Background

On March 21, 2011, the World Bank Group’s Board of Executive Directors approved principles to guide open, merit-based, and transparent Presidential selections (Selection Principles). The Selection Principles were applied to the 2012 selection and are the main guidance on the Presidential selection process today.

Selection process

The selection process typically begins when the incumbent President informs the Board of intentions to seek reappointment or leave the institution. Past Presidents have conveyed their plans formally and informally to the Board either through the Corporate Secretary or the Dean of the Board. They have made their plans known as early as 14 months and as late as 4.5 months before the end of their terms.

Nomination Process

Candidates may be nominated by Executive Directors, or by Governors through their respective Executive Director. The Board establishes the length of the nomination period. Nominations are submitted to the Corporate Secretary. After the nomination period closes, the Corporate Secretary provides the Board with a list of candidates that have confirmed their interest in being considered for the post.

If the number of nominees exceeds three, the Selection Principles require the Board to prepare a shortlist. An informal straw poll of Executive Directors is envisioned to determine which candidates have the most support. The shortlist is decided by consensus, or if consensus is not possible, by a formal vote.

Confidentiality is maintained as long as possible to protect the identity of candidates who might not wish to be identified. The Corporate Secretary holds the names of candidates in confidence during the nomination period. Once the Corporate Secretary discloses the nominees to the Board, the Executive Directors maintain confidentiality as well until the shortlist of candidates is finalized. After the Board decides on the shortlist, the names of the candidates are publicly disclosed with the candidates’ consent.

Interviews of the shortlisted candidates are conducted by the Board. Issues covered during the interview are prepared in advance. The final selection decision is made by the Board by consensus, and adopted through a Board resolution.

Qualification Criteria

President candidates are required to have:
• A proven track record of leadership;
• Experience managing large organizations with international exposure, and a familiarity with the public sector;
• Ability to articulate a clear vision of the Bank’s development mission;
• A firm commitment to and appreciation for multilateral cooperation; and
• Effective and diplomatic communication skills, impartiality and objectivity in the performance of the responsibility of the position.