



United Nations  
Educational, Scientific and  
Cultural Organization

The Minister of Education, Culture and Human  
Resources  
Port Louis  
(Republic of Mauritius)

Ref.: CL/4247

Subject: **Director (ADG)**  
**The Abdus Salam International Centre for Theoretical Physics**  
**Trieste, Italy**  
**1ITSC0800TP**

Sir/Madam,

The post of Director of the Abdus Salam International Centre for Theoretical Physics in Trieste (Italy) is open for recruitment.

Please find enclosed herewith information on the duties with which the selected candidate will be entrusted, as well as on the required qualifications, experience and competencies.

As you know, the Secretariat accords great importance to fair geographical and gender distribution, especially at the senior level. We should be grateful, therefore, if you would assist us in achieving a more balanced geographical distribution, as well as an equitable representation of women, by encouraging qualified candidates to apply.

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

It is important to note that all applications must be correctly submitted by **5 October 2018** at the latest. Should you have any queries, please send an email to [staffingteam@unesco.org](mailto:staffingteam@unesco.org).

Exceptionally, candidates without access to the Internet shall submit their application, quoting the post number "1ITSC0800TP", to the address below:

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 to all applications received.

In order for us to continue to live up to our mission, it is essential for us to have outstanding candidates fill this post. I am counting on your cooperation to achieve this goal, and invite you to disseminate the vacancy announcement 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, THE ABDUS SALAM INTERNATIONAL CENTRE FOR THEORETICAL PHYSICS  
**Domain:** Natural Sciences  
**Post Number:** IITSC0800TP  
**Grade:** ADG  
**Organizational Unit:** Natural Sciences Sector  
**Primary Location:** Trieste, Italy  
**Recruitment open to:** Internal and external candidates  
**Type of contract:** Fixed-Term  
**Annual salary:** US \$182,616  
**Deadline (midnight, Paris time):** 5 October 2018

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

### OVERVIEW OF THE FUNCTIONS OF THE POST

The Director is the chief academic and administrative officer of the ICTP, reporting through the Steering Committee to the Directors-General of UNESCO and IAEA, as well as to the Government of Italy. Administratively located within the Natural Sciences Sector (SC) of UNESCO and reporting to its Assistant Director-General, this is a key position of scientific leadership and management.

ICTP's mandate is to (1) foster the growth of advanced studies and research in physics and mathematics, especially among researchers from developing countries; (2) provide an international forum for the exchange of information and ideas among scientists from the North and South; and (3) maintain excellent research facilities for visitors, associates and fellows, principally from developing countries, who participate in the Centre's research and training activities.

The annual ICTP operating budget is over EUR 23 million, with 150 regular staff and 200 temporary staff, visitors to ICTP programmes exceed 6,000 per year. Well over 100 Nobel laureates have participated in ICTP programmes.

The incumbent will specifically:

- provide intellectual and organizational leadership and strategic guidance to the institution, to assess and improve its relevance and impact;
- leverage ICTP's physical and human resources to maintain the high calibre of science within the Centre, and to promote advanced scientific research and education, especially in developing countries;
- achieve these goals in conformity with the concept of "science for development"; and
- engage with the scientific community both in developed and less developed countries to address emerging global issues and science for development.

For further information on the specific above-mentioned programmes, candidates may consult our website: <https://en.unesco.org/>, and/or the following documents: [37 C/4](#) (UNESCO's Medium-Term Strategy, 2014–2021) and [39 C/5](#) (Approved UNESCO's Programme and Budget for 2018–2019).

### 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](#).

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.**

## REQUIRED QUALIFICATIONS

### EDUCATION

- Ph.D. in physics, mathematics or one of the fields of interest to ICTP.

### WORK EXPERIENCE

- At least 15 years of international experience in high-level scientific research in physics, mathematics or other fields of interest to ICTP.
- Distinguished academic stature as demonstrated by publication record in one or more of the field of interest to ICTP.

### SKILLS/COMPETENCIES

- Recognized capacity and experience for visionary management in a multinational environment working under culturally complex and challenging conditions.
- Good understanding of science and technology and innovation needs of developing countries.
- Capacity to provide intellectual leadership to guide staff and motivate teams in a multicultural environment.
- Sophistication in dealing with a broad range of complex issues, involving scientists and diplomats alike, within and outside the organization in different countries.

### LANGUAGES

- Excellent knowledge of written and spoken English.

## DESIRABLE QUALIFICATIONS

### WORK EXPERIENCE

- A record of distinguished leadership/management, including fund-raising, in a recognized scientific institution.
- Work experience in international organizations.

### SKILLS/COMPETENCIES

- Strategic planning and management abilities, including capacity to administer extensive programmes, financial and human resources and exercise appropriate supervision and control.

### LANGUAGES

- Working knowledge of Italian.
- Knowledge of other official UNESCO languages (Arabic, Chinese, French, Russian and 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 [ICSC Website](#).

Please note that UNESCO applies a zero tolerance policy against any form of harassment.

Please note that UNESCO is a non-smoking Organization.

**Representation of Member States in posts subject  
to geographical distribution as at 1 June 2018**

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

Nigeria	Sierra Leone
Norway	Singapore
Oman	Slovakia
Pakistan	Slovenia
Palestine	Sudan
Philippines	Sweden
Portugal	Switzerland
Republic of Korea	Thailand
Republic of Moldova	Turkey
Saint Kitts and Nevis	Turkmenistan
Saint Lucia	United Republic of
Seychelles	Tanzania
Syrian Arab Republic	United States of
The former Yugoslav	America
Republic of Macedonia	Uruguay
Togo	Venezuela (Bolivarian
Trinidad and Tobago	Republic of)
Uganda	Yemen
Ukraine	
Uzbekistan	
Viet Nam	
Zambia	
Zimbabwe	