

## **Report of the closed session and intersessional decision of the Standing Committee on contract renewal of the Secretary General**

18 March 2025, 13:00 – 14:00 CET (by videoconference)

### Participants:

Belgium, Brazil, Canada, China (Chair), Costa Rica, Czechia, Gabon (Vice Chair), Japan, Lao PDR, Lesotho, Libya, Saint Lucia, Sweden.

Observer: Switzerland, IUCN Human Resources Director.

### **Minutes**

1. The Chair welcomed members and introduced the background of the meeting: The current contract of the Secretary General (SG) Musonda Mumba expires on September 30, 2025. In consultation with the IUCN HR team and based on the document “Annex to DOC. C.4.15: Resolution on Secretariat matters”, the Standing Committee (SC) organized the closed session to discuss extending the Secretary General’s employment contract for a second three-year term. Thirteen Standing Committee members and Switzerland as an Observer attended the closed session.
2. The Chair invited Standing Committee members to make interventions on whether to extend the Secretary General’s employment contract. Members expressed support to extend the contract with no objections. Belgium, Canada, China, Costa Rica (through chat), Czechia, Gabon, Japan, Lesotho and Sweden made interventions.
3. The Chair invited the IUCN Global Human Resources Director to introduce the background on related Swiss law and contract management. IUCN clarified that there is no limit on the length of the second term of contract, such as 3-year, 6-year or any other duration. According to Swiss law, the third term must be a permanent contract, noting that termination of a permanent contract is not complicated.
4. A member proposed that since the contract’s three-year term follows the three-year basis of the Conference of the Contracting Parties (COP), and the exact time of COP16 in 2028 has not been confirmed, it is suggested that the contract be renewed for a second term from 1 October 2025 to 31 December 2028. Multiple members expressed support for the suggestion to have the term of the contract extend to 31 December 2028.
5. Based on the discussion, the Chair announced the decision of the closed session:

**Post-SC64 Intersessional Decision 01: The Standing Committee proposes to extend Dr Musonda Mumba’s employment contract as the Secretary General of the Convention on Wetlands for a second term from 1 October 2025 to 31 December 2028 and will submit this proposal to the Director General of IUCN for her consideration.**