



Investing in our future

The Global Fund

To Fight AIDS, Tuberculosis and Malaria

Executive Director Recruitment and Transition

Report of the ad hoc committee of Chair and Vice Chairs of the Board, PSC, PC, FAC and Ethics

Background

- Mandate from 12th Board Meeting:

The Board decides to establish a Committee, composed of the Chairs and Vice-Chairs of the Policy and Strategy Committee, Finance and Audit Committee, Portfolio Committee and Ethics Committee, to prepare recommendations for the Thirteenth Board Meeting, which will include updated Terms of Reference for the position of Executive Director.

- Committee spoke several times by conference call and had several rounds of email review of the decisions and document.

Main Areas of discussion

- Terms of reference for ED
- ED Recruitment issues including:
 - Composition and TOR of the Selection Committee
 - Selection Criteria for ED
- Recruitment Process
- ED Transition

ED Terms of Reference

- The committee reviewed and adjusted the existing Terms of Reference strengthening oversight roles and rendering them more precise.

Decision Point 1: ED Terms of Reference

The Board approves the revised Terms of Reference for the Executive Director, attached as Annex 1 to the Report of the Executive Director Transition (GF/B13/14), which shall be used as the basis for the recruitment of a new Executive Director.

ED Selection Committee (SC)

- The committee discussed options for a SC at length
- Several options for the composition of the SC were explored and extensive consultation with both voting groups has been undertaken
- The Board needs to develop a consensus decision on that issue
- Committee has recommended the TOR for the SC and selection criteria for the candidate

Options for composition

- **Option 1:** Board Chair, Board VC, 2 reps from donor block (one govt + one P/S or P/F) and 2 reps from recipient block (one govt + one NGO) *total: 6*
- **Option 2:** Board Chair, Board VC and Chairs of PSC, PC, FAC and Ethics committees *total:6*
- **Option 3:** Board Chair, 3 reps from donor block and 3 from recipient block.

Decision Point 2: ED Selection Committee



The Board approves the composition of the Executive Director Selection Committee to be as follows: _____.

Decision Point 3: ED Selection Committee Terms of Reference

The Board decides that the Executive Director Selection Committee shall operate under the following terms of reference:

- ***The Selection Committee shall assist the Board with the selection of the next Executive Director of the Global Fund under an Action Plan approved by the Board. To that end, it shall:***
 - ***select an executive search firm, based on a competitive process;***
 - ***guide recruitment based on the criteria for selection of the Executive Director that were approved by the Board,***
 - ***oversee the search process;***
 - ***recommend two to four candidates to the Board before the Fourteenth Board meeting.***
 - ***The Selection Committee shall make decisions by majority vote. In the event that a majority cannot be obtained, the Chair shall cast the deciding vote.***
 - ***Membership in the Committee shall not count towards the two-committee limit set forth in Section 23 of the Board Operating Procedures.***

Decision Point 4: ED Selection Criteria

The Board approves the selection criteria for the recruitment of the Executive Director as defined in Annex 3 to the Report of the Executive Director Transition (GF/B13/14).

Recruitment Process

- Action Plan for recruitment attached as Annex 2
- Urgent need for Selection Committee to initiate process to select a recruitment firm
- Plans for short list to be submitted to the 14th Board meeting
- New ED would start during first quarter of 2007

Decision Point 5: Recruitment Process

The Board approves the action plan for the recruitment of the Executive Director set forth in Annex 2 to the Report of the Executive Director Transition (GF/B13/14). The Board authorizes the Executive Director Selection Committee to make appropriate revisions to the Action Plan, provided that such revisions are consistent with the objective of selecting a new Executive Director at the Fourteenth Board meeting.

Next Steps on Current ED

- The committee took note of the ED's Board communication of 3 March 2006 indicating he would not seek a full further third term
- Based on advice from WHO, the committee requested the Board chair to notify the ED that the Board would consider an extension of the current contract beyond 15 July 2006 to ensure a smooth transition and would decide on this at the Thirteenth Board meeting

Decision Point 6: ED Transition

To ensure an orderly transition, the Board requests the World Health Organization, under the terms of the Administrative Services Agreement, to extend the employment contract of the Executive Director, Professor Richard Feachem to December 31, 2006.