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## DIRECTOR, UNESCO INTERNATIONAL INSTITUTE FOR CAPACITY-BUILDING IN AFRICA (IICBA) (RE-ADVERTISEMENT)

Post Number : 6ETED 0010CB

Grade : D-1

Parent Sector : Education Sector (ED)

Duty Station: Addis Ababa

Job Family: Education

Type of contract : Fixed Term

Duration of contract : 2 years **(renewable, with a maximum term of six (6) years)**

Recruitment open to : Internal and external candidates

Application Deadline (Midnight Paris Time) : 21-MAR-2022 **EXTENDED**

UNESCO Core Values: Commitment to the Organization, Integrity, Respect for Diversity, Professionalism

### OVERVIEW OF THE FUNCTIONS OF THE POST

UNESCO, as the lead agency for Sustainable Development Goal 4 on Quality Education is currently seeking a Director for the International Institute for Capacity Building in Africa (IICBA). The right candidate will be a person capable of leading teams, able to inspire others and build trust through an inclusive approach.

IICBA is an integral part of UNESCO's Education Sector, operating with statutory institutional autonomy under the guidance of its Governing Board. IICBA promotes an integrated approach to capacity development, including training, research and technical assistance in areas such as effective teacher

development policies, quality assurance and better management of teacher education institutions. It addresses both teacher demand and supply issues and provides educational institutions in Africa working in the area of teacher education with the latest research and examples of best practices.

Guided by the Institute's Governing Board, and under the direct supervision of the Assistant Director-General for Education (ADG/ED), the Director of IICBA provides intellectual leadership and strategic vision to IICBA's programme and staff, ensuring that IICBA contributes fully to the achievement of UNESCO's objectives in line with the the overall strategy of the Education Sector. S/he is responsible for planning, implementing and reporting on its Programme and Budget. S/he will prepare the Institute's annual Draft Programme and Budget for submission to the Governing Board and, upon approval, draw up a detailed plan of activities, direct their implementation, and report on progress and results.

Specifically, the incumbent shall:

- Provide intellectual, strategic and operational leadership for the Institute in the pursuit of its main goals.
- Develop programmes and activities to strengthen teacher policy and development in Africa.
- Manage and design operational mechanisms and/or action plans, required to support and ensure efficiency and effectiveness of the Institute's operations.
- Maintain close cooperation with the UNESCO Office in Addis Ababa, national authorities, United Nations agencies, development banks, bilateral organizations, non-governmental organizations, academic institutions, and other partners.
- Ensure close cooperation with UNESCO's Education Sector and other Sectors, Field Offices, UNESCO's specialized Institutes, and services and units concerned.
- Manage and coordinate the resource mobilization for the Institutes' programmes.
- Maintain a motivated and effective staff for the purpose of formulating, planning, implementing, monitoring and evaluating the programmes of the Institute.

## **COMPETENCIES (Core / Managerial)**

Communication (C)

Accountability (C)

Innovation (C)

Knowledge sharing and continuous improvement (C)

Planning and organizing (C)

Results focus (C)

Teamwork (C)

Building partnerships (M)

Driving and managing change (M)

Leading and empowering others (M)

Managing performance (M)

Making quality decisions (M)

Strategic thinking (M)

For detailed information, please consult the [UNESCO Competency Framework](#).

## **REQUIRED QUALIFICATIONS**

### **Education**

- Advanced university degree (Master's or equivalent) in education, education planning, education administration, education economics, teacher management, development and training curriculum design, social sciences or related field.

### **Work Experience**

- Minimum 15 years of progressively responsible relevant professional experience in the field of education preferably in sub-Saharan African countries, of which several years in senior management positions.
- Experience at international level in teacher policy, distance education, programme planning and management and research.
- Experience in strategic planning, change management and leading teams.
- Experience in advocacy, resources mobilization and partnership development.

### **Skills and Competencies**

- Commitment to the Institute's mandate, vision and strategic direction, as well as to its priorities.
- Relevant research ability to identify emerging educational needs to which an international research and training programme could make a substantial contribution as well as exploring new avenues and patterns of action and partnership.
- Excellent understanding of the global trends and African regional perspective of teacher development and other related fields.
- Proven analytical skills, high sense of objectivity, professional integrity and political astuteness.
- Demonstrated strategic planning and management abilities, including capacity to manage extensive programmes, financial resources and exercise appropriate supervision and control.
  
- Organizational skills, including in establishing plans and priorities, as well as in implementing them effectively, and devising implementation strategies.
- Ability to direct, change processes at the management level, and familiarity with the administration of an institution accountable to governing bodies.
- Sound judgment and decision-making skills.
- Demonstrated interpersonal skills and ability to provide intellectual leadership and motivate teams in a multicultural environment, as well as ensure training and development of staff.
- Ability to communicate effectively and persuasively, orally and in writing, with strong representational abilities.

### **Languages**

- Excellent knowledge (spoken and written) of English.

## **DESIRABLE QUALIFICATIONS**

### **Education**

- A PhD in education or other related social sciences fields.
- 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 and development.
- Experience working in an agile environment.
- Strong global professional network.

### **Skills and Competencies**

- Knowledge of digital learning platforms and proven digital communication skills.

### **Languages**

- Good knowledge (written and spoken) of French.
- Knowledge of other official UNESCO languages (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.

For full information on benefits and entitlements, please consult our [Guide to Staff Benefits](#).

### **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 applies a zero tolerance policy against all forms of harassment.

UNESCO is committed to achieve and sustain 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. Individuals from minority groups, indigenous groups and persons with disabilities, as well as nationals from non-and under-represented Member States ([last update here](#)) 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.

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