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Food and Agriculture
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Продовольственная и
сельскохозяйственная организация
Объединенных Наций

Organización de las
Naciones Unidas para la
Alimentación y la Agricultura

منظمة
الغذية والزراعة
للأمم المتحدة

FINANCE COMMITTEE

Hundred and Eightieth Session

Rome, 18 - 22 May 2020

Appointment of the Inspector General

Queries on the substantive document may be addressed to:

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EXECUTIVE SUMMARY

- The Revised Charter of the Office of the Inspector General¹ Chapter IV and the Audit Committee Terms of Reference² Rule 2.1.ix) provide guidance on the Appointment of the Inspector General, respectively as follows:
 - Charter of the Office of the Inspector General “The appointment [of the Inspector General] will be made on the advice of the Audit Committee and after consultation with the Finance Committee”; and
 - Audit Committee Terms of Reference “The Committee reviews and advises the Director-General and the Finance Committee on: proposals of the Organization to recruit, terminate or not renew the appointment of an Inspector General.”
- Following the issuance of the vacancy announcement for the vacant position of the Inspector General, interviews were conducted by an Interview Panel composed of FAO senior managers, the Chairperson of the Audit Committee, as well as an external advisory expert.
- Following consultation with, and endorsement of the Audit Committee, in accordance with the Charter for the Office of the Inspector General which states “the Director-General shall appoint a technically and professionally qualified individual as Inspector-General after consultation with the Finance Committee of the Food and Agriculture Organization”, the Director-General is submitting to the Finance Committee a recommendation for the appointment of Mr Mika Tapio.

GUIDANCE SOUGHT FROM THE FINANCE COMMITTEE

- The Committee is invited to review this document and to make observations as it considers appropriate.

Draft Advice

- The Committee took note of the information contained in document FC 180/13 Rev.1 and supported the appointment of Mr Mika Tapio for the position of the Inspector General.

¹ FC 180/12 paragraph 27

² CL 161/REP para. 19.k) Audit Committee Terms of Reference; CL 161/4 para. 8.f); FC 175/11 Annex 2

1. In accordance with the Charter for the Office of the Inspector General, “the Director-General shall appoint a technically and professionally qualified individual as Inspector-General after consultation with the Finance Committee of the Food and Agriculture Organization”.
2. In view of the end of tenure of the current Inspector General on 20 January 2020, the Organization issued a vacancy announcement for the position of the Inspector General with the deadline for applications set for 10 January 2020. A total of 127 applications were received.
3. In identifying the candidates for interview, the Organization took into account the need for the candidates to have high-level and progressively responsible professional experience in modern auditing techniques. Consequently, emphasis was placed on (i) academic qualifications; (ii) executive level experience in a complex oversight function at the international level; (iii) experience in a large organization with the use of state-of-the-art auditing, investigation and management techniques based on advanced Information Technology; and (iv) familiarity with the UN System or similar international institutions.
4. Accordingly, eleven candidates were selected for interview by a senior-level Interview Panel chaired by Deputy Director-General Laurent Thomas and comprised of the Chairperson of the Audit Committee, the Directeur de Cabinet, the Assistant Director-General of Regional Office for the Near East and North Africa (RNE), the Deputy Directeur de Cabinet of the Office of the Director-General (ODG), the Director ad interim of the Office of Human Resources (OHR) and, as an external member of the Interview Panel, the former FAO Inspector General. The interviews were held over the period of 11 to 24 February 2020.
5. On 8 April 2020, the Secretary ex-officio of the Audit Committee consulted the Members of the Audit Committee on the proposed candidate for selection based on the Interview Panel’s report. Following endorsement by the Audit Committee of the proposed candidate, the Director-General is submitting to the Finance Committee a recommendation for the appointment of Mr Mika Tapio (Curriculum Vitae attached).

CURRICULUM VITAE

Name: Mr Mika Tapio
Nationality: Finland
Date of Birth: 28 September 1969
Marital Status: Married
Languages: Finnish, English, French, German, basic knowledge of Hungarian, Swedish and Dutch

EDUCATION

1989-1995: Master's degree in Economics from Vienna University of Economics and Business

1985 – 1988: Finnish High School (Rantavitikan Lukio - Rantavitikka High School)

CAREER SUMMARY

2014 – to date: Chief, UNHCR Audit Service of Office of Internal Oversight Services (UN)
2010 – 2014: Chief, European Audit Section of Office of Internal Oversight Services (UN)
2009 – 2010: Chief, Headquarters Audit Section, UNHCR Audit Service of Office of Internal Oversight Services (UN)
2007 – 2008: Programme Officer, Professional Practices Section of Office of Internal Oversight Services (UN)
2005 – 2007: (Senior) Programme Officer, Office of the Under-Secretary-General (USG) for Internal Oversight (UN)
2003 – 2005: Programme Officer, Office of the Under-Secretary-General (USG) for Internal Oversight (UN)
2002 – 2003: Resident Auditor, UNHCR Audit Service of Office of Internal Oversight Services (UN)
2000 – 2002: Auditor, UNHCR Audit Service of Office of Internal Oversight Services (UN)
1999 – 2000: Audit Manager, Deloitte and Touche LLP
1997 – 1999: Audit Senior, Deloitte and Touche SA
1995 – 1997: Audit Junior, Deloitte and Touche SA

CAREER DETAILS

- 2014 – to date
- United Nations (UN) – Office of Internal Oversight Services (OIOS), Geneva
- Chief, United Nations High Commissioner for Refugees (UNHCR) Audit Service
- Managing a team of 25 auditors based in four different locations, with responsibility for provision of comprehensive internal audit services to UNHCR.
 - Coordinating and supervising the work programme of UNHCR Audit Service.
 - Developing, in consultation with UNHCR senior management, UNHCR Inspector General's Office, UNHCR Evaluation Service, and UNHCR Internal Audit and Oversight Committee, an annual risk-based plan of audit and advisory engagements related to activities and processes at corporate level and in field operations.
 - Ensuring timely and effective execution of the annual audit plan while ensuring efficient utilization and management of audit resources under his authority.
 - Reporting to the Executive Committee and the Independent Audit and Oversight Committee of UNHCR on the activities of UNHCR Audit Service.
 - Representing UNHCR Audit Service in various working groups and task forces of the Representatives of Internal Audit Services of the UN Organizations (UN-RIAS) and serving as the UN-RIAS focal point for the UN High Level Committee on Management (HLCM)
- 2010 – July 2014
- United Nations Office of Internal Oversight Services (OIOS), Geneva
- Chief, European Audit Section
- Providing leadership, technical guidance and strategic management of the audit function.
 - Executing a special advisory engagement at the International Criminal Court in The Hague to map existing assurance coverage against key risks to the achievement of the Court's objectives.
 - Chairing a working group of UN-RIAS on the Integrated Financial Accountability Framework, and developing, as part of a UN-RIAS working group, the Framework for Joint Audits between UN Internal Audit Services to form the basis for a unified internal audit approach for providing audit coverage over Delivering as One programmes and joint programmes.

<p>2009 – October 2010</p> <p>Chief, Headquarters Audit Section, UNHCR Audit Service</p>	<p>United Nations Office of Internal Oversight Services (OIOS), Geneva</p> <ul style="list-style-type: none"> - Coordinating the development and update of various audit risk assessments pertaining to UNHCR and reviewing annual work plans of the UNHCR Audit Service. - Reviewing audit plans, audit reports and other audit-related documentation, and monitoring the quality of the audit process. Ensuring that it complies with the professional standards and OIOS policies and procedures. - Contributing to the development of OIOS methodology and tools for auditing strategic management and governance.
<p>2007 - December 2008</p> <p>Programme Officer, Professional Practices Section</p>	<p>United Nations Office of Internal Oversight Services (OIOS), Geneva</p> <ul style="list-style-type: none"> - Contributing to the development of audit tools, including audit technology tools, to improve the quality and methods of internal auditing in the Internal Audit Division (IAD) of OIOS. - Contributing to the development of the IAD risk assessment methodology and coordination of the risk assessment engagements. - Contributing to the development and implementation of the IAD Quality Assurance and Improvement Programme.
<p>2005 - May 2007</p> <p>(Senior) Programme Officer, Office of the Under-Secretary General (USG) for Internal Oversight</p>	<p>United Nations Office of Internal Oversight Services (OIOS), New York</p> <ul style="list-style-type: none"> - Advising the USG on matters related to internal auditing, including the interpretation and application of the International Standards for the Professional Practice of Internal Auditing, and on policy related matters in OIOS, in relation to audits, inspections, investigations and evaluations. - Reviewing oversight reports submitted by OIOS operational divisions, both General Assembly reports and reports to programme managers, in view of briefing and advising the USG. - Acting as OIOS Focal Point for the UN intergovernmental bodies, such as the Fifth Committee and the Committee for Programme and Coordination

	(CPC), as well as the UN Board of Auditors (BOA) and the Joint Inspection Unit (JIU).
2003 - October 2005	United Nations Office of Internal Oversight Services (OIOS), New York
Programme Officer, Office of the Under-Secretary-General (USG) for Internal Oversight	<ul style="list-style-type: none">- Coordinating and contributing to the preparation of OIOS Annual Reports and Semi-Annual Reports and OIOS General Assembly reporting activities.- Acting as focal point for the BOA in the conduct of their review of OIOS.
2002 - September 2003	United Nations Office of Internal Oversight Services (OIOS), Islamabad
Resident Auditor, UNHCR Audit Service	<ul style="list-style-type: none">- Assisting and advising UNHCR management in the Afghanistan Emergency Operation on their risk management and internal control responsibilities.- Planning and conducting audits of 11 UNHCR offices in Pakistan, Afghanistan, Uzbekistan and Iran and the audit of the Afghan Voluntary Repatriation Programme.
2000 - June 2002	United Nations Office of Internal Oversight Services (OIOS), Geneva
Auditor, UNHCR Audit Service	<ul style="list-style-type: none">- Planning and conducting audits of 10 UNHCR country operations (Bosnia-Herzegovina, Iran, Albania, Egypt, Hungary, Slovakia, Turkey, Czech Republic, Iraq and Eritrea) and six (6) UNHCR management audits.- Contributing to the preparation of two General Assembly reports on UNHCR Albania Emergency Operations and UNHCR Private Sector Fund Raising.

1999 - May 2000 Audit Manager	Deloitte and Touche LLP, San Francisco (on secondment from Deloitte and Touche SA, Luxembourg) - Providing leadership and direction to audit team members, reviewing audit work done for quality and correct application of the United States Generally Accepted Accounting Principles, and ensuring that all audits are executed within given budget. - Planning and conducting financial audits of the treasury department of a commercial bank, a municipal bond broker-dealer, a venture capital fund, a high-tech company, a biotechnology company and an electrical equipment wholesale company.
1997 - September 1999 Audit Senior	Deloitte and Touche SA, Luxembourg - Planning and conducting financial audits of a multinational mining and natural resources conglomerate, treasury and private banking departments of two commercial banks and the cash management department of a global investment bank.
1995 - August 1997 Audit Junior	Deloitte and Touche SA, Luxembourg - Planning and conducting financial audits of a multinational mining and natural resources conglomerate, various small- and medium-sized private banks and a reinsurance company. - Assisting the internal audit team of a client company with review of the company's treasury functions.