



United Nations  
Educational, Scientific and  
Cultural Organization

12/09/2016

Ref.: CL/4172

Subject: **Executive Director (D-1)**  
**The World Academy of Sciences for the advancement of science in**  
**developing countries (TWAS)**  
**Trieste, Italy**  
**1ITSC0824VC**

Sir/Madam,

I wish to inform you that I have decided to advertise the post of Executive Director of the World Academy of Sciences for the advancement of science in developing countries (TWAS) in Trieste (Italy).

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 **12 October 2016** at the latest. Should you have any queries, please send an email to [staffingteam@unesco.org](mailto:staffingteam@unesco.org).

Exceptionally, candidates without access to the Internet shall submit their application, quoting the post number: "1ITSC0824VC", 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:** EXECUTIVE DIRECTOR, THE WORLD ACADEMY OF SCIENCES FOR THE ADVANCEMENT OF SCIENCE IN DEVELOPING COUNTRIES (TWAS)

**Domain:** Natural Sciences

**Post Number:** 1ITSC0824VC

**Grade:** D-1

**Organizational Unit:** Natural Sciences Sector

**Primary Location:** Trieste, Italy

**Recruitment open to:** Internal and external candidates

**Type of contract:** Fixed-Term (3-year contract)

**Annual salary:** US \$ 136,519

**Deadline (midnight, Paris time):** 12 October 2016

## OVERVIEW OF THE FUNCTIONS OF THE POST

*UNESCO is seeking the appointment of a renowned scientific leader and administrator to serve as Executive Director of The World Academy of Sciences for the advancement of science in developing countries (TWAS). UNESCO promotes international cooperation in science in the interests of peace and sustainable development.*

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

*TWAS is also responsible for the administration of the following 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.*

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. This includes the coordination of the work of TWAS with the associated organizations, the development of 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.

In particular, and in line with the Organization's policies and procedures, including effective internal controls, the incumbent will supervise the work of the TWAS staff and prepare action plans, annual programmes, budgets and reports to donors. He/She will provide strategic leadership for resource mobilization and also act as Secretary to the meetings of the TWAS Steering Committee.

## REQUIRED QUALIFICATIONS

### EDUCATION

- Advanced University Degree (Master's degree or equivalent degree) in one of the fields of the natural sciences. A first-level university degree in combination with at least two additional years of qualifying experience may be accepted in lieu of the advanced university degree.

### WORK EXPERIENCE

- A minimum of 15 years of leadership experience in scientific research and administration, including extended experience in international organizations.
- Recognized leadership experience in a leading scientific and administrative position, with experience in human resources and finance management.

*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 have 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.**

- Successful experience in fund-raising from governments and the private sector, and international funding and technical assistance organizations and agencies.
- Good understanding of science, technology and innovation needs of developing countries.

#### **SKILLS/COMPETENCIES**

- Commitment to the Organization's mandate, vision, strategic direction and priorities.
- Institutional leadership capacity, high sense of objectivity and professional integrity, diplomacy, tact and political astuteness.
- Strategic planning and management abilities, including capacity to administer extensive programmes, financial resources and exercise appropriate supervision and control.
- Ability to take initiative and maintain effective working relationships with people of different nationalities and cultural backgrounds.
- Capacity to provide intellectual leadership to guide staff and motivate teams in a multicultural environment.
- Ability to communicate effectively and persuasively, orally and in writing, with strong representational abilities.
- Organizational skills, including in establishing plans and priorities, as well as implementing activities effectively.

#### **LANGUAGES**

- Excellent knowledge and drafting skills in one of the working languages (English or French) of the Organization and a good knowledge of the second one. Training will be mandatory in order to acquire the required level of the second working language in a reasonable time-frame.

### **DESIRABLE QUALIFICATIONS**

#### **EDUCATION**

- Ph.D. in one of the fields of the natural sciences.
- 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 environmental problems, with field experience.

#### **SKILLS/COMPETENCIES**

- Good knowledge of the United Nations system.
- Strong global professional network.

#### **LANGUAGES**

- Knowledge of other official 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 and 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 2016**

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

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