



منظمة الأغذية  
والزراعة  
للأمم المتحدة

联合国  
粮食及  
农业组织

Food  
and  
Agriculture  
Organization  
of  
the  
United  
Nations

Organisation  
des  
Nations  
Unies  
pour  
l'alimentation  
et  
l'agriculture

Organización  
de las  
Naciones  
Unidas  
para la  
Agricultura  
y la  
Alimentación

## GENERAL FISHERIES COMMISSION FOR THE MEDITERRANEAN

### Twenty-ninth Session

Rome, Italy, 21-25 February 2005

### SELECTION OF THE EXECUTIVE SECRETARY

#### INTRODUCTION

1. At its Extraordinary session held in Malta, from 19 to 23 July 2004, the General Fisheries Commission for the Mediterranean (GFCM) agreed upon the procedure for the selection of the Executive Secretary of the Commission. This procedure is laid down in Appendix H to the Report of the Extraordinary Session (document GFCM/XIX/2005/Inf.5). As part of this procedure, the GFCM established a Screening Committee. Which summarizes the activities undertaken by the Committee and the Secretariat to implement the procedure.

#### IMPLEMENTATION OF THE SELECTION PROCEDURE

2. At the Extraordinary Session, it was decided that, as endorsed by the Commission, FAO would advertise, through international means and the GFCM websites, the text of the Vacancy Announcement for the post of Secretary. The deadline for such application was 4 November 2004. At that time, the Secretariat acknowledged receipt of thirty-six (36) applications. Following the decision of the Commission to establish a Screening Committee<sup>1</sup>, whose task was to review the applications and identify those candidates whom deemed to satisfy the essential criteria laid down in the vacancy announcement, the Chair of GFCM invited the Committee to meet at FAO Headquarters on 25 November–2004.

3. All countries which were a member of the Committee were represented at the meeting. After having reviewed its task, including the essential criteria for the post, the Committee examined all the applications received prior to the closure of the vacancy. The Screening Committee concluded that nine of the applications satisfied the essential criteria. It invited the Secretariat to send its Report, together with the applications of the eligible candidates, for ease of reference, to all GFCM Members for their consideration and ranking. The report of the Screening Committee also provided, the list of all other applicants.

<sup>1</sup> The Steering Committee was composed of the following Members: Croatia, the European Community, Italy, Japan, Libyan, Tunisia and Turkey.

4. Following the withdrawal of one of the Candidates, Members were invited to submit to the Screening Committee a short list comprising five out of the eight eligible candidates; to classify on a score of five to one (the favourite candidate receiving 5 points). The outcome of the evolution was that the top five candidates with the greatest number of point were notified to the GFCM Members and have been invited by the GFCM Chair to the 29<sup>th</sup> Session for interview by the Heads of Delegation of Commission Members and for gradual selection through voting.

5. It may be of interest to recall that Rule IX (4) of the Rules of Procedure of the Commission, entitled "Voting procedure and arrangements", provide that: "*Voting on matters relating to individuals, [except the election of officers of the Commission and its committees], shall be by secret ballot*". Rule IX (7) further states that "*Voting arrangements and other related matters not specifically provided for by the Agreement, or by these Rules, shall be governed "mutatis mutandis" by the provisions of the General Rules of the Organization*".

The last step of the selection procedure foresees that the GFCM Chair proposes to FAO's Director-General to appoint the candidate approved by the Commission as the new Secretary.

#### **APPOINTMENT AND ENTRY ON DUTY OF THE EXECUTIVE SECRETARY**

6. Article XI (1) of the GFCM agreement provides that: "*The Secretary of the Commission shall be appointed by the Director-General with the approval of the Commission, or in the event of appointment between regular sessions of the Commission, with the approval of the members of the Commission*".

7. With the assumption that the Commission will select his Executive secretary at its Twenty-ninth session, the Director General of FAO will be in a position to consider appointing her/him to take over the function.

8. From an administrative point of view, there will also be the need to identify a suitable date for the entry on duty of the Secretary. In this respect, particular care should be taken to ensure that a number of operational issues are adequately settled. These include ensuring that the autonomous budget is endowed with sufficient funds to support the salary of the Secretary and possibly other staff from the Secretariat. It should also ensure that essential inputs such as functional premises, equipments, and logistical means are available to allow the new Secretariat to carry out its duties and activities with minimum disruption.

#### **SUGGESTED COURSE OF ACTION BY THE COMMISSION**

9. The Commission is invited to proceed with the interviews of the short-listed candidates and to select accordingly the new Executive Secretary of the GFCM.

10. The Commission may wish to provide guidance to the Secretariat on any transitional measures, if so required, concerning the entry on duties of the Executive Secretary.