



## Vacancy Announcement

### Director-General of the International Renewable Energy Agency

**International Renewable Energy Agency (IRENA)** invites applicants for the position of **Director-General of IRENA**. Potential candidates must be visionary and politically astute to lead the Agency in accelerating the global transition to renewable energy. The Director-General will provide strategic leadership, represent IRENA at the highest international levels, strengthen IRENA's global influence, and lead all programmatic, administrative and operational functions from its headquarters in Abu Dhabi, United Arab Emirates.

Candidates must demonstrate strong global leadership, strategic outlook of renewable energy and emerging technologies, and exceptional political and diplomatic skills. Senior-level experience in international organizations, government ministerial position or global energy and industry companies is highly desirable. Fluency in English is required.

#### ABOUT IRENA

Over the past decades IRENA has grown into a mature, globally recognised institution at the centre of the energy transition. With 171 Members (170 States and the European Union) and a strong track record of delivering authoritative analysis, policy advice and stakeholder convening, IRENA is today firmly established as the world's leading intergovernmental organisation on renewable energy. The incoming Director-General will lead the Agency through an increasingly complex international environment - marked by geopolitical volatility, evolving multilateral dynamics, and intensifying competition for resources and influence - while ensuring IRENA continues to deliver impact for its Membership and the broader global community.

IRENA's work is led by its five-year Medium-Term Strategy (MTS) and the biennial work programme, the current MTS running 2023-27, and the next MTS covering the period 2028-32.

#### ROLE SUMMARY

The Director-General serves as the Agency's head and chief administrative officer, responsible for strategic leadership, global representation, and the effective delivery the Agency's mandate. The role requires a leader with strategic understanding and outlook on renewable energy, strong diplomatic acumen and public speaking and communications skills, and the ability to navigate complex geopolitical environments. The Director-General represents IRENA at the highest levels of international engagement and oversees all programmatic, operational, and administrative functions. The Director-General is responsible to the Assembly and the Council for the performance of her/his functions.

## KEY FUNCTIONS

The Director-General of IRENA provides visionary leadership and strategic direction for the Agency, ensuring the effective execution of its mandate amid a rapidly evolving global energy transition. The role requires navigating an increasingly complex geopolitical landscape, anticipating global dynamics, and positioning the Agency to support Members with neutrality, credibility, and foresight. Through informed judgment and diplomatic skill, the Director-General steers IRENA's work in a manner that strengthens international cooperation, advances renewable-energy deployment, and upholds the Agency's role as a trusted global convener and voice. The role requires the Director-General to cultivate a strong corporate culture of excellence and teamwork.

The main functions and responsibilities of the IRENA Director-General are as follows:

- Ensure the effective implementation of IRENA's mandate, objectives and activities as defined in its Statute and in the decisions of its Governing Bodies, including with regard to the IRENA's five-year Medium-Term Strategy and the Agency's biennial work programmes as guiding frameworks;
- Advance a clear and compelling vision for the Agency in the overall guidance of its Members and with a firm commitment to multilateral cooperation and continue to strengthen IRENA's visibility, standing and impact;
- Position IRENA as a global authority on renewable energy and energy transitions and elevate IRENA's visibility and influence globally by advancing a clear vision for the Agency, with a firm commitment to multilateral cooperation;
- Communicate effectively with media, partners, and global audiences;
- Provide strategic leadership in advancing digital transformation and the integration of artificial intelligence and emerging technologies across the energy sector, ensuring the Agency remains at the forefront of innovation in a rapidly evolving global energy landscape;
- Strengthen crisis management capabilities and enhance institutional resilience to effectively anticipate, respond to, and recover from emerging global challenges;
- Ensure the Agency remains agile, innovative and responsive to emerging global trends by leveraging artificial intelligence and advancing digitalization across its operations;
- Represent IRENA in high-level international forums, negotiations, and strategic platforms, advancing the Agency's mandate and strengthening its global leadership;
- Build and maintain strong relationships with Members, international and regional organizations, development partners, and the private sector;
- Stimulate dialogue, build strategic partnerships and engage a wide range of stakeholders and partners, including international organizations, to strengthen international cooperation and provide thought leadership in the contexts of energy transition, sustainable development and climate change;

- Further strengthen the Agency's institutional and intellectual capacity to attract the strongest talents and further foster a high quality, diverse, and dedicated staff body with a culture of excellence, accountability and trust;
- Provide guidance on emerging technologies, and enabling policy frameworks;
- Provide guidance on innovative financing mechanisms, partnerships and resource-mobilization activities, and ensure the broadening and sustainability of the Agency's resource base;
- Oversee sound, accountable and transparent management of the Agency's financial and human resources, ensuring continuous improvement in organisational effectiveness, efficiency and impact;
- Further build and strengthen the Agency's institutional and intellectual capacity as a centre of excellence for renewable energy, continue efforts to attract the strongest talents in the field and further develop a high quality, diverse, and dedicated staff body;
- Lead and inspire a diverse, multicultural workforce, fostering a culture of excellence and inclusion.

## KEY COMPETENCIES

### Strategic Vision and Capacity to Impact

- Demonstrated intellectual leadership, strategic vision, transformative capacity, and proven ability to drive action, propose new ideas, and to convene stakeholders to converge efforts and foster action for impact at the global and regional level;
- Demonstrated ability to inspire and build trust and consensus, to lead and work harmoniously in a multi-cultural environment, and to establish effective working relationships both within and outside the organization;
- Proven track-record of achieving high-impact results in an international environment and conducting high-level policy engagements requiring sound political judgement and diplomatic skills to handle sensitive and complex issues.

### Political and Diplomatic Ingenuity

- Exceptional diplomatic skills and experience engaging with ministers, heads of state, and senior officials. The ability to build trust and credibility with high-level government officials, multilateral partners, and diverse stakeholders by exercising sound judgment, cultural intelligence, and diplomatic tact;
- Deep understanding of the global geopolitical landscape and its implications for the energy transition;
- Ability to anticipate political dynamics, regional sensitivities, and shifting alliances, and use this insight to guide strategic decision-making;
- Skilled in navigating sensitive political environments with tact and neutrality.

## **Communication, Advocacy & Stakeholder Engagement**

- Excellent oral and written communication and negotiation skills, with a proven ability to shape global or regional agendas and engage diverse audiences with clarity, authority, and influence;
- Outstanding public speaking abilities and strong media engagement skills;
- Ability to elevate IRENA's global visibility and influence;
- Skilled in crafting compelling and influential narratives on the global energy transition.

## **Executive Management & Organizational Governance**

- Strong track record in managing large teams, budgets, and institutional operations;
- Commitment to transparency, accountability, and results-based management;
- Experience implementing organizational reforms and performance-enhancement measures;
- Demonstrated ability to cultivate and maintain a work environment that is supportive of staff professional aspirations and professional advancement;
- Demonstrated record of setting clear standards for accountability, probity and risk management, for ensuring sound and transparent financial management, and delivering continuous improvement in the organizational impact, efficiency and effectiveness of results.

## **Integrity, Ethics and Confidentiality**

- Demonstrated visible commitment to integrity, setting the standard for ethical behaviour across the organization and holding direct reports accountable for compliance with internal policies and external regulations;
- Capability to foster an environment where employees feel safe to raise ethical concerns, ensuring that whistleblowing mechanisms are respected and that ethical dilemmas are resolved with fairness and transparency;
- Ability to navigate complex situations involving conflicts of interest, governance, and risk, consistently prioritizing long-term organizational reputation over short-term gain;
- Competence to exercise extreme discretion in handling privileged and sensitive information to protect stakeholder trust and organizational security;
- Inclusive leadership style that embraces diversity and fosters collaboration.

## QUALIFICATIONS

- At least 15 years of professional experience with 10 or more years of senior management experience in public sector, government, international organization, private sector, or non-governmental organisation, with particular emphasis on managing large organizations in a complex multicultural and international environment;
- Advanced university degree (Master's degree or equivalent or higher) in a field relevant to the position such as, but not limited to, energy systems, environmental sciences, economics, engineering, public policy, law, public administration, international relations or a related field;
- A comprehensive and forward-looking understanding of renewable energy in the global energy transition is highly desirable, including its critical role in sustainable development, climate finance, climate change mitigation and adaptation, and the broader global energy transition;
- Strong leadership, analytical, communication, diplomatic, and negotiating skills, with the ability to engage effectively with a wide range of stakeholders and build high-quality consensus;
- Keen judgment, cultural awareness, and the capacity to navigate complex political environments while fostering cooperation, resolving differences, and advancing shared objectives in support of IRENA's mandate;
- Fluency in English required; multilingual proficiency is an asset.

## AVAILABILITY AND LENGTH OF SERVICE

The individual chosen for the post of Director-General should be available to commence duties starting April 2027.

The Director-General is appointed by the IRENA Assembly for a term of four (4) years, renewable for one further term, but not thereafter.

## SUBMISSION OF APPLICATIONS AND TIMELINES OF THE SELECTION PROCESS

Qualified candidates are invited to submit a detailed curriculum vitae or Personal History Profile, a Letter of Intent, a Vision Statement and a certificate of good health from a recognized medical facility through the online application portal. [Please click here to apply.](#)

These documents should clearly demonstrate the candidate's directly relevant experience in performing comparable executive functions and provide concrete evidence of how the competencies outlined in this Vacancy Announcement have been applied in previous roles.

The Vision Statement should articulate the candidate's strategic outlook for IRENA over the coming years, including the direction in which they believe the Agency should evolve and how they would lead it to achieve that vision. The vision statement should not exceed 1500 words.

If you have any issues/queries, please connect with us at [responses@russellreynolds.com](mailto:responses@russellreynolds.com).

---

## DEADLINE FOR SUBMISSION OF APPLICATIONS

The deadline for submission of applications is **12 July 2026**.

Shortlisted candidates will be expected to make themselves available for interviews in **early September 2026**, and, as applicable, for a presentation to the **IRENA Council** during its meetings in **October 2026**. Finalist interviews will be held at the 17<sup>th</sup> session of the IRENA Assembly in January 2027.

If you have any issues/queries, please connect with us at [responses@russellreynolds.com](mailto:responses@russellreynolds.com).

## CONFLICT OF INTEREST

Shortlisted candidates will be required to complete a pre-appointment declaration of interests to identify any potential conflicts of interest. This process ensures that any personal, financial, or professional interests that could conflict—or appear to conflict—with the interests of IRENA are proactively disclosed, assessed, and appropriately managed should the candidate be appointed.