
**PREPARATORY CONFERENCE FOR THE COMMISSION FOR
THE CONSERVATION AND MANAGEMENT OF HIGHLY
MIGRATORY FISH STOCKS IN THE WESTERN AND
CENTRAL PACIFIC**

Seventh session
Pohnpei, Federated States of Micronesia
6 - 7 December 2004

WCPFC/PrepCon/42
19 November 2004

**PROPOSED INTERVIEW AND DECISION-MAKING PROCESS FOR THE SELECTION OF
THE COMMISSION EXECUTIVE DIRECTOR**

Proposal by the Chairman

Background

1. Article 9(7) of the Convention provides:

The Contracting Parties shall determine the location of the headquarters of the Commission and shall appoint the Executive Director.

2. It was agreed at PrepCon VI that “the process of recruiting an Executive Director should commence as soon as possible, so that the Commission could be in a position to decide on an appointment at its first meeting”. The process agreed in paragraph 11 of the PrepCon VI Concluding Statement has been implemented and four candidates have been invited for interview on Wednesday 8 December.

3. It was also agreed at PrepCon VI (paragraph 13 of the Concluding Statement) that:

The Chair of the Preparatory Conference would lead an interview panel comprising all Commission members and those reasonably expected imminently to become members. The interview panel would then make recommendations to the Commission. The precise nature of the interview and decision-making process would be confirmed by the seventh session of the Preparatory Conference. In order to assist this discussion the Chair and the delegation of New Zealand will prepare a paper outlining the proposed process for consideration at PrepCon VII.

Proposal

4. The purpose of this paper is to propose an appropriate interview and selection process to be agreed at PrepCon VII before the interviews are conducted on Wednesday 8 December. Following the interview process a decision will be taken on a recommendation to go to the inaugural meeting of the Commission the following day.

Interview Panel

5. Consistent with the above decision taken by PrepCon VI, it is proposed that the following delegations be represented on the interview panel:

Australia, China, Cook Islands, Federated States of Micronesia, Fiji Islands, Republic of Kiribati, Marshall Islands, Nauru, New Zealand, Niue, Papua New Guinea, Korea, Samoa, Solomon Islands, Tonga, Tuvalu and Chinese Taipei

Interview Process

6. Given the size of the interview panel, it is proposed that a smaller group ask the questions of the candidates in the presence of the full interview panel. The role of the smaller group would be restricted to asking questions of the candidates. The wider interview panel would be present at the interviews and would all later participate in the decision-making process. Heads of delegation of members of the interview panel wishing to participate in this smaller group should advise the PrepCon Chairman before Wednesday 8 December.

7. It is proposed that the interview panel adopt the following procedure:

The PrepCon Chairman will begin each interview by asking the candidate a general question which has been prepared with the assistance of professional consultants and which has been given to the candidate in advance.

Then other members of the smaller group will follow with questions either of their own or drawn from some draft questions prepared in advance, which will be circulated to them. These questions will not have been shared with the candidates.

Decision-making Process

8. After the smaller group has concluded its questioning of all candidates, it is proposed that there should then be a general discussion among all members of the full interview panel, who would then adopt the following procedure for the selection of a candidate for recommending to the Commission:

- Polling will be done by secret ballot and all members of the interview panel defined above will be entitled to participate
- There will be at least three rounds of polling
- A tie between candidates that affects their inclusion in the subsequent round of voting will result in a re-ballot, which will include only those candidates whose results are tied.
- The candidate in each round with the highest number of votes will be the top ranking candidate for that round.
- Round 1: Interview panel members will each rank the candidates from 1 to 4, with 4 representing the most preferred candidate and 1 representing the least preferred candidate. The candidate with the lowest score after this round will drop out of the ballot process and will be ranked the lowest in the interview panel's recommendation to the Commission.
- Round 2: Members will rank the three remaining candidates from 3 to 1, with 3 representing the most preferred candidate and 1 representing the last preferred candidate. Again, the lowest scoring candidate will drop out of the selection process and will be ranked third in the panel's recommendation to the Commission.

- Round 3: Each member will rank the remaining two candidates, with 2 representing the most preferred candidate and 1 representing the least preferred candidate of the two
- The candidate that polls the highest in round 3 (or in the final round if additional rounds are needed in the event of a tie in any round) will be recommended to the Commission as the preferred candidate, and the candidate that polls the lowest in the final round will be the interview panel's second preferred choice.

9. The advantages of proceeding in this way through three rounds of polling will allow members of the interview panel to adjust their preferences during the process should their most preferred candidate be eliminated. It will also provide a preferred ranking of all four candidates to cover the contingency that the top candidate does not, for whatever reason, take up the position.

(A copy of this paper is being made available to each of the candidates so that they will be aware of the process being recommended to the Preparatory Conference for adoption.)
