

The Director-General

Ref.: CL/4529 (Re-advertisement)

Subject: **Assistant Director-General for Education (ADG)
Education Sector
Paris, France
ED 001**

Sir/Madam,

I have the honour to inform you that the vacancy notice for the post of Assistant Director-General for Education 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 **3 March 2026** at the latest. Any queries may be addressed to 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 UNES



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

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

OVERVIEW OF THE FUNCTIONS OF THE POST

The mission of the Education Sector plays a central role in advancing UNESCO's mission to promote inclusive and equitable quality education and lifelong learning opportunities for all and to ensure that these principles are inherent in all its programmes and operations.

As the lead United Nations agency for education, UNESCO serves as the global coordinator of the Education 2030 Framework for Action. It supports Member States in strengthening education systems, transforming teaching and learning and ensuring that every learner – regardless of background – acquires the knowledge, skills, values and competencies needed to shape a just, peaceful and sustainable future.

Under the authority of the Director-General, the Assistant Director-General for Education provides strategic leadership, intellectual vision and overall managerial oversight for UNESCO's Education Programme (Major Programme I).

The incumbent leads UNESCO's work to reimagine and transform education systems, mobilize partnerships and drive innovation to ensure learning is accessible, inclusive, relevant and future-ready. The incumbent will also oversee the education-related category 1 institutes (such as UIS, IIEP, IICBA, UIL and MGIEP) and work in close collaboration with other Assistant Directors-General to strengthen cross-sectoral linkages between education, science, culture, communication and social inclusion.

The Assistant Director-General for Education will:

- Provide strategic direction and leadership in formulating, implementing and monitoring the Education Sector's strategy, programmes and policies, in line with UNESCO's governing bodies decisions.
- Lead UNESCO's role as the global coordinator of SDG 4 (Quality Education), ensuring coherence, accountability and alignment of national, regional and global actions within the Education 2030 Framework for Action.
- Strengthen support to Member States in developing and implementing inclusive, equitable and high-quality education policies, systems and practices at all levels – from early childhood to higher education and lifelong learning.
- Advance the "Futures of Education" and "Transforming Education" agendas, fostering innovation, digital transformation and resilience in education systems to meet emerging societal and technological challenges.
- Promote lifelong learning and skills development, aligning education and training with the evolving needs of labour markets, digital economies and sustainable societies.
- Empower learners to become creative, responsible and ethical global citizens through education that promotes human rights, peace, gender equality, sustainability and intercultural understanding.
- Oversee and guide the work of UNESCO's education-related category 1 institutes, ensuring programmatic coherence and synergy across global, regional and thematic initiatives.
- 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
- Foster innovation and foresight in the natural sciences, ensuring UNESCO remains a global laboratory of ideas in response to emerging challenges.
- Represent the Director-General and UNESCO in high-level international fora and intergovernmental meetings, strengthening UNESCO's visibility, influence and thought leadership.
- 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 education.

Work Experience

- At least 15 years of progressively responsible relevant professional experience from senior leadership/executive positions in areas directly related to UNESCO's Education Programme, including assignments at the regional and/or international levels.
- 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.
- Extensive and relevant professional experience in scientific research and cooperation.

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 education.
- 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.
- 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 education or one of its sub-disciplines.

Work experience

- Awareness and knowledge of UNESCO's strategic objectives and of wider reform initiatives and 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**

Representation above range	Representation within range	Representation below range	Not represented
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	Gabon	Eswatini	Monaco
South Africa	Gambia	Fiji	Nauru
Spain	Georgia	Grenada	Niue
Tunisia	Germany	Guinea-Bissau	Oman
Türkiye	Ghana	Hungary	Palau
Ukraine	Guinea	Iraq	Panama
United Kingdom of Great Britain and Northern Ireland	Haiti	Ireland	Qatar
	Honduras	Lesotho	Saint Vincent and the Grenadines
	India	Liberia	Samoa
	Indonesia	Libya	San Marino
	Iran (Islamic Republic of)	Malawi	Solomon Islands
	Jamaica	Montenegro	South Sudan
	Jordan	Mozambique	Suriname
	Kazakhstan	Myanmar	Timor-Leste
	Kyrgyzstan	Namibia	Tonga
	Lao People's Democratic Republic	North Macedonia	Tuvalu
	Lithuania	Papua New Guinea	United Arab Emirates
	Luxembourg	Peru	Vanuatu
	Madagascar	Russian Federation	
	Malaysia	Sao Tome and Principe	
	Mali	Saudi Arabia	
	Mauritania	Seychelles	
	Mauritius	Slovakia	
	Mongolia	Tajikistan	
	Netherlands (Kingdom of the)	Thailand	
		Trinidad and Tobago	
		Turkmenistan	

**Representation
above range**

**Representation
within range**

**Representation
below range**

Not represented

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

United States of
America