

Title: RECTOR, UNESCO-IHE INSTITUTE FOR WATER EDUCATION

Domain: Water Science and Education

Post Number: 1NLSC00010S

Grade: D-2

Organizational Unit: Natural Sciences

Primary Location: Delft, The Netherlands

Recruitment open to: Internal and external candidates

Type of contract: Fixed-Term

Annual salary: US \$165,496

Deadline (midnight, Paris time): 14 June 2014

OVERVIEW OF THE FUNCTIONS OF THE POST

Established in 2003 as a UNESCO Category 1 institute, the UNESCO-IHE Institute for Water Education envisages a world in which people manage their water and environmental resources in a sustainable manner, and in which all sectors of society, particularly the poor, can enjoy the benefits of basic services. The UNESCO-IHE Institute, a graduate school that carries out research, tertiary education and capacity-building activities in the fields of water, environment and infrastructure, is the largest international water post-graduate education facility in the world. The Institute implements fully accredited MSc programmes, as well as a vibrant PhD programme, in cooperation with partner universities.

The Rector leads the Institute in fulfilling its UNESCO mandate in water science and education to strengthen the capacity of the water and environmental sectors in developing countries and countries in transition; upholds and strengthens the international role of the Institute by providing vision and leadership in anticipating and responding to global developments, changing societal demands and new technological and political opportunities; promotes the learning capacity of the Institute by enhancing its sensitivity to, and willingness to adapt to, signals of change both didactically and in technical aspects of the water sector, both from inside and outside; and ensures that the knowledge base and educational methods of the Institute are up-to-date and further developed, in order to maintain high academic standards.

Under the authority of the Assistant Director-General for the Natural Sciences (ADG/SC), the incumbent will work closely with the Governing Board of the Institute and the IHE Foundation, implement a global vision and strategy for the Institute in a sustainable manner that corresponds to UNESCO's mandate in general, and in water resources education and science in particular, addressing the needs of Member States, leading the development of effective Research, Education and Business Plans, in line with the vision and strategy to secure the necessary support and funding, as well as to ensure its effective implementation after the approval of the Institute's Governing Board.

The incumbent will collaborate with the Director of the UNESCO Division of Water Sciences, and in a coordinated manner, lead enhanced contributions of the Institute to the activities of the International Hydrological Programme, the World Water Assessment Programme, and the network of Category II UNESCO water Centers and Chairs.

Regarding the management and operations of the Institute, the incumbent will manage directly the preparation and implementation of the Annual Work Plan; consult the appropriate bodies in order to decide and communicate a position on the issues concerned; chair the Rectorate of the Institute; chair the Academic Board of the Institute; and, lead the work of the academic departments and that of the support units, including the management of staff.

The incumbent will develop and maintain active relationships with UNESCO relevant programmes, as well as with members of the Governing Board of the Institute and of the IHE Foundation, and promote their pro-active participation in solving the major challenges facing the Institute; ensure the maintenance of productive working relations of management and staff at various levels with UNESCO Programme Sectors at Headquarters and in the Field, the Government of the Netherlands, Member States, International Financing Institutions, Universities and research institutions, the private sector and other sectors of civil society to ensure the recognition, status, financial stability and sustainability of the Institute.

REQUIRED QUALIFICATIONS

EDUCATION

- A PhD, or equivalent degree, in engineering, environmental or social sciences with strong specialization in water.

WORK EXPERIENCE

- Fifteen years of experience with the requirements of international cooperation, preferably within the United Nations system context.

UNESCO is committed to promoting geographical distribution and gender equality within its Secretariat. Therefore, women candidates 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 DOES NOT CHARGE A FEE AT ANY STAGE OF THE RECRUITMENT PROCESS.

- Extensive experience in leading water issues, preferably in an international organization, and substantive knowledge of the principal agencies and organizations active in water research and education globally.
- Hold the rank of Full Professor at an internationally-recognized and accredited leading university in water science with minimum ten years of experience in academic settings.
- Experience in guiding a staff and student community, as well as in motivating teams in a culturally diverse environment, in performing supervisory and monitoring duties, and in ensuring training and staff development.
- Specialization and/or substantive experience on water education and research, notably in developing countries, including an outstanding record of publications in the field of water science.
- A proven record of senior management and professional experience at the international or intergovernmental levels.
- Experience in conducting complex negotiations diplomatically and tactfully in the overall interest of pursuing UNESCO's mandate and mission.

SKILLS/COMPETENCIES

- Knowledge of, and commitment to, the Organization's and the Institute's mandate, vision, strategic directions and priorities.
- Outstanding track record of leadership in leading scientific and administrative positions, with experience in Human Resources and Finance Management.
- Significant working experience in developing countries.
- Leadership capacities, a sense of objectivity and neutrality, strong analytical skills and intellectual capabilities, professional integrity and diplomacy.
- Ability to exercise well-founded and balanced authority, as well as to provide and manage advisory services and functions.
- Demonstrated managerial skills and ability to direct change processes within large institutions of national or international scope.
- Sound knowledge of general management practices, including results-based management and budgeting principles, governance and accountability, use of information and communication technologies, as well as of techniques of quality assurance and risk management.
- Proven ability to interact effectively at the highest educational and governmental levels, as well as with leaders of the private sector and NGOs, and to build collaborative partnerships and networks with and between a wide variety of stakeholders.
- Demonstrated capacity to mobilize financial and other resources efficiently.
- Skills and knowledge should include a solid understanding of global operational risk.

LANGUAGES

- Excellent knowledge and drafting skills in English and good knowledge of French. Language training will be mandatory in order to acquire the required level of the second working language in a reasonable timeframe.

DESIRABLE QUALIFICATIONS

EDUCATION

- Other university degrees or short to medium-term training in disciplines relevant to the post would be an advantage.

WORK EXPERIENCE

- Awareness and knowledge of UNESCO's strategic objectives and of wider processes within the United Nations system, especially with regard to the elaboration of the post-2015 international development agenda.
- Professional experience gained in multicultural working environments.
- Experience in working with the United Nations, international funding and technical assistance organizations and agencies.

SKILLS/COMPETENCIES

- Capacity to adapt global trends and developments, as well as to re-orient UNESCO strategies accordingly, in an innovative and creative manner.
- Skills in administration and the management of financial and human resources.

LANGUAGES

- Knowledge of other United Nations languages (Arabic, Chinese, Russian and Spanish).

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 [ICSC Website](#).

Please note that UNESCO is a non-smoking Organization.

A WRITTEN EXAMINATION MAY BE USED IN THE EVALUATION OF CANDIDATES.

**Representation of Member States in posts subject
to geographical distribution as at 1 February 2014**

Representation above range	Representation within range	Representation below range	Nil
Algeria	Afghanistan	Andorra	Angola
Belgium	Albania	Antigua and Barbuda	Azerbaijan
Bulgaria	Argentina	Armenia	Bahrain
Cameroon	Australia	Bahamas	Brunei Darussalam
Canada	Austria	Barbados	Cabo Verde
Denmark	Bangladesh		Central African Republic
Ethiopia	Benin	Belarus	El Salvador
France	Botswana		Equatorial Guinea
Greece	Burkina Faso	Belize	Guatemala
Ireland	Burundi	Bhutan	Guyana
Italy	Cambodia	Bolivia (Plurinational State of)	Haiti
Lebanon	Chile	Bosnia and Herzegovina	Iceland
Morocco	Colombia	Brazil	Kiribati
Nepal	Congo	Chad	Kuwait
Niger	Costa Rica	China	Lesotho
Romania	Côte d'Ivoire	Comoros	Liberia
Senegal	Croatia	Cook Islands	Luxembourg
South Africa	Cuba	Djibouti	Malta
Spain	Cyprus	Dominica	Marshall Islands
Tunisia	Czech Republic	Dominican Republic	Micronesia (Federated States of)
	Democratic People's Republic of Korea	Eritrea	Monaco
	Democratic Republic of the Congo	Estonia	
	Ecuador	Fiji	Montenegro
	Egypt	Gabon	
	Finland	Grenada	Nauru
	Gambia	Guinea	
	Georgia	Guinea-Bissau	Niue
	Germany	Hungary	
	Ghana		Palau
	Honduras	Indonesia	
	India	Iran (Islamic Republic of)	Paraguay
	Israel	Iraq	
	Jamaica	Kazakhstan	Saint Vincent and the Grenadines
	Japan	Kenya	Samoa
	Jordan	Kyrgyzstan	Singapore
	Lao People's Democratic Republic	Libya	Slovenia
	Latvia	Maldives	Solomon Islands
	Lithuania	Myanmar	South Sudan
	Madagascar	Namibia	Suriname
	Malawi	New Zealand	
	Malaysia	Oman	Tajikistan
	Mali	Palestine	
	Mauritania	Panama	Timor-Leste
	Mauritius	Papua New Guinea	
	Mexico		Tonga
	Mongolia	Portugal	
	Mozambique		Tuvalu
	Netherlands	Qatar	
	Nicaragua	Russian Federation	United Arab Emirates

Representation above range	Representation within range	Representation below range	Nil
	Nigeria	Rwanda	United Republic of
	Norway	San Marino	Tanzania
		Sao Tome and	Vanuatu
	Pakistan	Principe	
		Saudi Arabia	
	Peru	Serbia	
	Philippines	Sierra Leone	
	Poland	Somalia	
	Republic of Korea	Sri Lanka	
	Republic of Moldova	Sudan	
	Saint Kitts and Nevis	Swaziland	
	Saint Lucia	Sweden	
	Seychelles	Switzerland	
	Slovakia	Thailand	
	Syrian Arab Republic	Turkey	
	The former Yugoslav	Turkmenistan	
	Republic of Macedonia	United States of	
	Togo	America	
	Trinidad and Tobago	Venezuela (Bolivarian	
	Uganda	Republic of)	
	Ukraine	Viet Nam	
	United Kingdom of Great	Zambia	
	Britain and Northern		
	Ireland		
	Uruguay		
	Uzbekistan		
	Yemen		
	Zimbabwe		