

COUNCIL

Seventh 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 24 August 2023 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 appointment of members of the commission. The initial composition of the ad hoc commission was communicated to Member States on 20 September 2023 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, following the withdrawal of some members, 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 through a letter dated 15 February 2024. On 22 February 2024, one more member withdrew.
4. The call for nominations of candidates for the positions of Deputy Director General for Operations and Deputy Director General for Management and Reform was launched on 28 September 2023 and the list of nominated candidates was shared with all Member States on 7 December 2023.
5. A total of 24 nominations were presented by IOM Member States: 7 nominations for the position of Deputy Director General for Operations and 17 nominations for the position of Deputy Director General for Management and Reform. Nominations were presented by 19 IOM Member States, on behalf of 21 individual candidates (three candidates were nominated for both posts; one Member State nominated a different candidate for each post; and one Member State nominated two candidates for the same post). The candidates – of which 10 were women and 11 were men – represented a diverse range of nationalities and regions.
6. Before the interviews for the position of Deputy Director General for Management and Reform took place, one candidate withdrew his application, and during the interviews, a second candidate informed the panel that he was withdrawing his application.

7. 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.
8. The ad hoc commission started its work on 8 February 2024, after the completion of a technical assessment of the candidates by the consultant firm, as foreseen in document C/Sp/4/4.
9. 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.
10. 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 ensuring equal geographical representation of the commission members in each of them, with the Chairperson overseeing both panels in order to ensure consistency and transparency.
11. On 5 March 2024, the ad hoc commission presented a shortlist of four candidates for each position to the Director General. The commission also presented a report on its work, including the shortlist of candidates, to the Chairperson of the Council, who subsequently distributed the report to Member States on 6 March 2024.
12. The Director General carried out personal interviews with all the shortlisted candidates on 21 March 2024. 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 19 April 2024.
13. For the position of Deputy Director General for Operations, the Director General has selected Ms Ugochi Florence Daniels. Ms Daniels, as the current IOM Deputy Director General, will bring continuity to the role in supporting the work of the Organization thanks to her wealth of experience across the multilateral system, having previously worked for various United Nations entities, both at Headquarters and in the field, in operational, strategic and increasingly senior roles. Ms Daniels has a track record of outstanding achievements and performance in her previous assignments and her integrity standards are valued by all of her peers.
14. For the position of the Deputy Director General for Management and Reform, the Director General has selected Ms SungAh Lee. Ms Lee has over two decades of experience in management and organizational reform and is currently serving as one of two Deputy Directors General at the International Union for Conservation of Nature (IUCN), overseeing a broad spectrum of areas, including financial management, human resources, communications, strategic partnerships, performance monitoring and evaluation, legal affairs, IT and oversight. Ms Lee has been instrumental in driving operational transformations, including the implementation of a new enterprise resource planning system, across IUCN country and regional offices, focusing on process enhancements, efficiency improvements, headcount reductions and fostering cultural shifts.
15. Given IOM's ambitious reform agenda, in making her decision, the Director General prioritized the competence and expertise of the candidates above all. Her selections represent the most qualified of a highly qualified group of candidates. Due consideration was also given to the principles of gender balance and geographical diversity, which are at the core of the Director General's commitment to

IOM Member States and of her ambitions for the Organization. As such, the new leadership team will represent three geographical regions.

16. As foreseen in paragraph 4(f) of document C/Sp/4/4, a special session of the Council will be held on 29 April 2024 for the Council to take note of the Director General's submission.