

Ref.: CL/4527 **Re-advertisement**)

Subject: **Assistant Director-General (ADG)**  
**Culture Sector**  
**Paris, France**  
**CLT 001**

Sir/Madam,

I have the honour to inform you that the vacancy notice for the post of Assistant Director-General for Culture has been re-advertised.

The Secretariat accords great importance to geographical distribution and gender balance in its staffing, particularly at the senior level. We therefore encourage all qualified candidates to apply.

To this end, and with a view to identifying outstanding candidates for this post, I count on your cooperation to disseminate the enclosed vacancy announcement to nationals of your country.

Candidates should apply online, via the dedicated UNESCO website, [Careers](#), as soon as possible and before **03 March 2026** at the latest. Any queries may be addressed to [staffingteam@unesco.org](mailto:staffingteam@unesco.org).

Please accept, Sir/Madam, the assurances of my highest consideration.



Khaled El-Enany  
Director-General

Enclosures: 2

cc: National Commissions for UNESCO  
Permanent Delegations to UNESCO



<b>Post Title:</b>	<b>ASSISTANT DIRECTOR-GENERAL FOR CULTURE (Re-advertisement)</b>
<b>Post Number:</b>	CLT 001
<b>Grade:</b>	ADG
<b>Parent Sector:</b>	Culture Sector
<b>Duty Station:</b>	Paris (France)
<b>Job Family:</b>	Culture
<b>Type of contract:</b>	Fixed-Term
<b>Duration of contract:</b>	2 years, renewable
<b>Recruitment open to:</b>	Internal and external candidates
<b>Application Deadline</b> ( <i>midnight, Paris time</i> ):	<b>3 March 2026</b>

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

### OVERVIEW OF THE FUNCTIONS OF THE POST

**The Culture Sector plays a central role in UNESCO's mission to promote the role of culture, heritage and creativity as a global public good and an important enabler of sustainable economic and social development, a source of knowledge and resilience and a vector for dialogue and cooperation. It supports Member States in implementing UNESCO's six cultural conventions as platforms for advancing the 2030 Agenda for Sustainable Development, addressing the challenges posed by conflicts, climate change and natural disasters on culture.**

Under the authority of the Director-General, the Assistant Director-General for Culture provides strategic leadership, intellectual vision and managerial oversight for UNESCO's Culture Sector (Major Programme IV). The incumbent is responsible for the formulation and implementation of the Sector's overall strategy, ensuring that UNESCO remains the global leader in the field of culture.

Working closely with other Assistant Directors-General, the incumbent fosters **transversal collaboration across sectors**, ensuring that culture is fully integrated into UNESCO's broader programme delivery, particularly in relation to education, the sciences, communication and information.

The Assistant Director-General for Culture will:

- Provide strategic direction and leadership in the formulation, implementation and monitoring of the Culture Sector's strategy, policies and programmes, as approved by the governing bodies.
- Promote the role of culture, heritage and creativity as enablers of sustainable social and economic development, in line with the 2030 Agenda for Sustainable Development.
- Lead the implementation of UNESCO's cultural conventions and other normative instruments, supporting Member States in translating global frameworks into concrete national actions and strengthening international cooperation.
- Oversee the protection, conservation and transmission of cultural heritage.
- Foster creativity and the diversity of cultural expressions, strengthening cultural and creative industries as drivers of inclusive growth and innovation.
- Enhance the Culture Sector's contribution to conflict prevention, crisis response and recovery, ensuring that culture and heritage are protected in emergencies and integrated into humanitarian and peacebuilding strategies.
- Develop and maintain high-level partnerships with Member States, United Nations entities, development banks, private sector and philanthropic organizations to expand the Sector's reach and impact.
- Promote innovation and knowledge sharing, anticipating emerging trends and harnessing digital technologies for cultural preservation and access.
- Represent the Director-General and UNESCO in high-level international fora and intergovernmental meetings, strengthening UNESCO's visibility, influence and thought leadership in the cultural field.
- Ensure effective management and accountability, fostering a culture of performance, transparency and diversity across the Sector.

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 Draft Programme and Budget for 2026–2029 quadrennium).

### COMPETENCIES (Core/Managerial)

Communication (C)	Building partnerships (M)
Accountability (C)	Driving and managing change (M)
Innovation (C)	Strategic thinking (M)
Knowledge sharing and continuous improvement (C)	Making quality decisions (M)
Planning and organizing (C)	Managing performance (M)
Results focus (C)	Leading and empowering others (M)
Teamwork (C)	
Professionalism (C)	

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

## REQUIRED QUALIFICATIONS

### Education

- Advanced university degree (Master's or equivalent) in a discipline related to the field of culture.

### Work Experience

- At least 15 years of progressively responsible relevant professional experience from senior leadership/executive positions in areas directly related to UNESCO's Culture Programme, including assignments at the regional and/or international levels.
- Proven record of leadership in developing and implementing policies, programmes or international frameworks in areas related to culture.
- Demonstrated experience in leading large, diverse teams and managing organizational transformation, including change management and strategic planning.
- Substantial experience representing an organization and engaging effectively with high-level government/international officials.

### Skills & Competencies

- Knowledge of, and commitment to, the Organization's mandate, vision, strategic directions and priorities.
- Strong and innovative leadership, capable of articulating a compelling vision for the role of culture.
- Strong political acumen and diplomatic skills to represent UNESCO effectively and engage high-level stakeholders.
- Demonstrated ability to lead institutional transformation, manage change and foster a culture of accountability, diversity and performance.
- Strong ability to interact effectively at the highest governmental levels, as well as with leaders of the private sector and civil society, and to mobilize resources and to build collaborative partnerships and networks with and between a wide variety of stakeholders.
- Excellent communication skills with strong representational abilities.

### Languages

- Excellent knowledge and drafting skills in one of the working languages of the Organization (English or French).

## DESIRABLE QUALIFICATIONS

### Education

- A Ph.D. level degree in the field of culture or other related areas.

### Work experience

- Awareness and knowledge of UNESCO's strategic objectives and of wider processes within the United Nations system.

### Languages

- Working knowledge of the second language (English or French).
- Knowledge of other official languages of UNESCO (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.

The approximate annual starting salary for this post is US \$248 223.

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

Please note that UNESCO is a non-smoking Organization.

## 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 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.

**Representation of Member States in posts subject  
to geographical distribution as at December 2025**

<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	Guyana
Greece	Costa Rica	Cook Islands	Iceland
Italy	Côte d'Ivoire	Croatia	Kiribati
Japan	Cuba	Cyprus	Kuwait
Kenya	Denmark	Czechia	Latvia
Lebanon	Ecuador	Democratic People's Republic of Korea	Maldives
Mexico	El Salvador	Djibouti	Malta
Morocco	Estonia	Dominica	Marshall Islands
Nepal	Finland	Eritrea	Micronesia (Federated States of)
Senegal	France	Eswatini	Monaco
South Africa	Gabon	Fiji	Nauru
Spain	Gambia	Grenada	Niue
Tunisia	Georgia	Guinea-Bissau	Oman
Türkiye	Germany	Hungary	Palau
Ukraine	Ghana	Iraq	Panama
United Kingdom of Great Britain and Northern Ireland	Guinea	Ireland	Qatar
	Haiti	Lesotho	Saint Vincent and the Grenadines
	Honduras	Liberia	Samoa
	India	Libia	San Marino
	Indonesia	Malawi	Solomon Islands
	Iran (Islamic Republic of)	Montenegro	South Sudan
	Jamaica	Mozambique	Suriname
	Jordan	Myanmar	Timor-Leste
	Kazakhstan	Namibia	Tonga
	Kyrgyzstan	North Macedonia	Tuvalu
	Lao People's Democratic Republic	Papua New Guinea	United Arab Emirates
	Lithuania	Peru	Vanuatu
	Luxembourg	Russian Federation	
	Madagascar	Sao Tome and Principe	
	Malaysia	Saudi Arabia	
		Seychelles	
		Slovakia	
		Tajikistan	
		Thailand	
		Trinidad and Tobago	
		Turkmenistan	
		United States of America	

**Representation  
above range**

**Representation  
within range**

**Representation  
below range**

**Not represented**

Mali  
Mauritania  
Mauritius  
Mongolia  
Netherlands  
(Kingdom of the)  
New Zealand  
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