

2025 GEO Secretariat Budget

This document is presented to the 20th GEO Plenary for approval.

The 2025 GEO Secretariat Budget has been developed in consultation with the GEO Budget Working Group and the Executive Committee. In terms of staffing costs, it is based on the requirements of the 2025-2026 GEO Secretariat Concept of Operations, approved by the Executive Committee on 25 March 2025.

The Budget comes at a time of uncertainty relating to over 40% of the GEO Secretariat's funding. A reduction in funding will require associated reductions in planned expenditure, to ensure the Secretariat continues to implement the guiding principle of matching expenditure to projected income.

2025 GEO Secretariat Budget

INTRODUCTION

The GEO Secretariat Budget supports the operations of the GEO Secretariat, which plays an essential role coordinating and facilitating GEO activities, engaging diverse stakeholders, advocating for recognition of the importance and value of Earth observations, communicating about the successes and activities of the GEO Work Programme (GWP), negotiating in-kind contributions to the GWP, and facilitating cooperation amongst organizations throughout the GEO community.

The Budget, updated from the Interim 2025 Budget presented at the 64th Executive Committee meeting in November 2024, is designed to allocate the Secretariat’s financial resources in order that it can best support future delivery on the GEO Post 2025 Strategy and the associated GEO Strategy Implementation Plan.

The Budget has been structured according to direction received from the GEO Executive Committee in July 2023, to build a core budget based on expected contributions with a “menu” of additional activities that could be funded with additional contributions.

The Budget comes at a time of uncertainty relating to over 40% of the GEO Secretariat’s funding. A reduction in funding will require associated reductions in planned expenditure. The Secretariat will closely monitor developments in donor funding and implement necessary expenditure adjustments - minor or major - in a timely manner.

1 CASH CONTRIBUTIONS TO THE GEO TRUST FUND 2022-2025 (CHF)

Member	2022	2023	2024 Projected Received	2025 Projected
Australia	69'220	128'401	160'438	154'503
Cambodia	1'000	1'000	1'000	1'000
Canada	73'162	66'378	66'378	63'852
China	263'940	245'054	228'183	229'933
European Union	1'245'093	1'176'342	1'138'225	1'438'786*
Germany	197'104	191'837	187'852	189'245
Japan	259'100	259'100	514'300	514'300**
Republic of Korea	65'710	58'075	51'863	53'405
Madagascar		1'000	1'000	1'000
Mexico	11'472	10'848		
South Africa	107'009	91'549	94'680	96'354
Sweden	110'000	110'000	110'000	110'000
Switzerland	63'500	73'100	73'100	73'100
United Kingdom	140'651	126'693	126'769	126'769
United States - NOAA			869'133	869'133
United States - NASA	1'585'005	2'013'754	310'094	310'094
United States – Department of State			850'000	915'000
Extrabudgetary fees				61'935***
Total	4'191'966	4'553'131	4'782'939	5'208'409

* Note that the EU's contribution includes an earmarked contribution towards the iClimateAction project.

** Note that Japan's contribution includes earmarked contributions towards a DRR secondee and the AOGEO 2025 Symposium.

***Administration fees charged by the GEO Secretariat on specific extrabudgetary projects, calculated at 8% of project direct costs.

2 PLANNED EXPENDITURES GEO TRUST FUND 2025 (CHF)

2.1 GEO Work Programme Support

GEO Work Programme	1'161'082
Staff Costs	1'072'682
Interns	38'400
GEO Infrastructure	35'000
GEO Knowledge Hub support	15'000

2.2 Member Services

Member Services	540'920
Staff Costs	521'720
Intern	19'200

2.3 Operations

Core Secretariat Operations	1'513'927
Staff Costs	1'135'727
Intern	19'200
Operating Expenses	359'000
<i>WMO Enterprise IT Support</i>	<i>94'000</i>
<i>WMO Rent and Utilities</i>	<i>100'000</i>
<i>GEO IT licenses and hardware</i>	<i>35'000</i>
<i>Bank Charges and Audit costs</i>	<i>10'000</i>
<i>Publications and Printing</i>	<i>15'000</i>
<i>Training</i>	<i>100'000</i>
<i>Incidentals</i>	<i>5'000</i>

2.4 Communications and Partnerships

Communications & Partnerships	757'345
Staff Costs	455'028
Intern	19'200
SSA: Private Sector Resource Mobilization Support	119'770
SSA: Design Support	50'003
SSA: Website Improvement Support	42'834
SSA: Social Media Support	59'010
Social Media campaigns	11'500

2.5 Secretariat Activities

Secretariat Activities	460'000
Secretariat Staff Mission Travel	240'000
Invitational Travel	170'000
Support for GEO Meetings	50'000

2.6 Totals*

GEO Work Programme (including Japan earmarked support for DRR secondee)	1'161'082
Member Services	540'920
Operations	1'513'927
Communications and Partnerships	757'345
Secretariat Activities	460'000
iClimateAction (EU) - earmarked	281'075
Support for AOGEO (Japan) - earmarked	153'085
WMO Project Support Cost **	340'720
TOTAL	5'208'154

* For details on associated staff see the staffing table in Annex 1

** 7% charged against all direct costs, including staff costs

3 UNFUNDED ACTIVITIES

This section represents GEO activities that cannot be resourced under the current estimated contribution level found in Section 1. These figures represent the anticipated cost of these deliverables through temporary staff, consultancies, Letters of Agreement or other financial agreements with implementing partners.

Post 2025 Strategy	
Review of Operating Model advisory consultancy (also CHF 75'000 in 2026)	75'000
Strategic ROI assessment of GEO's impact in tackling the triple planetary crisis (also CHF 150'000 in 2026)	50'000
Voices For All Fund	
Financial assistance for underrepresented groups	280'000
Translation and live interpretation for major GEO events	140'000
Internship and mentorship programmes	80'000
Communications and Partnerships	
Full participation (through pavilions and/or side events) in 2 large external events per year	200'000
Regional strategic communication training	10'000
Videos highlighting the impact and value of GWP activities (5 videos)	36'000
Youth workshop	50'000

4 EXTRABUDGETARY FUNDING 2025 – FOR INFORMATION

Flagships and Initiatives	2024 Received (CHF) <i>Projected</i>	2025 Estimates (CHF)
GEOGLAM	139'501 (UK)	
GEO LDN	59'155 (Germany)	
Global Ecosystems Atlas	163'354 (UK) 129'150 (UNEP) 635'250 (Hoffmann Foundation) 1'536'243 (Norway)	43'050 (UNEP) 635'250 (Hoffmann Foundation)
Global Heat Resilience Service	90'000 (USA)	

ANNEX 1

GEO SECRETARIAT STAFF TABLE FOR 2025

Subject to ExCom approval of the 2025-2026 ConOps at its March 2025 meeting.

Secretariat Staff Positions		Status on 20 March 2025
Director (D2)	Yana Gevorgyan	Staff – Core Funding
GEO Work Programme		
Chief, Work Programme Coordinator (P5)	Madeeha Bajwa	Staff - Core Funding
GEO Work Programme Officer (P3)	Wenbo Chu	Staff - Core Funding
GEO Work Programme Analyst (P1)	Gaetan Fremont	Staff - Temporary to July 2025
Work Programme Coordinator – Urban (P4)	Martyn Clark	Staff - Core Funding
Work Programme Coordinator - Climate & Biodiversity (P4)	David Patterson	Staff - Core Funding
Work Programme Coordinator – Disasters and MultiHazards (P4)	Rui Kotani	Secondment
GEO Infrastructure Coordinator (P3)	Paola De Salvo	Staff - Core Funding
GEO Infrastructure Associate (P1)	Vacant	Note: 2026 recruitment (funding permitting)
Member Services		
Chief, Member Services (P5)	Sara Venturini	Staff – Core Funding
Capacity Development Coordinator (P4)	Ernest Acheampong	Staff – Core Funding
Member Services Associate (P2)	Vacant	Staff – Core Funding
Member Services Associate (P1)	Tushara Maturi	Staff – Temporary to August 2025

Operations		
Chief of Staff (P5)	Steven Parkinson	Staff – Core Funding
Finance Officer (P2)	Samuel Amos	Staff – Core Funding
Coordination Officer (P3)	Amber Kremer	Staff – Core Funding until 28 July 2025
IT Officer (P3)	Hendrik Baeyens	Staff – Core Funding
Administrative Officer (G5)	Chloé Tiberghien	Staff – Core Funding
Communications and Partnerships		
Chief, Partnerships and Communications (P5)	Nicoleta Panta	Staff - Core Funding
Strategic Communications Officer (P4)	Alexandre Brecher	Staff – Core Funding

Project Staff Positions (Extra-Budgetary)		
Flagships and Initiatives		
Programme Coordinator – GEOGLAM (P5)	Sven Gilliams	Staff
Programme Analyst – GEOGLAM (P2)	Esther Makabe	Staff
Programme Analyst – Global Ecosystems Atlas (P1)	Lela Gomersall	Staff – Temporary to April 2025
Associate Project Officer (P2) – Global Ecosystems Atlas (P1)	Vacant	Under recruitment
Assistant Project Officer – Global Ecosystems Atlas (P1)	Vacant	Under recruitment