

CEO SELECTION PROCESS

(Draft Proposal submitted by France)

Pre-selection Stage

- Independent firm selected (by GEFSEC)
- Position advertised (press, council members, ...)
- Initial screening by the firm + Human resources from IA
- Selection committee (IAs) prepares a short list of 5 to 10 candidates (the list is closed)
- All council members are informed of the list by email

Selection Stage

- Selection committee selects 3 names out of the 10 and rank them by order of preference (the 10 candidates are interviewed by the IA heads)
- All council members are consulted on the basis of this 3-name list
- Council members may react on the choice of the 3 names (within the 10-name list) and on the ranking
- Selection committee makes the synthesis of the observations and establishes its final 3-name list
- The 1st ranked candidate is then formally presented to the Council for selection.