

DIRECTOR, INTERNATIONAL INSTITUTE FOR HIGHER EDUCATION IN LATIN AMERICA AND THE CARIBBEAN (IESALC)

Post Number : 3VEED0001IH

Grade : D-1

Parent Sector : Education Sector (ED)

Duty Station: Caracas

Job Family: Education

Type of contract : Fixed Term

Duration of contract : 2-year renewable contract - maximum duration 6 years

Recruitment open to : Internal and external candidates

Application Deadline (Midnight Paris Time) : 30-JUN-2025

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

OVERVIEW OF THE FUNCTIONS OF THE POST

The UNESCO International Institute for Higher Education in Latin America and the Caribbean (IESALC) plays a pivotal role in shaping the future of higher education in the region. Operating as an integral part of UNESCO's Education Sector, IESALC works towards expanding access, improving quality, and fostering innovation in higher education systems to meet current and future challenges.

We are seeking a dynamic and visionary leader to drive IESALC's mission forward. Under the authority of UNESCO's Director-General and the direct supervision of the Assistant Director-General for Education, **the Director of IESALC** will lead the institute's strategic direction, foster regional and global partnerships, and ensure efficient programme implementation. The selected candidate will collaborate closely with the Directors of UNESCO's multi-sectoral regional offices in Latin America and the Caribbean, and with the Chief of the Section for Higher Education at Headquarters, ensuring alignment with UNESCO's broader objectives.

Key Responsibilities:

- Provide strategic leadership and intellectual guidance to the IESALC team, ensuring effective programme delivery.
- Oversee programme planning, implementation, and evaluation, ensuring alignment with UNESCO's goals and policies.
- Lead fundraising and resource mobilization efforts, securing partnerships with governments, development agencies, and private-sector stakeholders.
- Promote collaborations with academic institutions, policymakers, and regional organizations to drive innovation and inclusivity in higher education.
- Ensure sound financial and human resource management, fostering a positive, inclusive, and high-performing work environment.

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)
Leading and empowering others (M)
Making quality decisions (M)
Managing performance (M)
Strategic thinking (M)

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

REQUIRED QUALIFICATIONS

EDUCATION

- Advanced university degree (Master's or equivalent) in higher education, economics, social sciences or a related field.

WORK EXPERIENCE

- At least 15 years of progressively responsible experience in higher education or related fields, including leadership roles at national and international levels.
- Proven expertise in managing institutions, programs, or initiatives related to education, training, science, and technology.
- Strong track record in fundraising and resource mobilization, securing funding from diverse sources.

SKILLS AND COMPETENCIES

- Strategic leadership skills with the ability to inspire and drive transformative change.
- Deep understanding of emerging trends in higher education in Latin America and the Caribbean.
- Strong experience in advocacy, stakeholder engagement, and partnership development.
- Expertise in financial and human resource management, fostering inclusive and high-performing teams.
- Excellent research and analytical skills, with the ability to identify new opportunities and design impactful initiatives.
- Exceptional communication and representation skills, with the ability to engage effectively with diverse audiences, from policymakers to educators and civil society.

LANGUAGES

- Excellent knowledge (spoken and written) of English and Spanish.

DESIRABLE QUALIFICATIONS

EDUCATION

- A degree at Doctorate level or equivalent in higher education, economics, social sciences or a related field.
- Additional qualifications or training in areas related to education leadership, public policy, or international development.

WORK EXPERIENCE

- Experience in senior leadership roles at the international level, ideally within multilateral or intergovernmental organizations.
- Familiarity with the United Nations system and international education policies.

SKILLS AND COMPETENCIES

- Strong professional network within global and regional higher education communities.

LANGUAGES

- Knowledge of other official UNESCO languages (Arabic, Chinese, French, or Russian).

BENEFITS AND ENTITLEMENTS

UNESCO offers competitive remuneration in line with United Nations salary scales, calculated in US dollars. The approximate annual starting salary for this post is US \$168,337. Additional benefits include:

- 30 days of annual leave
- Family allowances
- Home travel assistance
- Education grants for dependent children
- Comprehensive pension and medical insurance plans

More details can be found on the [International Civil Service Commission \(ICSC\)](#) website.

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

Please note that UNESCO is a non-smoking organization.

WHY JOIN UNESCO

At UNESCO, we believe in the power of education to transform lives. By joining us, you will be part of a mission-driven organization that works globally to advance knowledge, foster innovation, and promote inclusive and equitable education for all.

We encourage applications from diverse backgrounds to strengthen our commitment to inclusivity, equity, and excellence in higher education.

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. A written examination or pre-recorded interview may be part of the selection process.

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.