

BRIEFING TO WMO MEMBERS



Transforming the Secretariat

Date: 19 September 2025

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SUMMARY

01 Overview of the reorganisation

02 Timeline

03 Efficiencies and savings

04 Q&A



WHY? ONE WMO



Organizational

ONE WMO

Transforming
the Secretariat

Guiding WMO
Secretariat

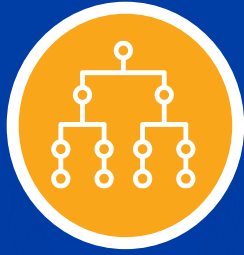
Member Centric

Break Silos

Need for Urgent Action

UN 80 initiative

PROCESS OF REORGANISATION



Stage 1 – Structural Reforms (2024)

Introduced audit-driven reforms to strengthen management and efficiency.



Stage 2 – Consultation & Review (Apr–Jun 2025)

Organisational Resilience Management Group (ORMG) and Task Team engaged staff, HR, and finance to propose savings and reforms



Stage 3 – Transformation Plan (Jun–Aug 2025)

Recommendations integrated into a reorganisation plan, engaging with individual staff directly affected. Approved 6 Aug 2025

Earth System Data & Predictions (ESDP)

- Strengthens the Earth system approach.
Coordinates observations, data, and prediction across atmosphere, ocean, hydrology, and cryosphere.
- Stronger observing systems, integrated data, better models, early warnings, global cooperation.

ESDP

Science, Services & Capacity Development (SSCD)

- Science to services.
Drives scientific research, delivers tailored sectoral services, and builds Member capacity.
- Ensures seamless transfer of innovations into services and accelerates training cycles aligned with operational realities.

SSCD

ONE WMO

MEMBER- CENTERED

CROSS-CUTTING TOPICS

STRUCTURE



Earth System Data & Predictions (ESDP)

Divisions:

1. Integrated Global Observing Systems (WIGOS, GCOS, G3W)
2. Data & Prediction Systems (WIS 2.0, WIPPS, AI, climate prediction, modelling)
3. Hydrology & Cryosphere (hydro monitoring, forecasting, cryosphere services)



Science, Services & Capacity Development (SSCD)

Divisions:

1. Science & Innovation (WCRP, WWRP, GAW, climate reports, research integration)
2. Meteorological & Sectoral Services (severe weather, EW4All, marine & aviation, sectoral services, health/heat)
3. Capacity Development (training, fellowships, institutional strengthening)



Regional Coordination Office (RCO)

- Replaces Member Services Department
- Brings regional support closer to Members
- Oversees decentralisation of project managers & training into Regional Offices
- Shortens reporting lines – stronger SG oversight on regions



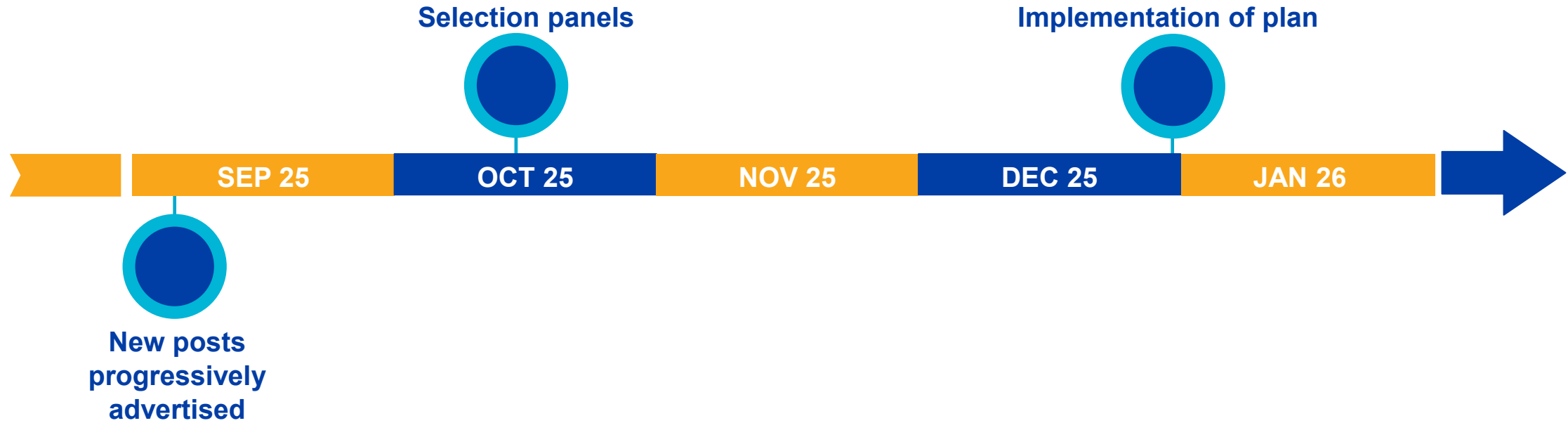
Administration and Support Services

Divisions:

1. Development Partnerships & Programme Delivery (resource mobilisation, donor engagement).
2. Human Resources & Corporate Services (HR, procurement, languages, conference, travel)
3. Controller & Management Services (finance, oversight, digital governance, data protection).



TIMELINE OF ACTIONS



Special measures



Additional efficiency measures



Staff communication



EFFICIENCIES & SAVINGS



2025 (actuals)

CHF 5.3M saved (7.5%)
through cost containment

CHF 4.1M (5.9%) → cost controls in
programmatic & variable admin
costs
CHF 1.2M (1.7%) → staff recruitment
deferrals & reduced temporary staff



2026 (forecast)

CHF 6.0M savings (8.7%)
expected vs. original budget

CHF 5.2M (7.5%) → ongoing staff
cost reductions from reorganization
CHF 0.8M (1.2%) → efficiency in
programmatic and administrative
activity budgets



Strategic Re- investment





Q&A

THANK YOU

