

Alexandre was born in Nampula, Mozambique in 1972, and has two sons, Henrique, born in 2001 and Duarte, born in 2008.

He has more than 30 years' experience as Research and Innovation leader and international manager in Science, Technology and Innovation Policy, Strategic Foresight and Transformational Change. Since 2016, he was Director of the United Nations (D1) as Chief Early Warning and Data Analytics, Country Outreach, Technology, Innovation and Big Data, at the United Nations Environment Programme, responsible for the implementation of Data Strategy, Early Warning and Analytics in UNEP. In May 2019, he was elected Chair of the UN Geospatial Network, a coalition across 45 entities of the UN System. He is a member of the High-Level Coordination of Programmes (HLCP) Strategic Foresight Network across the UN System. He was Advisor in International Relations for the Portuguese Science and Technology Foundation (FCT), Delegate for the Europe – Africa High Level Policy Dialogue in Science, Technology and Innovation, Delegate for the NATO Science for Peace and Security Program. Previously, he was Director at FCT and as Administrator AD11 Head of Partnerships Management at the European Institute of Innovation and Technology (EIT), an agency of the European Union in Budapest, Hungary responsible for managing a consortium of three Knowledge and Innovation Communities with an annual budget of 140 million euros and a partnership of 300 institutions (industry, technology centers and universities) across 28 countries in Europe. Since November 2020, he became a member of Secretary General's UN Data Governance Group.



Alexandre was appointed by the Portuguese Prime-minister as Chief Information and Technology Officer for the Portuguese Government, as Director-General of Ceger (the Management Centre for the Electronic Government Network) in the Prime Minister's Office in Portugal (2005 - 2011). He was also Director of Innovation and New Technology at the Portuguese Industrial Association (AIP) – Chamber of Commerce and Industry in Portugal. Alexandre has coordinated several international projects with Portuguese Speaking Countries (CPLP), including Brazil, Angola, Cape Verde, Mozambique, and East-Timor, the last one being the development of the Science Portal in Angola for the Ministry of Science and Technology in Angola. Previously he was Executive Director of the Science and Technology Park in Abrantes (2002 - 2004) and ICT coordinator for the Ministry of Science and Technology, National Commission for Research and Development (Foundation for Science and Technology) (1994 - 2000).

Alexandre had international academic appointments at top world universities, as the University of Oxford, the Oxford Internet Institute (faculty research associate, 2006-2019 and post-doctoral research fellow, 2004 - 2005), the London School of Economics and Political Science, LSE, Media and Communications department (visiting assistant professor in the M.Sc. Global Media and Communications, 2005 - 2006), the Science and Technology Policy Research Centre at the University of Sussex (doctoral researcher, 2000 - 2004) and the Erasmus University of Rotterdam, in the Netherlands (Erasmus European fellowship, 1994).

Alexandre is an economist, has a PhD in Science and Technology Policy (2004), from University of Sussex, UK, is Associate Professor of information science and technology policy at University Lusophone of Humanities and Technology and was elected in 2009 - 2013 as President of the Governing Board of the Polytechnic Institute in Santarém. Since 2011, he is a member of the Scientific Council and Fellow at the Research Centre for History and Science, Prof. Joaquim Veríssimo Serrão, being there Director for Projects, Research and Development and Innovation Commission, Portugal. He was a member of Secretariat for the international Prize Fernando Gil in the Philosophy of Science (FCT). He has published 7 books, 15 refereed articles and more than 200 communications in international symposia.

Personal Profile

- Excellent communication skills (English, Spanish, French, Dutch and Portuguese – native)
- International science and technology policy and management experience across Business, University, Government, and international sectors
- Senior experience in liaison with politicians and senior officials in national, European, African, and international settings

Experience particularly relevant for International Science and Technology Policy, Strategic Foresight and Transformational Change

- Manager and National Contact Point for the NATO Science for Peace and Security Programme
- Delegate European Union – Africa Union for High Level Policy Dialogue in Science, Technology, and Innovation
- Delegate Strategic Forum for International Cooperation in Science, Technology, and Innovation
- Research Group on Strategies for Information Security at National Defense Institute (IDN)

Past Job roles:

- Administrator-Head of Partnerships Management - European Institute of Innovation and Technology, European Union Agency, Hungary (2012-2013)
- Director General for the Management Centre of the e-Government Network (CITO), Presidency of the Council of Ministers (2006 - 2011)
- Director of the Portuguese Electronic Certification Entity (Public Key Infrastructure) (2006 - 2011)
- Director of the Supervisory Board for e-Procurement Platforms (2008 - 2011)
- International Consultancy in Portuguese Speaking Countries (Brazil, Angola, Mozambique, Cape Verde, Guinea-Bissau, East-Timor (2004-2016)

Coordination of International Projects in Intelligence and Strategic Foresight

- Caldas, A. (2013) International Strategies for Cyber security – Study in Portugal and Spain, National Defense Institute (IDN), 2012-2013
- Caldas, A. Coordinator (2012). The Interreg Sudoe IV B Programme with Security Disaster Recovery Project. Involving 3 Member States (Portugal, Spain and the United Kingdom) (Gibraltar)) with Security of Government Information Project, 2011-2012
- Caldas, A., David, P.A. and Ormanidhi, O. (2005) Report for Cisco-funded project: 'Internet and productivity in public services: innovative pathways for e-government' (Oxford Internet Institute and Discussion Paper for Stanford Publication Series, Oxford, 2005-2006
- Caldas, A. and Sylvan Katz (2001). Science Foresight Project 10 years - Expert Co-Citation Analysis, Research Assistant Project Funded by DERA–Defense Research Agency for UK and MoD UK – Ministry of Defense UK
- Research Evaluation in Defense/MoD - Ministry of Defense, UK, 2000- 2001

Key Achievements

- Director of the United Nations (UN), by the age of 43, May 2016 – June 2025
- Most senior non-political public official post (Director-General), Chief of eGovernment (CITO), nominated by Prime Minister, by the age of 33, May 2006
- Chief Information Officer (CIO) of Portuguese Government (1.350 users, Cabinet Office, 14 Ministries and 69 Cabinets), May 2006
- Post-doctoral research fellow at the University of Oxford (OII), Science and Internet, by the age of 31, April 2004
- Administrator AD11 European Union - Managing an annual funding budget of 140 million euros for Knowledge and Innovation Communities across 28 countries in Europe, involving 300 partners in Information and Communication Technologies, Sustainable Energy and Climate Change, EIT, Hungary
- Young entrepreneur prize by the age of 29 and research career prize by the age of 31
- Responsibility for Science, Technology and Innovation Policy within technology cooperation agreements, Portuguese Government protocols and Business contracts with Portuguese Speaking countries in Brazil, Cabo Verde, Mozambique, Angola, and East-Timor
- Implementation of intelligence decision support system for Portuguese government in the Cabinet Office
- Technology support and responsibility for managing the Portal for the Portuguese Presidency of the European Union in 2007
- Coordination of Government International Security project - Disaster-Recovery (Gibraltar, Palma Mallorca, Portugal)
- Coordination of international project K Networks – Knowledge networks in Atlantic area (United Kingdom, France, Spain and Portugal)
- International certification of Portuguese Government Network in the ISO 20.000 standard of Quality on IT (1st e-government institution worldwide)
- Installation of Portuguese Public Key Infrastructure for e-Citizen Card, e-Passport, e-Official Journal (subsequently director of this entity)
- Teaching the M.Sc. course in New Media, Information and knowledge Systems at LSE, United Kingdom
- ESRC funding for Oxford research project on World Wide Web of Science, United Kingdom
- CISCO international project on ICTs and Productivity in 8 European countries, Oxford, United Kingdom
- Consultancy for European Metropolis Innovation Network (15 European countries), Portugal
- Competitive Trajectories of Portuguese Industry Study, including Study of Innovation in the Shoe-Making Industry, Dinamia, Portugal
- The reference portals for science communication in Portugal, cienciapt.net, in Angola, ciencia.ao and across Europe, scienceineurope.net
- 10 Year's Foresight' project for Department of Trade and Industry / Ministry of Defense, United Kingdom
- Implementation of decision support system for the Foundation for Science and Technology in Portugal (PRAXIS Programme– 350 million euro's – 6 years)
- Managing an annual funding budget of 236 million euros for more than 9.500 Scholarships and Scientific Employment, FCT, Portugal
- Implementation of a Customer Relationship Management System for 9.500 users and 10.000 potential users, FCT, Portugal
- Development by the HLPD a Roadmap for EU-Africa Research and Innovation Partnership Food and Nutrition Security, Sustainable Agriculture,
- A Portuguese successful Application Program in NATO Science for Peace and Security, September 2015
- Ensure the SFIC's strategy (Strategic Forum for International Cooperation in Science and Technology, November 2014
- Signing of the Bilateral Agreement on Cooperation in Science and Technology between Portugal and South Africa, August 2015
- Secretariat for the International Prize Fernando Gil in the Philosophy of Science, FCT, November 2015

Career History

2016-2025:	Director D1 of the United Nations, Chief of Country Outreach, Technology, Innovation and Big Data, UNEP, Kenya HQ	[INTERNATIONAL]
2019-2025:	Chair of the UN Geospatial Network across 45 entities of the UN System, UNGGIM, New York	[INTERNATIONAL]
2006-2019:	Faculty Research Associate, Oxford Internet Institute, University of Oxford, United Kingdom	[UNIVERSITY]
2010-2016:	Associate Professor of Information Science and Technology Policy, ULHT, Portugal	[UNIVERSITY]
2012-2016:	International Consultant in Science and Technology Policy, Angola, Guinea Bissau, Zambia, and Dubai	[INTERNATIONAL]
2014-2016:	International Relations Advisor EU – AU and NATO at the Foundation for Science and Technology, Portugal	[INTERNATIONAL]
2013-2014:	Director of Human Resources Training in S&T at the Foundation for Science and Technology, Portugal	[GOVERNMENT]
2012-2013:	Head of Partnerships Management at the European Institute of Innovation and Technology, EIT, Hungary	[INTERNATIONAL]
2009-2013:	President of Governing Board of Polytechnic Institute of Santarem, Portugal	[UNIVERSITY]
2011-2012:	Director of Innovation and New Technology, AIP – Portuguese Industrial Association, Portugal	[BUSINESS]
2006-2011:	Director-General, Chief of eGovernment (CITO), Prime Minister's Office, Portugal	[GOVERNMENT]
2008-2011:	Director, Supervisory Board for e-Procurement Electronic Platforms (ESPE), Portugal	[GOVERNMENT]
2006-2011:	Director, Portuguese Electronic Certification Entity (ECEE-PKI), Portugal	[GOVERNMENT]
2006-2010:	Chair of Information Systems Department at University 'Atlântica', Portugal	[UNIVERSITY]
2005-2006:	Deputy Director General, Management Centre for Electronic Government Network (CITO), Portugal	[GOVERNMENT]
2005-2006:	Visiting Assistant Professor, London School of Economics and Political Science (LSE), United Kingdom	[UNIVERSITY]
2004-2005:	Post-Doctoral Research Fellow, Oxford Internet Institute, University of Oxford, United Kingdom	[UNIVERSITY]
2002-2004:	Executive Director of Tagus Valley – Science and Technology Park, Abrantes, Portugal	[BUSINESS]
2002-2004:	Director of Ribatejo Digital, Digital Cities Project, NERSANT Business Association, Portugal	[BUSINESS]
2001-2002:	Consultant to R&D Foresight Project, DTI / Ministry of Defense, United Kingdom	[GOVERNMENT]
2000-2004:	PhD Doctoral Researcher at Science and Technology Policy Research Unit (SPRU), United Kingdom	[UNIVERSITY]
1994-2000:	ICT Coordinator, Foundation for Science and Technology, Ministry of Science, Portugal	[GOVERNMENT]
1998-2005:	CEO of Science Web portals - cienciapt.net and scienceineurope.net , Portugal	[BUSINESS]
1992-1994:	IT Consultant to NERSANT Business Association in Santarem Region, Portugal	[BUSINESS]

* Most relevant posts in black color. In dimmed gray color, posts executed concurrently to other roles and provided here to have a rigorous list of all jobs and roles.

Education and Qualifications

(Post Doc) Post-Doctorate of Internet Studies, Science Policy and Networks – Digital Technology (October 2005)
OII – Oxford Internet Institute – University of Oxford, United Kingdom

(PhD) Doctor of Philosophy – Science and Technology Policy Studies – Research and Data Analytics - Digital Knowledge Bases (January 2004)
SPRU – Science and Technology Policy Research – University of Sussex, United Kingdom

(M.Sc.) Master of Science – Economics and Management of Science and Technology – Information Systems (April 1997)
ISEG – Instituto Superior de Economia e Gestão – Universidade Técnica de Lisboa, Portugal

(BA) Laureate Degree in Economics (July 1994)
ISEG – Instituto Superior de Economia e Gestão – Universidade Técnica de Lisboa, Portugal

Selected Achievements on Research and Innovation, Data & Analytics, Strategic Foresight, and international Development

- Digital Transformation and Data Strategy, Strategic Foresight as CDO of the United Nations Environment Programme (2016-2022)**
Implementation of overall strategy for global environmental Data & Analytics, including: a Strategic Pathway I (Integration across 7 Divisions, 6 Regional offices worldwide and 13 Secretariats of multilateral environmental agreements; as well as external setting up a One Global Partnership for delivery of services and contents for 193 countries and including partners from Technology Centers in Europe, Africa, West Asia, North America, Latin America and the Caribbean, and Asia Pacific, as well as Business, International Organizations, and the world Citizen Science associations.
- Partnership Management in International Development Innovation and Technology Consortia (2012 – 2016)**
Establishment of a framework partnership agreement between the 28 countries of the European Union and the 54 of the African Union on Research and Innovation for Food, Nutrition Security and Sustainable Agriculture. Responsibility for management of 3 Consortia KICs in Europe of around each consortium 100 members (60% business, 20% technology centers and 20% universities) for innovation in advanced ICTs, sustainable energy, and climate change (as Administrator of EIT, HQ in Budapest). Annual Budgets each consortium: 600M E with 150K public funds.
- Implementation of Portuguese eGovernment Strategy, as CITO (2005 – 2011)**
During this period overall responsibility for Data & Analytics for Government, implementation of key innovative projects as the Electronic Citizen Card, The Electronic Passport, and the modernization of eGovernment portals. Also, the setting up of the e-Procurement electronic Platform and the Portuguese electronic security Public Key Infrastructure (PKI). During this period, we certified the Organization in the ISO 20.000 standard for quality of service including 17 transformational change processes.
- Creation of a Science and Technology Park and Digital Regions (2002 – 2004)**
Launch of a Science and Technology Park (Tagus Valley) with incubation, innovation and business center and the European network of business parks. The Park was also responsible for implementing a Digital Regions project impacting 450.000 inhabitants in 21 municipalities and 7.500 business.
- Academic Delivery in Data & Analytics, Knowledge Management, Collaboration systems and Strategic Foresight (2000-2016)**
 - Caldas, A. (2010) Science Networks on the Internet. Information Technology, Research Collaboration and Digital Knowledge Bases. LAP - Lambert Academic Publishing, NL, 2010. [BOOK]
 - Caldas, A., Schroeder, R., Mesch, G. and Dutton, W. (2008) Patterns of Information Search and Access on the World Wide Web: Democratizing Expertise or Creating New Hierarchies? Journal of Computer Mediated Communication, V.13 Issue 4 (July 2008), p 769-793 [ARTICLE]
 - Caldas, A., David, P.A. and Ormanidhi, O. (2005) Digital information network technologies, organizational performance and productivity. Report for Cisco-funded project: 'Internet and productivity in public services: innovative pathways for e-government' (Oxford Internet Institute and Discussion Paper for Stanford Publication Series, 2005. [ARTICLE]
 - Caldas, Alexandre (2003). "Are Newsgroups extending Invisible Colleges into the Digital Infrastructure of Science?", Economics of Innovation and New Technology - Special Issue on Collaborative Technologies and the Economics of Collaborative Research, Volume 12, n. ° 1 (February 2003) [ARTICLE]

Interests and Hobbies

History of Science and Technology, Science Communication, Fencing

Personal Data

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Civil Condition: Proud Father of 2 Boys

References

Professor William Dutton, (former founding Director of the Oxford Internet Institute)
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Mr. João Tiago Silveira, Former Secretary of State Presidency Council Ministers Portugal
joao.tiago.silveira@mlgts.pt
Mr. José Eduardo Carvalho, President Portuguese Industrial Association (AIP)
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Mrs. Jacqueline McGlade, Former Chief Scientist UNEP, United Nations (D2)
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Mr. Jose Manuel Leceta, Director European Institute of Innovation & Technology (AD14)
jose.manuel.leceta@gmail.com
Mr. Stefan Schweinfest, Director UN Statistics Division, UNSD, (D2)
schweinfest@un.org
Mrs. Joyce Msuya, Assistant Secretary General for Humanitarian Affairs UN (OCHA), ASG
joyce.msuya@un.org
Mr. Bernardo Mariano, Assistant Secretary General and Chief Information and Technology Officer of the UN (OICT), United Nations, ASG bmariano@un.org

I - Experience as Global Leader for Humanity, Peace, Development. Science, Technology, Innovation and Transformational Change

1. Over twenty years of progressively responsible experience in Senior Management and Partnership Management

Since May 2016 until 30 June 2025, responsible for Environmental Policy and Strategy, as Director D1 in Science Division of UN Environment (UNEP), Chief Early Warning and Data Analytics, Country Outreach, Technology and Innovation and Big Data. Keeping environment under review, delivering digital transformation; Follow-up Agenda 2030 and Sustainable Development Goals; Country Outreach; Capacity Building at national, regional, and global levels. Previously to United Nations, 21 years' experience in Government, Academia and Business organizations: Partnership European Union – African Union in Innovation for Food, Sustainable Agriculture (3 years); At EIT AD11 post, managing 300 firms, technology centers and universities in Europe, 3 Consortia, Climate Change, Sustainable Energy and Advanced ICTs (1 year); Transformational change for ISO 20 000 Standard, Portuguese Government (6 years); University of Oxford, LSE, SPRU (6 years); Science and Technology Park, 21 counties, 450.000 citizens and 7.500 SMEs and director innovation in Portuguese Chamber Commerce and Industry (3 years)

2. Experience in Business Process Reengineering and Organizational Digital Transformational Change

The certification in the ISO 20.000 standard at the overall Portuguese Government (1.500 users in 17 ministries including Prime Minister's Office) involved 17 processes of quality in service management and delivery, including policy and strategy, finance and budgeting, customer relationship management and communication which implied overall socio-organizational engineering of Government services (2005-2011). The digital transformation process within the United Nations Environment Programme is integrating people, data, and processes from 7 Divisions (from Ecosystems to Economy and Science), from 6 Regional Offices (Europe, Africa, West Asia, Asia Pacific, North America and Latin America and the Caribbean) and from 13 MEA (Climate Change to Ozone). The 'Acting as One' task team with 26 focal points was established to manage the overall 'delivery as one'. For managing the external partners, the 'One Global Partnership' was set up for the organization of 33 partners in business, technology centers, international institutions, and civil society participation (2016 – 2020). Finally, implementing the 'auditing function' to correspond to requirements of European law and regulations, of the 3 Consortia, Knowledge, and Innovation Communities in Europe with more than 100 entities each (ICTs, Sustainable energy, and climate) involved a reengineering process of the strategy framework agreements, the business planning, and the overall value chain of the 3 KICs (2012-2013).

In all three examples, capacity building and training of People was a fundamental function of the socio-organizational reengineering and transformation.

3. Experience in International Development overseeing office and project management in large international organizations

(1) Director of the United Nations, D1 at UNEP (9,2 years). Extensive experience in strategic framework planning for 4 years periods, work Programme management for 2 years, and work plans for 1-year periods. Experience in the UN system in human resources (direct supervision of 50 staff members) and budgeting, monitoring, and reporting. (2) Administrator AD11 of the European Union as Head of Partnerships Management at European Institute of Innovation and Technology, EIT, Hungary (1 Year). Extensive experience in managing large financial consortia of inter-sectoral partnerships (60 staff). (3) Director-General, Chief of eGovernment, Portugal (6 years). Extensive experience in managing certification standards and transformational change, senior political affairs, and international cooperation. (4) Director of Innovation, Chamber of Commerce and Industry Portugal and Executive Director of Tagus Valley – Science and Technology Park, Portugal, with significant international cooperation (3 years).

4. Experience in leadership positions, including leading complex planning processes, interacting with, and establishing productive cooperation with a diverse number of Partners and International Development initiatives.

Since May 2016 until June 2025, as Director D1 in the Science Division of Early Warning and Assessment at UNEP, implementing a Global Environmental Data Strategy, reporting to the United Nations Environmental Assembly (193 Member States) and 33 partners across UN system, technology centers, business, academia, international organizations, and citizen associations. Success implementing a Framework Partnership between Europe and Africa in Innovation for Food, Nutrition Security and Sustainable Agriculture (3 years, 2013-2016). Managing Consortia of 300 members in Climate Change, Sustainable Energy and Advanced ICTs, for Knowledge and Innovation Communities in 28 European countries at the EIT (2012-2013). Implementing the certification of international standard ISO 20 000 for eGovernment Office (Portugal), for 6 years (2005-2011). A long-term strategic and operational project in partnership with private sector, legislative and executive bodies, in a multi-stakeholder approach in consultation with the civil society.

5. Experience in facilitation and conducting intergovernmental negotiation processes as well as experience in handling a multidisciplinary portfolio of tasks and duties and Partnership Management

The 9,2 years at UNEP is developed in context of intergovernmental and international negotiations, with mandates by United Nations Environmental Assembly (193 countries) and 75 members of the Committee of Permanent Representatives. In May 2019 elected Chair of UN Geospatial Network (42 agencies of the UN system). The One Global Partnership is a collaboration of 33 entities (technology centers, business, and civil society). The Framework Partnership was signed by representatives of 28 countries in Europe and 54 in Africa. Knowledge and Innovation Communities consortia spanned across 28 countries in Europe under scrutiny of European Parliament and Commission. The role of Chief of eGovernment involved senior affairs responsibility in Government in Portugal, in the Prime Minister's Office, Offices of 17 Ministers and Secretaries of States. This involved several bilateral agreements (Brazil, Cabo Verde, Mozambique, and East-Timor) and multilateral agreements (European Union)

6. Experience in senior management positions, including Resource mobilization and Partnership building

In UNEP, 40 million (M) \$ funds raised (technology), 6.5M € (SDGs) and 75M\$ GEF (capacity building). Involves inter-agency cooperation across UN system, private sector, and civil society. Framework Partnership mobilized 50M € for 10 years (EU, AU and ADB). It was signed by 54 countries in Africa and 28 in Europe. Knowledge Innovation Communities raised 25% European Funds (300M €), and 75% Consortia (1.2 billion). Partnerships of 60% business, 20% centers and 20% universities. In the Prime Minister's Office, 60M € co-funded 80% by European Funds. Across several agencies and private sector. Partnerships in Disaster recovery with Governments (Portugal, Gibraltar, and Palma Majorca) and Universities (Oxford, Toulouse and Wales). At the Portuguese Chamber of Commerce and Industry, 13M € for 1500 SMEs; At Tagus Valley Science Park, European funds 10M € (infrastructure), 1M (Incubation) and 10M (Digital Regions). The first Regional Innovation Network in Portugal was created, 40 institutions.

II – OTHER RELEVANT COMPETENCIES AND INFORMATION

Language fluency	English	Spoken	Fluent	
		Written	Fluent	
	French	Spoken	Proficient	
		Written	Proficient	
	Spanish	Spoken	Proficient	
		Written	Proficient	
	Portuguese	Spoken	Native	
		Written	Native	
COUNTRIES OF EXPERIENCE		United Kingdom (Academic work, Teaching and Research)		15 Years
		Hungary (Administrator AD11 European Union)		1 Year
		Portugal (Director General, Prime Minister's Office)		6 Years
		Portugal (Ministry of Science and Technology)		6 Years
		Brazil, Angola, Zambia, Cabo Verde, Guinea Bissau, East- Timor, Dubai (International Consultancy in Science and Technology Policy and Partnership Management)		8 Years
		Portugal, Brussels, and Addis Ababa (Partnership 28 countries of the European Union / 54 countries of the African Union)		3 Years
		China, Russia, Samoa in the Pacific, Montenegro, Bosnia, Tanzania, Tunisia, South Africa, and Brazil (Capacity Building for Sustainable Development)		2 Years
		Kenya, Switzerland, Austria, UAE, Taiwan, Panama, and USA Offices in the 6 Regions: Africa, Europe, West Asia, Asia and Pacific, Latin America and Caribbean, and North America; coordinating 18 regional staff worldwide		9 Years
		Most recent: Kenya (UNEP Headquarters, global worldwide role)		9,2 Years
Team management (Direct Supervision)	Current	Total team size	65	
		Number of senior specialists	26 (8 at level P5; 10 at level P4; 8 at level P3 and below)	
	Recent Past	Total team size	40	
		Number of senior specialists	20 (5 at equivalent P5 level; 10 at P4 level; 8 at level P3 and below)	
Salary	Most Recent	USD	D1 – Step XI - Level - United Nations system 325.000 USD / Annual Salary plus benefits (Education dependants, Housing) (Non-Taxable Income)	