



## High Level Selection Processes

While there is currently no formal selection process for the United Nations Secretary-General, various international organizations as well as national governments have established relevant frameworks for the selection and appointment of high-level officials. These procedures provide a good basis for steps forward in achieving a more democratic, transparent and effective selection process for the UN Secretary General. Below is a list of relevant processes with links to documents and information.

1. [Procedures for the Appointment of the Director-General of the World Trade Organization \(WTO\)](#)
2. [Procedures for the Appointment of the Secretary-General for the Organization of Economic Cooperation and Development \(OECD\)](#)
3. [Procedures for Appointment of Senior UN Officials](#)
4. [Procedures for the election of Judges to the International Criminal Court](#)
5. [Procedures for the election of the Prosecutor of the International Criminal Court](#)

### 1. Procedures for the Appointment of the Director-General of the World Trade Organization

On December 10<sup>th</sup> 2002, the General Council of the World Trade Organization adopted a formal set of procedures for the appointment of Directors-General (WT/L/509 – Procedures for the Appointment of Directors-General), which includes a formal timeline, a system of meeting with candidates as well as candidate criteria. These procedures provide an outline of basic procedures important for the legitimate selection of high-level international officials.

<http://docsonline.wto.org/DDFDocuments/t/WT/L/509.doc>

**Qualifications:** extensive experience in international relations – trade, economic issues, political experience, commitment to work and objectives of WTO, proven leadership and managerial skills, communications skills

**Procedures:** a detailed timeframe has been established in which the appointment process must start 9 months prior to the end of the term of the outgoing Director-General and should conclude 3 months prior to this date. Members have one month after the start of the process to nominate candidates after which candidates shall be invited to meet with members at a formal General Council meeting and to make a brief presentation followed by a brief question and answer period. Candidates then have three months to make themselves known to members. In the final two months, the General Council engages in consultations to narrow field of candidates, and the outcomes of these consultations are reported to the membership at each stage. Among the factors to be considered in selecting a candidate, Members are encouraged to take into consideration the desirability of reflecting the diversity of the WTO's membership in successive appointments. After consultations the Chair recommends for appointment the candidate most likely to attract consensus to the General Council, which then aims to reach a decision by consensus but may bring the decision to a vote as a last resort.

## **2. Procedures for the Appointment of the Secretary-General of the Organization of Economic Cooperation and Development**

**Qualifications:** The OECD has defined a set of benchmarks for identifying and evaluating candidates. Qualifications include broad international experience and proven leadership ability in order to provide strategic direction to the OECD and enhance the competence and global influence of the Organization, substantive experience in the organization's core economic areas, proven management skills, ability to represent the OECD at the highest level, strong communication skills, fluency in one of the two official languages.

**Procedures:** The OECD holds an advanced nomination period of approximately three months with a set deadline. Countries then submit candidates for consideration. Following the close of the nomination period, the Dean to the Council and two appointed facilitators (at the ambassadorial level) lead a process of consultation to narrow the field of candidates and arrive at a consensus on a final candidate. After looking at qualifications the facilitators take into account the levels of support for each candidate. During this period, the facilitators submit progress reports after each set of consultations outlining their methods and results.

[http://www.oecd.org/document/17/0,2340,en\\_2649\\_201185\\_35062801\\_1\\_1\\_1\\_1,00.html#selection](http://www.oecd.org/document/17/0,2340,en_2649_201185_35062801_1_1_1_1,00.html#selection)

## **3. Procedures for Appointment of Senior UN Officials**

In his report on strengthening the accountability of the UN released in August 2005 (A/60/312), the Secretary-General outlined a new set of procedures for the appointment of senior UN officials to ensure a more transparent and vigorous process in the selection of qualified candidates.

[http://www.un.org/reform/report\\_on\\_accountability.pdf](http://www.un.org/reform/report_on_accountability.pdf)

**Procedures:** a Senior Appointment Group is established, which is a standing advisory body, to review candidacies and make recommendations. The Chef de Cabinet is then responsible for establishing an interview panel with members from this Group. A list of finalists is then submitted to the Secretary-General and the Deputy Secretary-General for final consideration. For senior appointments that involve intergovernmental bodies (UNDP, UNHCR, etc) clear job descriptions and required competencies are established for all posts against which candidates can be judged. Shortlists are then drawn up from a list of nominations submitted by Member States and relevant institutions as well as lists developed through an informal process of outreach. There are also plans to implement a more systematic process for reference-checking.

#### **4. Procedures for the Election of Judges to the ICC**

Article 36 of the Rome Statute of the International Criminal Court outlines qualifications and procedures for the election of judges.

<http://www.un.org/law/icc/statute/romefra.htm>

**Qualifications:** Judges must be persons of high moral character, impartiality, and integrity. Candidates must have established competence in criminal law/procedure or in relevant areas of international law such as international humanitarian law/human rights with extensive experience in a professional legal capacity relevant to the judicial work of the Court. All candidates must have excellent knowledge and fluency in at least one of the working languages of the Court.

**Procedures:** nominations must be accompanied by a statement specifying how the candidate fulfills the necessary requirements. In the selection of candidates States Parties shall take into account representation of the principal legal systems of the world; equitable geographic representation; a fair representation of female and male judges; and legal expertise on specific issues such as violence against women or children. Each State Party must put forward one candidate that must be the national of a State Party. The Assembly of States Parties has the ability to establish an Advisory Committee on nominations. Judges are elected by secret ballot and those elected shall be the 18 candidates who obtain the highest number of votes and a two-thirds majority of States Parties present and voting.

#### **5. Procedures and Qualifications for the Prosecutor of the ICC**

Article 42 of the Rome Statute of the International Criminal Court outlines qualifications and procedures for the election of the Prosecutor of the ICC.

<http://www.un.org/law/icc/statute/romefra.htm>

**Qualifications:** He/she must be an individual of high moral character with extensive practical experience and competency in the prosecution or trial of criminal cases and excellent knowledge and fluency in at least one working language of the Court.

**Procedures:** the Prosecutor is elected by secret ballot by an absolute majority of the members of the Assembly of States parties.