

DIRECTOR FOR RESEARCH, ETHICS AND INCLUSION (SOCIAL AND HUMAN SCIENCES)

Post Number : SHS 143

Grade : D-1

Parent Sector : Social and Human Sciences Sector (SHS)

Duty Station: Paris

Job Family: Social and Human Sciences

Type of contract : Fixed Term

Duration of contract : 2 years, renewable

Recruitment open to : Internal and external candidates

Application Deadline (Midnight Paris Time) : 15-JUL-2025 (Readvertisement, updated)

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

OVERVIEW OF THE FUNCTIONS OF THE POST

Under the direct supervision of the Assistant Director-General for Social and Human Sciences (ADG/SHS), the incumbent will be responsible for the following:

- Provides strategic direction and intellectual leadership to the work of UNESCO to leverage the social and human sciences to build inclusive societies, through the deployment of ethical standards on science and emerging technologies, including bioethics, artificial intelligence and neuro-technologies; the fight against racism and discrimination, and the promotion and protection of human rights; empowerment of youth and women, and intercultural dialogue, as well as other designated SHS thematic programme activities.
- Manages the division and ensures effective planning and follow up of this agenda, including through programmes in Field Offices. Ensures resource mobilization to deliver on the Division's mandate.
- Oversees the work to implement the Recommendation on the Ethics of Artificial Intelligence and ensures that the analytical work carried out by the ethics committees of UNESCO delivers change.
- Advances the development of the Recommendation on the Ethics of Neurotechnology, and the work on the ethics of climate engineering, internet of things, and other emerging issues.
- She/he is in charge of the annual Global Forum on the Ethics of Artificial Intelligence and the Global Forum against Racism and Discrimination, as well as the Network of policy officials in charge of this agenda. She/he is also in charge of the biannual Youth Forum.
- She/he ensures the intra/inter-sectoral cooperation and synergies working closely with BSP, PAX, IOS, DBM and FIN as well as collaboration with Field Offices to ensure efficient and effective implementation of Major Programme III under her/his remit.
- As required, she/he represents SHS in various working groups and taskforces, preparing documents on policy issues, reports and analytical reviews. The Director oversees and contributes to the delivery of the Sections under the Division's direct responsibility, including the Bioethics and Ethics of Science and Technology Section, the Inclusion and Rights and Intercultural Dialogue Section, and the Youth Section.

The incumbent works within the framework of UNESCO's Medium-Term Strategy (C/4), approved Programme and Budget (C/5), Global Priority Africa and Global Priority Gender, as well as UN development initiatives such as Agenda 2030.

In particular, she/he will:

- Align SHS programmes to support UNESCO's global priorities.
- Guide, steer and oversee her/his Division's programmes to promote and scale up research and inclusion, including but not limited to SHS flagship programmes on anti-racism and the fight against discriminations, UNESCO's programme on the protection of science and scientists, UNESCO's Global Youth Grant Scheme, Transforming MEN'talities, Protection of Scientists and Scientific Freedom, as well as the Sector's mandate on UNESCO's global priorities and priority groups (i.e. Africa, gender equality, youth and SIDS).
- Provide leadership to drive the outreach of SHS Programmes through establishing and fostering key partnerships and joint projects with Member States' representatives, UNESCO's intergovernmental bodies, civil society and the private sector.
- Support the Sector's research delivery related to inclusion, intercultural dialogue, gender equality, bioethics and ethics of science and technology, youth, and other relevant programmes, including the Sector's contributions to global priorities and responding to the needs of priority groups.

Leadership and programme management:

- Provide overall operational direction and guidance to the Division and take timely decisions to meet objectives, deliver impact and create opportunities for desired change for research and inclusion.
- Direct the design, implementation, and monitoring and evaluation of programmes of the Division (including regular and extra-budgetary initiatives and activities), ensuring the continuous optimization of resources, particularly with regard to value-adding activities for research and inclusion.
- Oversee the development of biennial work plans and set outcomes, outputs, expected results and performance indicators for the Division, in collaboration with all sections under his/her supervision, the Executive Office and SHS Programme Specialists in UNESCO field offices.

Management of the designated sections:

- Provide intellectual, strategic and operational leadership and guidance.
- Promote teamwork to ensure coordination, collaboration and synergies with and through senior managers; provide information, guidance and support to staff members to ensure SHS sections deliver timely and high-quality results.
- Ensure that staff members meet appropriate organizational, efficiency, accountability and integrity standards while delivering high-quality, impactful outcomes.
- Ensure quality, impact and visibility for SHS flagships under her/his remit.
- Support ADG/SHS on all relevant managerial matters, as required.
- Establish mechanisms and frameworks to foster teamwork in coordination with the SHS Executive Office.
- Promote and ensure effective communication between SHS sections/units at HQ and in Field Offices, particularly in relation to research and inclusion, as well as global priorities and priority groups.
- Advise and inform ADG/SHS on programme and staff matters under her/his authority.
- Ensure appropriate communication on activities with all stakeholders.

Assume other duties as requested, such as:

- Represent UNESCO in high-level internal and external meetings and conferences.
- Replace ADG/SHS whenever necessary.
- Participate in senior management mechanisms within the SHS Sector, UNESCO and the UN system where relevant.
- Additional activities that may be required to ensure the success of the Sector.

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)

Managing performance (M)

Making quality decisions (M)

Leading and empowering others (M)

Strategic thinking (M)

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

REQUIRED QUALIFICATIONS

Education

- Advanced university degree (master's or equivalent) in the field of social and human sciences, technology, bioethics, ethics of science and technology, public policies, economics or other related fields.

Work Experience

- A minimum of 15 years of progressive relevant professional experience, with a focus on policy development and technology policy, including at least five years at the international level.
- Proven managerial and leadership experiences combined with a record in leadership overseeing the issues related to social and human sciences, ethics of technology and bioethics as well as intergovernmental and independent expert bodies.
- A proven track record of successfully establishing and maintaining partnerships at a global, local and community level.
- Solid experience in connecting with leading institutions on social and ethics-related agendas and a strong knowledge of state-of-the-art technologies.
- Demonstrated experience in advocacy and resource mobilization.

Skills and Competencies

- Commitment to the Organization's mandate, vision, strategic direction and priorities.
- Capacity for institutional leadership, with a high sense of objectivity, professional integrity, diplomacy, tact and political astuteness. Excellent organizational skills, including the ability to establish plans and priorities and to implement them effectively. Proven ability to identify key strategic issues, opportunities and associated risks.

- Capacity to provide intellectual leadership and guidance to staff, with the ability to build trust, manage, lead and motivate a large and diverse team in a multicultural environment, demonstrating sensitivity and respect for diversity, and a commitment to continuous staff development.
- Strong political sensitivity and integrity, with a demonstrated ability to engage and interact effectively with a wide range of high-level partners and stakeholders.
- Demonstrated strategic planning and solid management abilities, including the capacity to administer complex programmes and projects, and to manage financial and human resources with appropriate supervision and control.
- Excellent interpersonal skills, with a demonstrated ability to work in multicultural environments while upholding objectivity, impartiality and sensitivity to gender equality and diversity issues.
- Excellent communication skills, both oral and written, with a proven ability to represent institutional priorities and engage with a broad spectrum of high-level partners.

Languages

- Excellent knowledge of English or French and working knowledge of the other language.

DESIRABLE QUALIFICATIONS

Education

- PhD in social and human sciences, bioethics, ethics of science and technology, economics, public policies or other related fields.

Work Experience

- Professional experience in multilateral settings, with good knowledge of international cooperation and promotion of development agendas.

Languages

- Knowledge of another official language of UNESCO (Arabic, Chinese, Russian and/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 177 045 US \$.

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 an 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.

Please note that UNESCO is a non-smoking Organization.