



United Nations Educational,
Scientific and Cultural Organization

UNESCO contributes to peace and human development in an era of globalization by furthering international cooperation through its programmes in education, sciences, culture and communication. With its 193 Member States and 7 Associate Members, UNESCO has its Headquarters in Paris (France) and operates globally through a network of offices and several institutes.

The programmes of the Communication and Information Sector (CI) are rooted in UNESCO's Constitution, which requires the Organization to promote the "free flow of ideas by word and image". The three principal strategic objectives of the Sector's programmes are the promotion of the free flow of ideas and universal access to information; the expression of pluralism and cultural diversity in the media and world information networks and access to ICTs for all.

UNESCO promotes freedom of expression and freedom of the press as a basic human right, through sensitization and the monitoring of activities. It also fosters media independence and pluralism as prerequisites and major components of democratization by providing advisory services on media legislation and sensitizing governments, parliamentarians and other decision-makers.

Post title **Director, Division for Freedom of Expression and Media Development**

Organizational unit **Communication and Information Sector**

Duty station **Paris, France**

Grade **D-2**

Post number **CI-128**

Closing date **21 March 2011**

Main responsibilities

Under the authority of the Assistant Director-General for Communication and Information (ADG/CI), the incumbent will be responsible for leading and managing the staff of the Freedom of Expression and Media Development Division, which is responsible for the following UNESCO activities:

- Promoting an enabling environment for freedom of expression and freedom of information, to foster the role of media for development, democracy and dialogue;
- Strengthening free independent and pluralistic media, civic participation, and communication for sustainable development;
- Providing leadership in asserting UNESCO's prominent role in catalysing international cooperation for media development, particularly through the International Programme for the Development of Communication (IPDC);
- Anticipating, developing and launching media development interventions in conflict and post-conflict countries as a key component of the United Nations peace-building and reconstruction programmes, in close collaboration with UNESCO field offices and the United Nations system.

The incumbent will specifically:

- Provide intellectual, strategic and operational leadership of the Freedom of Expression and Media Development Division and the IPDC secretariat. He/she will particularly: lead the conceptualization, design and implementation phase of the Division's activities; provide expert advice to internal and external stakeholders in the areas covered by the mandate of the Division; foster the multi-stakeholder cooperation and outreach of the Division through cooperation with Member States, UNESCO's Governing Bodies, the United Nations system, civil society and the private sector; guide and monitor CI field staff in the development of their professional capacities and their ability to respond to emerging development issues with authority; provide expert advice on identification, preparation and negotiation of extrabudgetary projects and joint United Nations initiatives in the field offices.
- Serve as the Secretary of the UNESCO-Guillermo Cano World Press Freedom Prize, and particularly: promote, coordinate and implement activities on press freedom, such as the celebration of World Press Freedom Day; provide technical assistance to Member States in regard to media laws and regulatory frameworks, the safety of journalists, freedom of expression issues, including in relation to the Internet, advocacy, awareness-raising and monitoring of press freedom, and violations at the global level, as well as ethical and professional standards in journalism.
- Serve as the Secretary of the International Programme for the Development of Communication (IPDC), and particularly: negotiate and mobilize extrabudgetary resources to implement the Programme; assist the intergovernmental structure (Council/Bureau) in the completion of its tasks through networking, ensuring information flow and organizing statutory meetings; drive the outreach of the Programme through fostering contacts and joint projects with representatives of Member States, UNESCO's statutory bodies, United Nations system, civil society and the private sector.
- Establish appropriate communication procedures, as well as information and knowledge management structures, of the Freedom of Expression and Media Development Division, within the Division at Headquarters and with the Advisors for Communication and Information (ACIs) in the field and all (internal and external) stakeholders.

Qualifications and experience

- Advanced university degree, preferably Ph.D., in the field of communication and information and/or in one of the areas covered by the work of the Division, or a combination of relevant professional qualifications/certification and extensive experience (minimum 15 years) in the field of freedom of expression and media development.
- At least 15 years of extensive professional experience in the area of journalism, media development or freedom of expression both at national and international levels, including at least 7 years at international level in senior executive positions.
- At least 10 years of recognized experience in leadership and proven ability in planning and managing international projects.
- Demonstrated ability to persuasively defend freedom of expression and articulate communication development needs within UNESCO's mandate.
- Analytical abilities and sound judgement of complex development and policy issues.
- Ability for strategic planning and management, including capacity to administer extensive programmes and financial resources.
- Ability to build collaborative partnerships and networks.
- Capacity to provide intellectual leadership, to guide and motivate staff in a multicultural environment with sensitivity and respect for diversity, and to exercise supervision and control.
- Demonstrated knowledge of general management practices and techniques with substantive experience in building and leading productive teams.
- Ability to create a working culture that values diversity.
- Ability to communicate effectively and persuasively, orally and in writing.
- Ability to lead complex negotiations with diplomacy and a sense of tact.

Candidates should also possess:

- A broad general culture, sound analytic capacities and proven leadership and managerial skills.
- Working knowledge with excellent drafting skills in one of the working languages (English or French). A good knowledge of the second one is strongly desirable. Language training will be mandatory in order to acquire the required level of the second working language in a reasonable time-frame.

- Competencies** The successful candidate should be able to demonstrate the following competencies:
- Commitment to the Organization's mandate, vision and strategic direction, as well as its priorities.
 - Demonstrated strategic planning and management abilities, including the capacity to administer extensive programmes, financial resources and exercise appropriate supervision and control.
 - Strong managerial skills combined with flexibility.
 - Ability to identify key strategic issues and objectives, opportunities and risks.
 - Organizational skills, including in establishing plans and priorities and implementing them effectively.
 - Ability to interact with a wide range of high-level partnerships and to participate effectively in high-level negotiations.
 - Excellent interpersonal skills to maintain effective working relationships and ability to build trust and guide, manage and lead, work and motivate a large and diversified body of staff in a multicultural environment, with sensitivity and respect for diversity.
 - Human capital, institutional leadership capacity and high sense of objectivity and professional integrity, diplomacy, tact and political astuteness.
 - Sound judgement and decision-making skills.
 - Ability to communicate effectively and persuasively, orally and in writing, as well as to address complex concepts orally and to prepare written material in a clear, concise and meaningful manner.
 - Excellent communication and presentation skills, with strong representational abilities.

Conditions of employment The post is at grade D-2 common to the United Nations system, with a salary composed of base salary and post adjustment, which, at the present dollar exchange rate, totals approximately US \$175,985 (with dependants) or US \$161,675 (without dependants) per annum, exempt from taxation. In addition, UNESCO offers an attractive benefit package, including 30 days annual vacation, home travel, education grant for dependent children, pension plan and medical insurance. Please note that UNESCO is a non-smoking Organization.

How to apply Candidates wishing to apply for this post should do so through the online recruitment system at the following website: <http://www.unesco.org/employment>. Candidates without easy access to the Internet may, exceptionally, apply by mail, sending a full curriculum vitae in English or French, preferably on the official UNESCO curriculum vitae form, showing their nationality, date/place of birth and gender, to:

**Chief, Recruitment and Classification Section, Bureau of Human Resources Management (HRM/RCS),
UNESCO, 7 Place de Fontenoy, 75352 Paris 07 SP, France.**

Applications should reach UNESCO before the closing date (**21 March 2011**), quoting the post number "CI-128".

An Assessment Centre may be used in the recruitment process of this post.

THERE IS NO APPLICATION, PROCESSING OR OTHER FEE AT THIS OR AT ANY STAGE OF THE PROCESS.

**UNESCO is committed to promoting geographical distribution and gender equality within its Secretariat. Therefore, women candidates are strongly encouraged to apply, as well as nationals from non- and under-represented Member States.
Persons with disabilities are equally encouraged to apply.**