

South Pacific Regional Fisheries Management Organisation

Commission of the South Pacific Regional Fisheries Management Organisation

1st Meeting of the Commission, Auckland, New Zealand: 28 January - 1 February 2013

COMM-01-INF-02 (corr)

Recruitment of the Executive Secretary

Item 5.2 of the Provisional Agenda is recruitment of the Executive Secretary of the Organisation.

Article 14, paragraph 2 of the Convention provides that:

The chief administrative officer of the Secretariat shall be the Executive Secretary, who shall be appointed with the approval of the Contracting Parties on such terms as they may determine.

Rule 6 of the draft Rules of Procedure concerns the Secretariat and in particular provides that the Executive Secretary shall be appointed for a term of four years, and may be reappointed, but shall not serve more than eight years.

The Convention does not specify any particular process for the making of the appointment. The purpose of this paper is to provide suggestions.

The following process is for consideration for the recruitment and appointment of the Executive Secretary:

- An advertisement is prepared by the Executive Secretary and approved by the Chairperson. The advertisement is placed on the SPRFMO website for 4 weeks and is circulated to Contracting Parties. The advertisement is also circulated to appropriate international organisations and media.
- The Executive Secretary collates the submitted applications and sends them to each Contracting Party's Head of Delegation.
- Each Contracting Party ranks their five (5) preferred candidates and submits the ranking by order of preference to the Executive Secretary.
- The Executive Secretary prepares a table of all aggregated rankings and circulates it to all Contracting Parties. The individual rankings will be kept confidential.
- The five candidates with the highest aggregate scores are short listed for an interview.
- An interview panel is convened at a meeting of the Contracting Parties and interviews the short listed candidates.
- The Contracting Parties will endeavour to approve the preferred candidate as Executive Secretary by consensus. In the event that no consensus is reached, the Contracting Parties will agree on a voting procedure as a means of approving an appointment.

The timing of the process could be organised so that the interviews and final approval are held in conjunction with the next annual meeting of the Commission, or an *ad hoc* meeting could be convened midway through this year.