

CONVENTION ON WETLANDS (Ramsar, Iran, 1971)
41st Meeting of the Standing Committee
Kobuleti, Georgia, 26 April - 1 May 2010

Agenda item 6

Report of the Management Working Group

Personnel matters

1. The Management Working Group met twice, on 26 April 2010 at 1900 h and on 27 April at xxxx h. The Standing Committee Chair outlined the composition of the Management Working Group. Apologies for absence were noted from the Chair and Vice-Chair of the previous triennium, and the Chair of the current and previous triennia's STRP.

a) Review of the process for recruitment of the Secretary General

1. The Management Working Group reviewed the information and advice provided in DOC. SC41-2, including the suggestions provided for improvements to be made to any future recruitment process.
2. Concerning the previous process for selecting the Secretary General it was clarified that the "second selection panel" was essentially the "interview panel" of the shortlisted candidates and was composed of representative members of the Standing Committee.
3. Concerning the time-period taken for the overall recruitment process the Secretariat advised that the previous two recruitments had taken 9 months and 15 months from the launching of the recruitment to the Secretary General taking up the post, but noted that the length of these periods were in part due to some stages of the process being undertaken at the time of Standing Committee and COP meeting.
4. The Group **recommends** that the Standing Committee notes the recommendations concerning possible amendments to the past recruitment processes and decides that any adjustments to the recruitment process should be put in place at the time of initiating a future Secretary General recruitment.

c) Other personnel matters

5. The Management Working Group received advice and information from the Secretary General concerning three current Secretariat staffing and recruitment matters:

- i. progress in the recruitment of the Senior Regional Advisor for Africa, which has been re-advertised with a new closing date of 9 May 2010, following the Secretariat's conclusion that none of the initially considered candidates were fully suitably qualified, particularly in terms of languages;
 - ii. progress in the recruitment of the new post of Partnership Officer, which was advertised on 6 April and with a deadline for applications of 30 May 2010; and
 - iii. issues concerning recent and current limitations on the issuing by the Swiss authorities of work permits for non-Swiss staff recruited under established Convention and Secretariat procedures, including currently implications for the Convention's 'intern' programme of Regional Assistants, and potentially the upcoming recruitment of the Senior Advisor for Africa and the Partnership Coordinator. It was noted that there may also be budgetary implications concerning the salary scale for Regional Assistants in relation to resolving the work permit issue.
6. The Group **recommends** that the Standing Committee urges the Secretariat working with IUCN continue to seek to find as rapid as possible a solution to these matters with the Swiss authorities, and thanks Switzerland for its efforts in helping to resolve the matter.

b) Secretary General's contract

7. The Management Working Group met in closed session to discuss this matter. The Group advises that its advice and recommendations concerning the Secretary General's contract should be made to the full Standing Committee meeting in closed session, as has been previously established practice.