

3rd Progress Report to the Board of the 2012 Executive Director Ad-Hoc Nominations Committee

Masaki Noke – Chair

Karlo Boras – Vice Chair

GF/B27/10

Introduction

May 2012

- Board established the Ad-Hoc Nominations Committee
- 9 members (3 implementers, 3 donors, 3 non-affiliated)
- All serve in personal capacity
- Confidentiality and anti-lobbying arrangements adopted to ensure integrity and equality in candidate assessment

Objective by 1 November 2012

- Provide to the Board Chair and Vice-Chair a short-list of *up to 4 persons, including at least as many women as men*
- For deliberation and decision of the Board by 15 November

Work plan status

1. Executive Director Terms of Reference

- Broad constituency consultation and engagement
- Revised version approved by Board on **6 July 2012**

2. AHNC selected search firm: Russell Reynolds Associates

3. Board updates each 6 to 8 weeks after May 2012 Board

- 19 June 2012: AHNC fully constituted, Search firm appointment, finalized work plan, confidentiality framework
- 9 August 2012: ED TORs, summary of advertisement program; timetable for candidate evaluation phase 1
- Today: Results of search strategy, and Phase 1 evaluation

AHNC Candidate search/outreach strategy

Comprehensive strategy – 3 important avenues:

- 1. Advertisements:** multiple languages, multiple regions, multiple publications, GF website (8 languages)
- 2. Board constituencies:** Interaction across all constituencies, often with Board Member, Alternate and Focal Point
- 3. Russell Reynolds outreach** across broad range of networks – resulting in approximately 350 substantive contacts (persons interested in the role or providing important referrals)

Candidate Evaluation – Phase 1

AHNC in-person meeting – 6 September

- Guided by Board-approved planned ‘long-list’ of 10 persons
- From a strong field, the AHNC identified 11 people
- Ongoing candidate evaluation of these 11 is continuing towards in-person interviews over 10 and 11 October

Diversity

- Candidate pool reflects Board’s diversity requirements
- Five candidates are female, and six are male
- Candidates are drawn from a range of regions
- Professional backgrounds have not been restricted by sector: the candidate pool brings experience from public health, development, and a wider private sector context

Next Steps

Candidate Evaluation Phase 2

- 10 and 11 October (London): First Round of Interviews
- 25 October (London): Second Round of Interviews
- Extensive due diligence will accompany both interview stages

Formation and presentation of AHNC Recommendations

- Last week October: Preparation of comprehensive report
- 1 November: Provision of Report to Board (through Chair)

After AHNC mandate has been fulfilled

- 14 - 15 November Board Meeting (Geneva): Board deliberations and appointment decision