

<b>Post Title:</b>	<b>DIRECTOR, UNESCO INTERNATIONAL INSTITUTE FOR SCIENCE, TECHNOLOGY, ENGINEERING AND MATHEMATICS EDUCATION (IISTEM)</b>
<b>Post Number:</b>	4CNED0001IS
<b>Grade:</b>	D-1
<b>Parent Sector:</b>	Education Sector
<b>Duty Station:</b>	Shanghai (China)
<b>Job Family:</b>	Education
<b>Type of contract:</b>	Fixed-Term
<b>Duration of contract:</b>	2 years, renewable – maximum duration of 6 years
<b>Recruitment open to:</b>	Internal and external candidates
<b>Application Deadline</b> ( <i>midnight, Paris time</i> ):	<b>9 May 2026</b>

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

## ORGANIZATIONAL CONTEXT

As the world redefines education for a rapidly changing technological era with the need for education systems to adapt to shifting skills sets, UNESCO is establishing the **International Institute for Science, Technology, Engineering and Mathematics Education (IISTEM)**, a newly created UNESCO specialized education institute, dedicated to shaping the future of science, technology, engineering and mathematics (STEM) learning for all. As part of UNESCO's global education mandate, IISTEM is committed to advancing inclusive, equitable, relevant and quality STEM education for all learners from early childhood through adulthood, with a strong focus on empowering girls and women and supporting countries in Africa, small island developing States and least developed countries.

As an integral part of UNESCO with functional autonomy, the Institute will serve as a hub for innovation, research and collaboration, connecting educators, policymakers, and researchers worldwide to design and promote forward-looking STEM education policies and practices. By fostering partnerships, driving interdisciplinary research, and building capacity, IISTEM will strengthen UNESCO's global leadership in STEM education and contribute directly to the achievement of the **Sustainable Development Goals (SDGs)**.

## OVERVIEW OF THE FUNCTIONS OF THE POST

UNESCO is seeking a pro-active and visionary Director to lead this new Institute. The ideal candidate will be a seasoned leader, able to lead and contribute to the mandate and mission of the Institute. The Director will serve as both the academic and executive head of IISTEM, responsible for shaping its strategy, mobilizing resources, and leading a talented team to deliver measurable global impact.

## KEY ROLE AND RESPONSIBILITIES

Guided by the Institute's Governing Board, and under the direct supervision of the Assistant Director-General for Education, the Director of IISTEM will provide leadership for the Institute – particularly during its establishment phase – and ensure the planning, implementation 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, as well as effectively motivate and inspire staff of the Institute.

Specifically, the incumbent will:

- Provide intellectual, strategic and operational leadership for the Institute in its mission and goals.
- Develop strategies and activities to strengthen international cooperation in the area of STEM education, including through innovative research, networking and capacity development, in alignment with the United Nations sustainable development agenda.
- Design and manage operational mechanisms and action plans to ensure effectiveness of the Institute's operations, as well as the implementation, monitoring and evaluation of its programmes.
- Ensure close collaboration with UNESCO's Education Sector and other Sectors, field offices, UNESCO's specialized Institutes, and services and units concerned.
- Ensure close cooperation the UNESCO Office in Beijing, national authorities, United Nations agencies, development banks, bilateral organizations, non-governmental organizations, academic institutions, and other stakeholders for the effective implementation of IISTEM's programmes.
- Mobilize, manage and coordinate resources for the Institute's programmes.
- Lead, motivate and develop a high-performing and diverse team.

For further information on the specific above-mentioned programmes, candidates may consult our website: <https://www.unesco.org/en>, and/or the following documents: [41 C/4](#) (UNESCO's Medium-Term Strategy for 2022–2029) and [43 C/5](#) (UNESCO's Programme and Budget for 2026–2029 quadrennium).

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

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

## REQUIRED QUALIFICATIONS

### Education

- Advanced university degree (Master's level or equivalent) in education, sciences, engineering, social sciences or related fields.

### Work Experience

- Minimum 15 years of progressively responsible relevant professional experience in the field of education, of which preferably 7 years acquired at international level.
- Proven record in advancing STEM education through research, innovation or policy.
- Experience in management and developing research and training programmes, preferably in fields related to STEM education.
- Experience in strategic planning and change management.
- Demonstrated experience in building strategic partnerships and mobilizing funds from diversified resources.
- Experience in leading teams in multi-cultural context.

### Skills & Competencies

- Commitment to the Institute's mandate, vision and strategic direction as well as to its priorities.
- Proven leadership and managerial skills, sound judgment and decision making, strong analytical capacities, high sense of objectivity, professional integrity and political astuteness.
- Demonstrated strategic planning and management abilities, including capacity to administer extensive programmes, manage financial resources and exercise appropriate supervision and control.
- Organizational skills, including ability to identify key strategic issues, objectives, opportunities and risks, establish plans and priorities, implement them effectively, and devise implementation, monitoring and evaluation strategies.
- Ability to lead change initiatives and change processes at the management level, and familiarity with leading institutions or programmes accountable to international or national governance structures.
- Ability to interact with a wide range of high-level partners, as well as demonstrated partnership development and ability to mobilize resources in an entrepreneurial spirit, and in support of institutional development.
- Demonstrated interpersonal skills and ability to take initiative and maintain effective working relationships with partners of different nationalities and cultural backgrounds, provide intellectual leadership and motivate teams in a multicultural environment, as well as ensure training and development of staff.
- Familiarity with the United Nations Sustainable Development Goals (SDGs).
- Ability to communicate effectively and persuasively, orally and in writing, with strong representational abilities.

### Languages

- Excellent knowledge and drafting skills in English.

## DESIRABLE QUALIFICATIONS

### Education

- 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 & Competencies

- Understanding of UNESCO's strategic direction and familiarity with UNESCO's operations.
- Knowledge of agile working methodology.

### Languages

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

The approximate annual starting salary for this post is US\$ 180,350.

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

## SELECTION AND HIRING PROCESS

Please note that all candidates must complete an on-line application and provide complete and accurate information, by the above deadline.

To apply, please visit the [UNESCO Careers website](#). No modifications can be made to the application once submitted.

The process may include pre-recorded video interviews and/or written assessments, interviews with a Panel, as well as reference checks.

In addition, candidates may be requested to provide additional information which may be pertinent to the position's qualifications

Please note that all candidates, whether selected or not, will be informed of the outcome of their application in due course.

Short-listed candidates may also be added to Talent Pools; subject to their consent (i.e. Data Privacy Statement).

## ADDITIONAL INFORMATION

- 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 to 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.
- Geographical mobility is required for staff members appointed to UNESCO's international posts.
- In the event that your candidature is retained for an interview, you will be required to provide, in advance, a scanned copy of the degree(s)/diploma(s)/certificate(s) required for this position. UNESCO only considers higher educational qualifications obtained from an institution accredited/recognized in the World Higher Education Database (WHED), a list updated by the International Association of Universities (IAU)/UNESCO. The list can be accessed through the link: <https://www.whed.net>
- The statutory retirement age at UNESCO is 65 years.
- UNESCO appointments are subject to medical clearance. Issuance of a visa by the host country of the duty station, which will be facilitated by the Organization, is required for International Professional positions.
- UNESCO does not charge a fee at any stage of the recruitment process.

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**Representation of Member States in posts subject  
to geographical distribution as at February 2026**

<b>Representation above range</b>	<b>Representation within range</b>	<b>Representation below range</b>	<b>Not represented</b>
Algeria	Afghanistan	Andorra	Antigua and Barbuda
Argentina	Austria	Angola	Albania
Australia	Azerbaijan	Armenia	Bahamas
Belgium	Benin	Bangladesh	Bahrain
Brazil	Bolivia (Plurinational State of)	Barbados	Bhutan
Cameroon	Bosnia and Herzegovina	Belarus	Brunei
Canada	Bulgaria	Belize	Darussalam
Colombia	Burkina Faso	Botswana	Central African Republic
Democratic Republic of the Congo	Burundi	Cabo Verde	Dominican Republic
Egypt	Cambodia	Chad	Equatorial Guinea
Ethiopia	Chile	China	Guatemala
France	Congo	Comoros	Guinea-Bissau
Greece	Costa Rica	Cook Islands	Guyana
Italy	Côte d'Ivoire	Croatia	Iceland
Kenya	Cuba	Cyprus	Kiribati
Lebanon	Denmark	Czechia	Kuwait
Mexico	Ecuador	Democratic People's Republic of Korea	Latvia
Morocco	El Salvador	Djibouti	Maldives
Nepal	Estonia	Dominica	Malta
Senegal	Finland	Eritrea	Marshall Islands
South Africa	Gabon	Eswatini	Micronesia (Federated States of)
Spain	Gambia	Fiji	Monaco
Tunisia	Georgia	Grenada	Nauru
Türkiye	Germany	Hungary	Niue
Ukraine	Ghana	Iraq	Oman
United Kingdom of Great Britain and Northern Ireland	Guinea	Ireland	Palau
	Haiti	Lesotho	Panama
	Honduras	Liberia	Qatar
	India	Libya	Saint Vincent and the Grenadines
	Indonesia	Malawi	Samoa
	Iran (Islamic Republic of)	Montenegro	San Marino
	Jamaica	Mozambique	Solomon Islands
	Japan	Myanmar	South Sudan
	Jordan	Namibia	Suriname
	Kazakhstan	North Macedonia	Timor-Leste
	Kyrgyzstan	Papua New Guinea	Tonga
	Lao People's Democratic Republic	Peru	Tuvalu
	Lithuania	Russian Federation	United Arab Emirates
	Luxembourg	Sao Tome and Principe	Vanuatu
	Madagascar	Saudi Arabia	
	Malaysia	Seychelles	
	Mali	Slovakia	
	Mauritania	Tajikistan	
	Mauritius	Thailand	
	Mongolia	Trinidad and Tobago	
	Netherlands (Kingdom of the)	Turkmenistan	
	New Zealand	United States of America	

**Representation  
above range**

**Representation  
within range**

**Representation  
below range**

**Not represented**

Nicaragua  
Niger  
Nigeria  
Norway  
Pakistan  
Paraguay  
Philippines  
Poland  
Portugal  
Republic of Korea  
Republic of Moldova  
Romania  
Rwanda  
Saint Kitts and Nevis  
Saint Lucia  
Serbia  
Sierra Leone  
Singapore  
Slovenia  
Somalia  
Sri Lanka  
State of Palestine  
Sudan  
Sweden  
Switzerland  
Syrian Arab Republic  
Togo  
Uganda  
United Republic of  
Tanzania  
Uruguay  
Uzbekistan  
Venezuela (Bolivarian  
Republic of)  
Viet Nam  
Yemen  
Zambia  
Zimbabwe