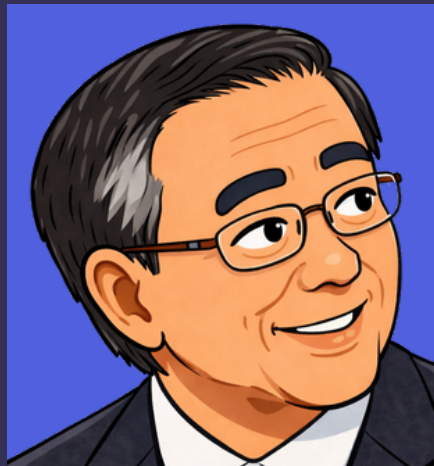


# THE JOB DESCRIPTION



**FOR THE 10<sup>TH</sup> UNITED NATIONS SECRETARY-GENERAL**

# ***ABOUT THIS JOB DESCRIPTION***

This job description was developed through The World's Toughest Job, a United Nations Foundation campaign on the selection of the next Secretary-General of the United Nations.

Written by UN Foundation Next Generation Fellows, it draws on inputs from over 2,000 young people worldwide with the support of the Unlock the Future coalition.

Final survey findings will be published later this year in a report for the incoming Secretary-General.

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## ***METHODOLOGY***

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***GLOBAL SURVEY***



***6 PUBLIC DIALOGUES***

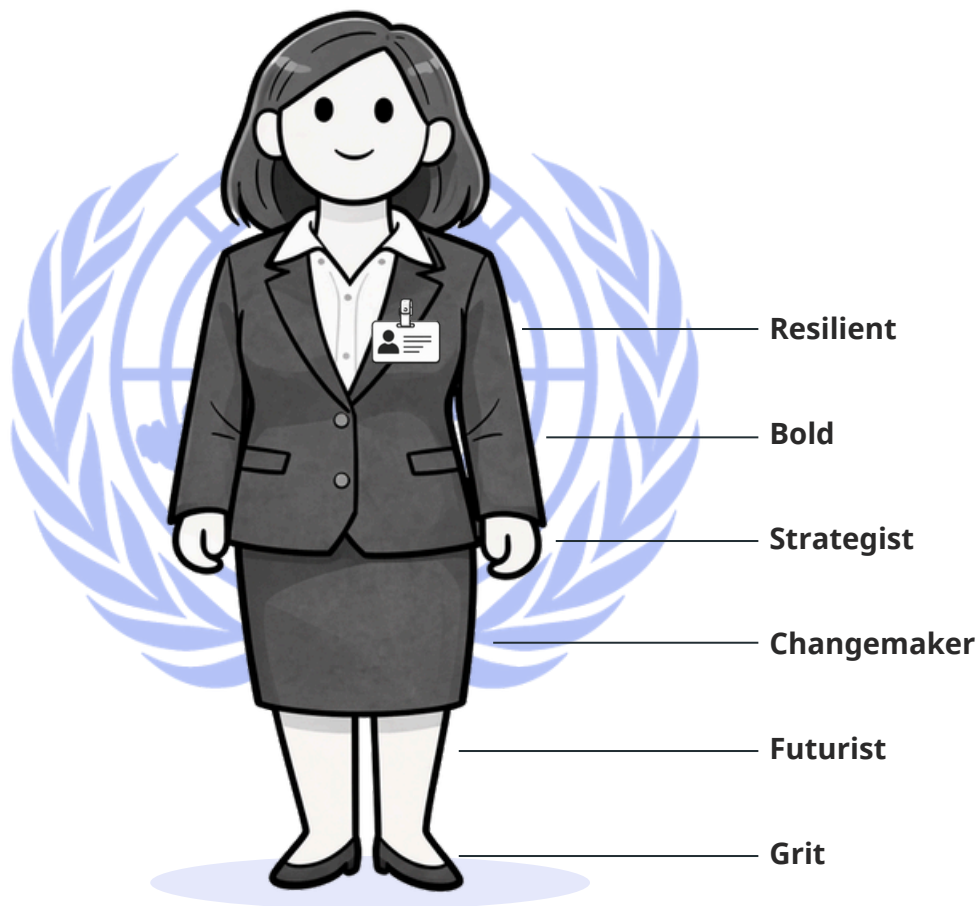


***8 CONSULTATIONS***

Based on campaign inputs gathered since August 2025 focused on the role, qualities, practice, and future vision of the next UN Secretary-General with the support of the Unlock the Future coalition.

# UNITED NATIONS SECRETARY-GENERAL

UNSG Gen-2027



**Built by 2000+ young people.  
70% come from young countries across  
Africa, Asia, and Latin America & the Caribbean.  
60% are girls and young women.**

# READ THIS FIRST

## Dear Member States and candidates who seek to lead the United Nations,

We are writing to you without illusion, from a world of war, climate breakdown, deepening inequality, and institutions straining under pressures they were not designed to bear.

Crises overlap and accelerate. The consequences of inaction are lived daily. The distance between what is promised and what is delivered has become impossible to ignore.

We are the generation living within that distance.

Our futures are being negotiated in discussions we are rarely allowed to shape or rooms we are rarely allowed to enter.

We were raised to believe that when the world faces its greatest challenges, it can still come together in solidarity, compromise, and collective action.

That belief has not disappeared. But belief alone no longer sustains trust.

Across regions and realities, faith in the United Nations endures, even as doubt in its ability to deliver grows stronger.

**That is why the selection of the next Secretary-General matters.**

This office sits at the fault line between paralysis and possibility.

The Secretary-General does not command armies or force governments to act.

But the most effective person in this role can do something unparalleled: convene when the world fragments, cut through deadlock, bring unlikely actors together, and push governments closer to action than they would move on their own.

Grounded in the UN Charter and international law, they can turn principles into outcomes, agreements into lived realities, and urgency into action that people actually feel.

Too often, that potential is constrained both by the system itself and by whether the office has the support it needs when pressure rises.

Crises are managed rather than prevented. Leadership is judged by process more than impact.

In a world defined by speed, pressure, and risk, this office needs both the courage to act and the support to use its full weight.

**The stakes are generational.**

Decisions made now will shape the frontiers of what remains possible: what can still be prevented, rebuilt, and reimagined.

## ASSEMBLY INSTRUCTIONS

### TOOLS



Public platform



Trust-building kit



Crisis radar



Trust battery



Good offices



Pressure lever

This office can help widen those possibilities, but only if the person in the role is willing to use it fully and all of us can share the weight when pressure rises.

We, the next generation, are choosing to define that standard now.

We are choosing a future in which multilateralism delivers, leadership acts with conviction, and the UN rises to meet the scale of this moment.

That future is not guaranteed. It will have to be chosen, built, and backed.

So in this document, we set out what this job now demands. Not the safest candidate, or the one best suited to preserve the system as it is.

We choose the candidate most capable of using this office with courage, ambition, and imagination to help transform the UN into what it must become.

This is the mandate for the world's toughest job.

If we choose boldly, and if we stand behind the office when it counts, we can still shift the course of what comes next.

### COMPONENTS



Patience



Thick skin



Future vision



Moral judgment



Stamina



Power equalizer

# ***JOB DESCRIPTION***

**A job not to save the world.  
A job to make the world move forward.**

**Role:** Secretary-General of the United Nations

**Location:** UN Headquarters, New York

**Reports to:** 193 Member States, current and future generations

**Start date:** January 2027

## ***YOUR ROLE. YOUR MISSION.***

This is not a ceremonial role, and it is not a solo rescue mission.

The Secretary-General is the United Nations' chief convener of political will: a diplomat, a guardian of the Charter, a changemaker, and a moral voice that can apply pressure when it matters and help move the world forward.

The mission is to turn shared principles into shared action in real time. That means using the office to mobilize attention, authority, and institutions toward outcomes that protect people, uphold the Charter, and restore faith that cooperation can work.

## ***WHY THIS JOB EXISTS NOW***

The world the next Secretary-General inherits is more unstable, more unequal, and less patient with weak leadership than ever before. Global cooperation remains essential, but confidence in it is weaker. Conflicts are intensifying, climate risk is accelerating, debt and inequality are distorting opportunity, and new technologies are concentrating power faster than governance can catch up.

At the same time, young people and young countries are living closest to the consequences of global decisions while remaining furthest from influence over them.

This role exists to help turn fragmentation into collective action, to act before crisis becomes normal, and to make multilateralism more representative, more accountable, and more capable of delivery.

## **WHAT YOU WILL NEED TO DO**



### **DELIVER COMMITMENTS**

Turn international commitments into outcomes people can feel in their lives. Use the office to convene, persuade, apply pressure, and move others closer to action.



### **MANAGE THE SYSTEM**

Act before crisis deepens. Push agencies and country teams to coordinate earlier, deliver faster, and work with local communities with discipline and focus.



### **BUILD TRUST**

Bring together major powers and smaller states, regional actors, private sector, civil society, and youth networks to take action that can be sustained.



### **USE VOICE AND GOOD OFFICES**

Use public pressure and quiet diplomacy to get results. Adapt as circumstances change, especially when the UN Charter, international law, and human rights must be defended.



### **ACT FOR FUTURE GENERATIONS**

Shift young people from the edge of decision-making to where priorities are set and futures are shaped, so the UN acts for current and future generations, not only today's politics.

## JOB REQUIREMENTS

### 01 BIG-PICTURE LEADER

You have led at the highest level where the stakes were high and the consequences of success and failure were public.



### 04 COALITION BUILDER

You have built trust across governments, the private sector, and civil society to back global solutions, not just admire the problem.



### 02 MORAL COMPASS

You have defended human dignity and international law under pressure, and understand when silence undermines UN principles.



### 05 STRATEGIST

You have recognized risks early, acted before crisis deepens, and maintained a clear sense of direction in periods of uncertainty.



### 03 FORCE MULTIPLIER

You have turned limited authority into real movement by encouraging powerful actors to live up to their responsibilities.



### 06 POWER BROKER

You understand how power, financing, geography, and access all shape who is heard and who gets left out.



## WHAT YOU WILL BE JUDGED ON

You will be judged by whether you use the decade ahead to turn the UN's global commitments into visible action, stronger accountability, and better decisions about the future.

- 2030 delivery:** Did you use the 2027 SDG Summit and the final years to 2030 to drive progress where the world was furthest off track?
- Peace and security:** Did you help protect lives, reduce conflict, and rebuild trust between people and communities divided by fear, violence, or mistrust?
- Climate ambition:** Did you press governments for higher ambition, faster delivery, and clearer accountability?
- Digital governance:** Did you help turn principles on AI, data, online safety, and rights online into practical guardrails and real follow-through?
- Future generations:** Did you significantly shift how the UN thinks, plans, and acts for the future?
- Financing:** Did you push debt, borrowing costs, and fiscal space high enough up the agenda to help countries respond to a new economic crisis?
- Power shift:** By the end of your term, did those furthest from power influence global decisions, especially in the processes that will shape life after 2030?

## YOUR GLOBAL TEAM

**This office does not work alone.** It depends on 193 Member States, the UN's six principal organs (including the General Assembly and the Security Council), 17 specialized agencies, funds, programs, and country teams.

The job also depends on regional organizations, international financial institutions, civil society, youth networks, scientists, local leaders, businesses, and the broader public whose trust and collective pressure shape what becomes politically possible.



As of 14 April, 2000+ young people have been engaged in the global survey, public dialogues, and consultations. **60% young women and girls. 70% from young countries** across Africa, Asia, and Latin America & the Caribbean.

**The survey remains open until 31 July. Final findings will be published later this year in a report for the incoming Secretary-General.**



What do you think the world needs from its next UN leader?  
**Share your view: [ourfutureagenda.org/survey](https://ourfutureagenda.org/survey)**