representation above range	Representation within range	Representation below range	Nil
Algeria	Afghanistan	Andorra	Angola
Belgium	Albania	Antigua and Barbuda	Bahrain
Bulgaria	Argentina	Armenia	Brunei Darussalam
Cameroon	Australia	Azerbaijan	Cabo Verde
Canada	Austria	Bahamas	Central African Republic
Denmark	Bangladesh	Barbados	Dominica
Ethiopia	Benin	Belarus	El Salvador
France	Burkina Faso	Belize	Equatorial Guinea
Italy	Cambodia	Bhutan	Guatemala
Lebanon	Colombia	Bolivia (Plurinational State of)	Guyana
Mexico	Congo	Bosnia and Herzegovina	Haiti
Morocco	Costa Rica	Botswana	Iceland
Nepal	Côte d'Ivoire	Brazil	Kazakhstan
Romania	Croatia	Burundi	Kiribati
Senegal	Cuba	Chad	Kuwait
Spain	Cyprus	Chile	Lesotho
Tunisia	Czech Republic	China	Liberia
	Democratic People's Republic of Korea	China	Luxembourg
	Democratic Republic of the Congo	Comoros	Malta
	Djibouti	Cook Islands	Marshall Islands
	Ecuador	Dominican Republic	Micronesia (Federated States of)
	Egypt	Eritrea	Monaco
	Finland	Estonia	Montenegro
	Gambia	Fiji	Nauru
	Germany	Gabon	Niue
	Ghana	Georgia	Palau
	Greece	Grenada	Paraguay
	Honduras	Guinea	Rwanda
	Ireland	Guinea-Bissau	Saint Vincent and the Grenadines
	Israel	Hungary	Samoa
	Jamaica	India	Singapore
	Japan	Indonesia	Slovenia
	Jordan	Iran (Islamic Republic of)	Solomon Islands
	Lao People's Democratic Republic	Iraq	South Sudan
	Latvia	Kenya	Tajikistan
	Lithuania	Kyrgyzstan	Timor-Leste
	Madagascar	Libya	Tonga
	Malawi	Maldives	Tuvalu
	Malaysia	Myanmar	United Arab Emirates
	Mali	Namibia	United Republic of Tanzania
	Mauritania	New Zealand	Vanuatu
	Mauritius	Nigeria	
	Mongolia	Oman	
	Mozambique	Palestine	
	Netherlands	Panama	
	Nicaragua	Papua New Guinea	
	Niger	Portugal	
	Norway	Qatar	
	Pakistan	San Marino	
		Sao Tome and	

Representation above range	Representation within range	Representation below range	Nil
	Peru	Principe	
	Philippines	Saudi Arabia	
	Poland	Serbia	
	Republic of Korea	Sierra Leone	
	Republic of Moldova	Somalia	
	Russian Federation	Sri Lanka	
	Saint Kitts and Nevis	Sudan	
	Saint Lucia	Suriname	
	Seychelles	Swaziland	
	Slovakia	Sweden	
	South Africa	Switzerland	
	Syrian Arab Republic	Thailand	
	The former Yugoslav Republic of Macedonia	Trinidad and Tobago	
	Togo	Turkey	
	Uganda	Turkmenistan	
	Ukraine	United States of America	
	United Kingdom of Great Britain and Northern Ireland	Venezuela (Bolivarian Republic of)	
	Uruguay	Viet Nam	
	Uzbekistan	Zambia	
	Yemen		
	Zimbabwe		