

TRANSFORMING THE WORLD METEOROLOGICAL ORGANIZATION:

**Prof. Celeste Saulo
Secretary-General
July 2026**



WHY TRANSFORM THE SECRETARIAT?

DRIVE THE EFFECTIVE USE OF LIMITED RESOURCES

- Reduce the impact of arrears in assessed contributions by reducing programme/staff spending and administrative overhead and implementing cost saving measures across the Secretariat

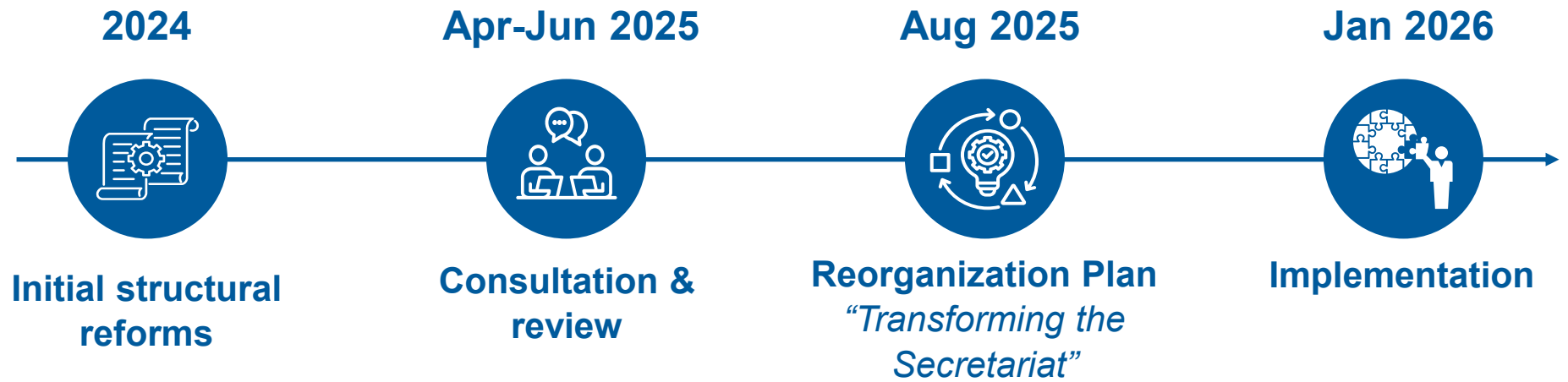
POSITION WMO TO WORK MORE EFFICIENTLY THROUGH UN80

- Work within the system-wide initiative to make the organization more agile, integrated and equipped to respond to complex global challenges amid tightening resources.

PRIORITIZE WMO'S CORE MISSION AND EVOLVE HYDRO-METEOROLOGICAL SERVICES

- Maintain technical and scientific capacity in core mission areas
- Adapt capabilities to support our Members in modern service delivery. A steady focus on early warnings and advances in AI, satellite observations and the role of the private sector providers offer significant opportunities

WMO REORGANIZATION PROCESS



ONE WMO: REORGANIZATION OVERVIEW

A leaner Secretariat built around Member needs



Department of Earth System Data & Prediction (ESDP)

- Coordinates global observing networks, information systems, and prediction
- Strengthens data integration, forecasting models, and early warning services
- Facilitates data exchange and sets international standards



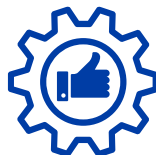
Department of Science, Services & Capacity Development (SSCD)

- Advances research, tailored meteorological & sectoral services, capacity development
- Ensures seamless knowledge transfer from research → services → training
- Accelerates innovation cycles with feedback from real-world service needs



Regional Coordination Office

- Reports directly to the Secretary-General, elevating Members' regional priorities
- Shortens reporting lines for quicker responsiveness
- Sets the stage for regional reform



Administrative Efficiency & Integration

- Unified HR & corporate services to streamline operations
- Integrated partnerships & project delivery for accountability & impact
- New Global Communication Office for coherent, science-based messaging

FISCAL RESPONSIBILITY & LIQUIDITY

» Financial & Staff Impact

- Structural cost reductions of CHF 6.0 million (8.7% of budget) annually:
 - CHF 5.2 million in staff costs
 - CHF 0.8 million in activity costs
 - 68 posts abolished, 49 new vacancies (7 on hold)
- Reclassification - right sizing of staff structure and grades

» Cost Containment and Additional Efficiencies

- Cost containment in travel, vacancy management and consultancies, online meetings
 - Realized CHF 5 million of savings in 2025
 - Forecast savings of approximately CHF 5.5 for 2026
- Special measure reducing business class travel (CHF 0.3 million)
- Reallocating position funding for technical support to projects (CHF 1.0 million)
- Review of subsidiary groups under our Technical Commissions
- Use of machine translation allowed for translation of documents containing over 2.5 million words per year while avoiding CHF 0.7 million of additional costs

» Member-driven Prioritization

- EC Task Force on Prioritization- output by output analysis of WMO's programmatic activities for 2026-2027
- Setting the stage for the next four-year strategic plan

A RIGHT-SIZED STAFFING STRUCTURE

Staff Grade Grouping	Positions Abolished	Positions Created	Full Time Equivalent (FTE) Change
D2	(4)	2	(2)
P-5 to D-1	(24)	14	(10)
P-1 to P-4	(31)	32	1
GS	(9)	1	(8)
Total	(68)	49	(19)

UN SYSTEM COOPERATION & EFFICIENCIES

Implemented UNDP (New York) managed financial system

- Reduced WMO license and hosting costs by 40% (CHF 0.25 million)
- Supports consistency in business processes across the system

UNDP (New York) for payroll processing

- Low-cost processing with strong control environment
- Freed up a half of a staff member's time to support value-added analysis

United Nations Computer-Assisted & Machine Translation

- WMO uses the UN's shared Computer-Assisted Translation platform, which ensures consistency, improves quality, and generates efficiency gains due to lower costs.
- Adapted ITU and WIPO approaches to address our terminology

UN SYSTEM COOPERATION & EFFICIENCIES

UNICC (Geneva) for Information Security, Data Protection, Critical hosting and United Nations (New York) for legal and ethics services

- WMO avoids hiring individual staff for niche positions (3-4 positions)
- Maintains agility in obtaining access to knowledge and skills when required

United Nations (Geneva) for staff medical insurance

- Contains cost through UN run medical insurance scheme
- Specific direct billing and competitive negotiated rates in greater Geneva area reduce cost for all participants

Utilizing existing UN system (Geneva) contracts and joint tenders as first approach for procurement activities

- Leveraging Common Procurement to allow WMO to take advantage of higher scale of procurement and increased efficiency
- Supports the UN's Mutual Recognition approach and adds efficiency for both WMO and across the UN system

LESSONS LEARNED

- Transparent and consultative process was essential – staff involved in task team from the outset. Substantive engagement and documentation has provided the strongest legal protections against challenges
- Abolished positions were partially offset by new vacancies reflecting modern skills and needs: keeping staff engaged and offering a stronger career path - transformation, not just reduction
- Member centered: Member driven prioritization, de-prioritization and deferral of activities.

THANK YOU