



27 JAN. 2020

The Minister of Civil Affairs and President of  
the National Commission for UNESCO  
Sarajevo  
(Bosnia and Herzegovina)

06-02-2020

Ref.: CL/4298

Subject: **Director (D-1),  
Future of Learning and Innovation Team  
Sector for Education,  
Paris, France  
ED-017**



Sir/Madam,

The vacancy notice for the post of Director of the Future of Learning and Innovation Team, at UNESCO Headquarters (Paris, France) has been published.

Please find enclosed herewith information about the post, as well as about the required qualifications, experience and competencies.

As you know, the Secretariat accords great importance to geographical distribution and gender equality, especially at the senior level. In order to achieve a more balanced geographical distribution, as well as an equitable representation of women, it is essential to encourage appropriate and qualified candidates to apply.

Candidates who wish to be considered for this post should apply online, via the dedicated UNESCO website, *Careers*, as soon as possible and before the closing date, and ensure that their applications are correctly received by the system. Candidates will receive an automatic acknowledgement of receipt by email confirming the registration of their applications.

All applications must be correctly submitted by 25 February 2020 at the latest. For any queries, please send an email to [staffingteam@unesco.org](mailto:staffingteam@unesco.org).

Exceptionally, candidates without access to Internet may submit their application, quoting the post number: "ED-017", to the following address:

Director  
Bureau of Human Resources Management (HRM)  
UNESCO  
7 place de Fontenoy  
75352 Paris 07-SP  
France

Only applications received at this address within the stipulated deadline can be considered, to ensure equitable treatment of all applications received.

To ensure that an outstanding candidate fills this post, I count on your cooperation to disseminate the vacancy notice to nationals of your country using the channels you consider most appropriate.

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



Audrey Azoulay  
Director-General

Enclosures: 2

cc: National Commissions for UNESCO  
Permanent Delegations to UNESCO



**Title:** DIRECTOR, FUTURE OF LEARNING AND INNOVATION TEAM  
**Domain:** Education  
**Post Number:** ED-017  
**Grade:** D-1  
**Organizational Unit:** Education Sector  
**Primary Location:** Paris, France  
**Type of contract:** Fixed-Term  
**Deadline (midnight, Paris time):** 25 February 2020

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

### OVERVIEW OF THE FUNCTIONS OF THE POST

UNESCO, as the lead agency for Sustainable Development Goal 4 on Quality Education, and within the context of its strategic transformation, is currently seeking a pro-active, visionary Director for the Future of Learning and Innovation Team (ED/FIL). The right candidate will be a seasoned leader, able to foster trust through an inclusive approach and inspire others.

The incumbent will lead the research and foresight function of the Education Sector. This responsibility entails addressing how the Education Sector needs to change in order to adapt and respond to worldwide challenges, emerging needs, and developments in learning modalities and methods. This work will contribute to establishing UNESCO's intellectual leadership in order to respond to complex global challenges. The incumbent will strengthen UNESCO's role as a global observatory and laboratory of ideas and advise Members States on the design and governance of learning systems for the future. The incumbent will be responsible for the development and implementation of the programme, including medium-term strategies, operational work plans and associated budgets. Further, s/he will ensure technical backstopping to UNESCO Field Offices in implementing the Team's programmes and activities.

Specifically, the incumbent shall:

- Lead and guide work on the preparation and delivery of the new global report on the Futures of Education, which will outline a vision for education and the design and governance of education systems for the future;
- Provide intellectual strategic and operational leadership for the Team in the pursuit of its main goals. Oversee the development of the Team's programmes, strategy, goals and objectives and be accountable for implementing a result-based approach in translating the approved Team's mandate into an effective programme delivery plan;
- Manage and design operational mechanisms and/or action plans, required to support and ensure efficiency and effectiveness of the operations;
- Develop principles and approaches in respect of policy support to Member States in the fields of (i) research and foresight, (ii) information and communication technologies (ICT) in education;
- Oversee research initiatives related to Futures of Education to ensure data-driven research and reports that combine our proprietary data with outside data sets in order to identify key trends;
- Facilitate the cross-sharing of research and campaign skills across the Team, within the sector and cross sectors;
- Establish, develop and sustain strong collaborative links with universities, research institutes and extend the Team's network of researchers/stakeholders all over the world;
- Develop good working relations with governments, multilateral organizations, NGOs, the private sector and other partners of UNESCO;
- Manage and coordinate the resource mobilization for the Team's programmes;
- Maintain motivated and effective staff for the purpose of formulating, planning, implementing, monitoring and evaluating the programmes of the Team.

### COMPETENCIES

A successful candidate will be required to demonstrate the following competencies:

#### Core Competencies

- Accountability
- Communication
- Teamwork
- Innovation
- Results focus
- Planning and organizing
- Knowledge sharing and continuous improvement.

#### Managerial Competencies

- Driving and managing change
- Strategic thinking
- Making quality decisions
- Building partnerships
- Leading and empowering others
- Managing performance.

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



## REQUIRED QUALIFICATIONS

### EDUCATION

- A PhD in education, sciences or other related social science fields.

### WORK EXPERIENCE

- Minimum 15 years of progressively responsible relevant professional experience in the field of education at national and international level.
- Experience as a researcher and/or analyst in issues related to foresight in education or information and communication technologies (ICT) in education.
- Experience in strategic planning, change management and leading teams.
- Experience in resources mobilization and partnership development.

### SKILLS AND COMPETENCIES

- Commitment to the Organization's mandate, vision and priorities.
- Demonstrated strategic planning and management skills, capacity to administer financial resources and exercise appropriate supervision and control.
- Ability to accompany and lead change initiatives and persist in times of challenges.
- Proven leadership and managerial skills, a broad general culture and a high sense of objectivity, professional integrity and political astuteness.
- Relevant research ability to identify emerging educational trends as well as exploring new avenues and patterns of action.
- Good understanding of patterns on the impact of artificial intelligence and innovation on education.
- Demonstrated interpersonal skills and ability to provide intellectual leadership and motivate multidisciplinary teams in a multicultural environment, as well as ensure coaching and development of staff.
- Ability to communicate effectively and persuasively, orally and in writing, with strong representational abilities.

### LANGUAGES

- Excellent knowledge (written and spoken) of English or French and good working knowledge of the other.

## DESIRABLE QUALIFICATIONS

### EDUCATION

- Other degrees or short- to medium-term training in disciplines relevant to the post.

### WORK EXPERIENCE

- Documented academic experience as evidenced through a substantial peer-review publication record, current scholarly activity, conference presentations and engagement in the larger academic community.
- Experience in the field of international relations and diplomacy, multilateral cooperation and development.
- Experience working in an agile environment.
- Strong global professional network.

### SKILLS AND COMPETENCIES

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

### LANGUAGES

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

## ASSESSMENT

An assessment exercise may be used in the evaluation of candidates.

## BENEFITS AND ENTITLEMENTS

UNESCO's salaries are calculated in US dollars. They consist of a basic salary and a post adjustment, which reflects the cost of living in a particular duty station, as well as exchange rates. Other benefits include: 30 days annual leave, family allowance, home travel, education grant for dependent children, pension plan and medical insurance. More details can be found on the [ISCS website](#). Please note that UNESCO is a non-smoking Organization.

*UNESCO is committed to promoting geographical distribution and gender equality within its Secretariat. Therefore, women are strongly encouraged to apply, as are nationals from non- and under-represented Member States. Persons with disabilities equally are encouraged to apply.*  
*Worldwide mobility is required as staff members must be ready to serve in other duty stations in accordance with UNESCO's geographical mobility policy.*  
*UNESCO applies a zero tolerance policy against all forms of harassment.*

**UNESCO DOES NOT CHARGE A FEE AT ANY STAGE OF THE RECRUITMENT PROCESS.**