

*Draft decision on Agenda Item 12. Process for selecting CEO/Chairman of the Facility*

*Proposal of Elected Chair*

The Council, reviewed document GEF/C.24/11/Rev.1, *Process for Selecting the CEO/Chairperson of the Facility*, agrees that the process for selecting the CEO/Chairperson of the Facility should be transparent, efficient, inclusive of all Council Members, merit-based, and six months in length.

Recognizing the provisions of paragraph 21 of the Instrument pertaining to the appointment of the CEO/Chairperson of the Facility, the Council approves the following steps to be followed in selecting the CEO/Chairperson of the Facility:

- (i) At the Council meeting at least six months prior to the expiration of the term of the CEO, Council decides either: (a) to reappoint the incumbent CEO; or (b) to start the process for selection of a new CEO.
- (ii) If a new CEO is to be selected, at the same Council meeting, the Council will approve the Terms of Reference for the CEO, the process for advertising the position, the Terms of Reference for an independent consulting firm, and the budget to support the process.
- (iii) An independent firm will be selected by the Implementing Agencies to screen all applicants and to choose those who meet the criteria/qualifications specified in the TOR.
- (iv) Position is advertised.
- (v) Initial screening to prepare a list of all applicants meeting criteria/qualifications (done by outside consulting firm with advice of representatives of the human resource departments of the three Implementing Agencies).
- (vi) Committee comprising senior representatives designated by the three Heads of the Implementing Agency prepares preliminary short list of up to ten candidates.
- (vii) Implementing Agencies to consult with the Council on the preliminary short list.
- (viii) Selection Committee comprised of the Heads of the Implementing Agencies or their representatives prepares a final short list of candidates to be interviewed, interviews candidates, and consults with Council Members.

- (ix) Based on the interviews and consultations carried out by the Selection Committee, the Implementing Agencies jointly recommend three candidates to the Council for the Council's final consideration and decision.
- (x) The Council appoints the CEO at the Council meeting just prior to the expiration of the term of the incumbent CEO.

The Council requests the GEF Secretariat, in collaboration with the Implementing Agencies and taking into consideration proposals made at the Council meeting, to prepare a proposal for a well defined and time bound process for carrying out robust and transparent consultations with all Council Members during the selection process for review and approval by the Council at its meeting in November 2005. Council Members are invited to submit their written views and suggestions on the consultation process to the Secretariat by September 1, 2005, to assist the Secretariat and the Implementing Agencies in preparing their proposal.

The Council notes that at its meeting in November 2005, the Council will decide: (a) to extend the incumbent CEO for a new term; or (b) start the process for selection of a new CEO.