

COUNCIL
Fifth Special Session

**REPORT ON THE PROCESS FOR THE APPOINTMENT OF THE DEPUTY DIRECTOR GENERAL
FOR OPERATIONS AND DEPUTY DIRECTOR GENERAL FOR MANAGEMENT AND REFORM**

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Background

1. In May 2019, the Director General made a proposal to the membership regarding the appointment of two Deputy Directors General and held various consultations with Member States in October and November 2019. At the 110th Session of the Council, Member States adopted Resolution No.1383 of 29 November 2019 on the senior leadership structure of the Organization, through which they established a working group, under the chairmanship of the Chairperson of the Council, to formulate recommendations regarding the proposal of the Director General for the strengthening of the leadership of the Organization. The working group held meetings throughout 2020 to review and make recommendations on the proposal.

2. On 12 October 2020, based on the discussions and recommendations of the working group, contained in the Chairperson's proposal of 2 October 2020, the Director General presented to the Member States an adjusted proposal (document C/Sp/4/4). The adjusted proposal was approved by the Council through Resolution No. 1385 of 28 October 2020 on strengthening the senior leadership structure of the Organization.

Selection of two Deputy Directors General

3. The process for the selection of the two Deputy Directors General – as set out in document C/Sp/4/4 – started on 2 November 2020 with a call from the Chairperson of the Council for Member States to nominate representatives to serve on an ad hoc commission, by using the five regional groups of the United Nations General Assembly as a basis for the designation of members of the commission. The initial composition of the ad hoc commission was communicated to Member States on 30 November 2020 by the Chairperson of the Council. In order to ensure transparency and avoid any potential conflict of interest following the confirmation of the list of candidates nominated by Member States for the two positions of Deputy Director General, the composition of the ad hoc commission was modified, and the names of the commission members were communicated to Member States by the Chairperson of the Council on 19 March 2021.

4. The call for nominations for the positions of Deputy Director General for Operations and Deputy Director General for Management and Reform was launched on 4 December 2020 and the final list of nominated candidates was shared with all Member States on 23 February 2021.

5. A total of 30 nominations were presented by IOM Member States: 16 nominations for the position of Deputy Director General for Operations and 14 nominations for the position of Deputy Director General for Management and Reform. Nominations were presented by 24 IOM Member States, on behalf of 25 individual candidates (five candidates were nominated for both posts; one Member State nominated two candidates). The candidates represented a diverse range of nationalities and regions. Twelve candidates were women, and thirteen were men.

6. As foreseen in document C/Sp/4/4, a technical assessment of all applicants against the requirements for the relevant position(s) was carried out by a consultant firm on behalf of the ad hoc commission. The consultant firm was selected in accordance with the Organization's procurement rules and procedures, and its terms of reference were validated by the Council Bureau.

7. The ad hoc commission started its work on 23 March 2021, after the completion of a technical assessment of the candidates by a consultant firm, as foreseen in document C/Sp/4/4.

8. As per paragraph 8 of Annex III of document C/Sp/4/4, the ad hoc commission determined its own working methods and designated a Chairperson. The members of the commission also held discussions with representatives of the consultant firm to understand the methodology and process adopted to carry out its technical assessment.

9. To ensure fairness and transparency, the ad hoc commission decided to interview all candidates. The members of the ad hoc commission organized themselves into two interview panels of five members each, ensuring equal regional representation in each panel.

10. On 21 April 2021, the ad hoc commission presented a shortlist of three candidates for each position to the Chairperson of the Council and the Director General. The Chairperson of the Council distributed a report by the ad hoc commission to Member States on 22 April 2021.

11. The Director General carried out individual interviews with all the shortlisted candidates on 3 and 4 May 2021. After careful consideration, the Director General selected one candidate from the shortlist for each position, ensuring that the chosen candidates met the necessary technical, gender and geographical criteria, and submitted this information to IOM Member States, through a letter dated 21 May 2021.

12. As foreseen in paragraph 4(f) of document C/Sp/4/4, a special session of the Council will be held on 31 May 2021 for the Council to take note of the Director General's preferences.