



## SECONDMENTS

*Experience the benefits and help  
promote cultural heritage  
conservation globally*

**Our secondment scheme** is open to Member State institutions and partner organizations who are interested in allowing their employees to work for a period of time at ICCROM. Qualified professionals will have a chance to share their knowledge, broaden their skills and participate in an exciting cultural exchange.

We specialize in connecting professionals from around the world with each other and understand the value of international collaboration, which brings exposure to new ideas and better approaches.

This is why a secondment to ICCROM offers more than just professional development for individuals – it provides an unparalleled networking opportunity for your organization and home country.

**Our goal** is for you and your employee to emerge with enhanced know-how, fresh insights and useful alliances, in return for contributing expertise to an important cause, resulting in a win-win situation for all.

## AREAS OF WORK

- Partnership & Communication
- Programmes
- Strategic Planning
- Administration
- Regional Office, Sharjah, UAE

# COMMON QUESTIONS

## *How long is a secondment?*

Normally the assignment runs for a period of two years, with the possibility of a one-year extension. Shorter term secondments may be considered for specific assignments.

## *Who is responsible for supervising a person on secondment?*

ICCROM assumes responsibility for the functional and technical supervision of secondees. Secondees are also subject to ICCROM's staff regulations and rules when performing their duties.

## *Does this mean secondees are employed directly by ICCROM?*

A seconded remains an employee of their releasing institution throughout the secondment period. Salary, allowances, pension benefits, insurance and other secondment-related costs are met by the releasing institution.

**“In an age when cultural heritage conservation must be seen in the context of its role to benefiting society, we hope that through ICCROM, we can contribute to the field by sharing best practice, from caring for World Heritage properties, to improving skills in disaster risk management.”**

**Fujio Ichihara**

Seconded from the Agency for Cultural Affairs, Government of Japan from 2018 to 2020



Email us at [partnerships@iccrom.org](mailto:partnerships@iccrom.org) to find out more about the programme and discuss how a secondment can benefit you and your organization.



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