

Selection Procedures for Accountability Mechanism Secretary September 8, 2020

Background

On March 5, 2020, the World Bank’s Board of Executive Directors (the Board) approved measures to reinforce the accountability framework by establishing a new independent “World Bank Accountability Mechanism” housing the dispute resolution and compliance functions while preserving the Inspection Panel members’ independence (R2020-0039 /1; IDA/R2020-0064 /1).

Introducing a new dispute resolution function will require a clear organizational line between the compliance and the dispute resolution functions. While under one umbrella, the new Dispute Resolution Service (DRS) will organizationally be separated from the Inspection Panel (IPN) to ensure its effectiveness and avoid conflict of interests.

The IPN and the DRS will be integrated into the new World Bank Accountability Mechanism to be headed by an “Accountability Mechanism Secretary” (AM Secretary). The AM Secretary will be responsible for planning and overseeing the processes of the AM in line with approved procedures and will be responsible for keeping the records of the AM proceedings. S/He will also oversee the DRS. For administrative matters, all staff of the AM will report to the AM Secretary with the exception of the Inspection Panel members. The AM Secretary will work with the IPN to prepare and submit the AM annual budget proposal for Board’s consideration. The AM Secretary will be appointed by and report directly to the Board. The AM Secretary will be appointed and will hold a five-year non-renewable term. The AM Secretary will be prohibited from working for the World Bank Group again in any capacity following his/her appointment.

Executive Directors, Alternates, Senior Advisors, Advisors and staff members of the World Bank Group—with “staff members” defined according to Staff Rule 4.01 to include any persons holding an appointment with the World Bank Group—will not be considered for this position until two years have elapsed since the end of their service in the World Bank Group.

Selection Procedure

1. The selection process should be orderly, transparent and with due attention to protecting the independence of the position. The selection process should follow best practice for international recruitments for senior posts of this kind.
2. The following selection process is proposed:
 - a. **Selection Committee**
 - To lead the process, a Selection Committee comprising six (6) members would be appointed by the President in consultation with Executive Directors. The Selection Committee would include: three (3) members of the Committee for Development Effectiveness (CODE)—the Chair, the Vice-Chair, and an additional member; the Dean of the Board; a member of Senior Management; and the General Counsel. The four (4) Board members on the Selection Committee would comprise of two

(2) Executive Directors representing borrower constituencies and two (2) Executive Directors representing non-borrower constituencies.

- The Chair of CODE would chair the Selection Committee and will provide status reports to the Board throughout the process of the selection.
- The Vice President, Human Resources (HR) Department will appoint a representative to the committee and make available support, including the services of a reputable external Executive Search Firm, to carry out a search.
- Unless otherwise decided by the Corporate Secretary, the CODE Secretary will serve as Secretary to the Selection Committee and provide support throughout the process.
- The Selection Committee would develop a *modus operandi*, including a timetable for completing its work and a method of interacting with an Executive Search Firm.

b. Selection Criteria

- The HR representative will develop the selection criteria, for consideration of the Selection Committee, that will guide the search.
- As a basis for the search, the Selection Committee will meet with relevant members of the Accountability Mechanism, principally the Inspection Panel Chairperson to take account of his/her views on the necessary competencies for candidates. For future appointments, the Selection Committee will meet with the outgoing AM Secretary to take account his/her views on the necessary competencies for candidates.
- Paying due attention to geographical representation and to the integrity, credibility and trust that will be placed in the AM Secretary position, the Selection Committee will review and clear the competencies and selection criteria to guide the search.

c. Search

- The Selection Committee will discuss and agree on the level of outreach, including how broadly and where to advertise the Notice of the Vacancy of the AM Secretary. It will consider applications from all interested parties and be open to receiving nominations of prospective candidates from Executive Directors, including but not limited to, recommendations they receive from stakeholders.
- The Selection Committee may also instruct the Executive Search Firm to do outreach to identify potential candidates.
- The HR representative, in coordination with the Executive Search Firm, will screen applicants and develop an appropriate list of suitable candidates to present to the Selection Committee for review. They will keep the Selection Committee apprised of progress through periodic consultation.

d. Candidate(s) selection

- In preparing the short list, the Selection Committee would seek the advice of other Executive Directors, and others as appropriate, working in coordination with the Corporate Secretariat, Dean and co-Dean of the Board on the shortlisted candidates.
- The HR representative in coordination with the Executive Search Firm will conduct a more in-depth examination including reference checks of the shortlisted candidates and would present the findings to the Selection Committee.
- The Selection Committee members will interview the candidates on the short-list in accordance with the procedures agreed by the Committee.
- Following the interviews of candidates and having sought the advice of the other Executive Directors through informal consultations, the Selection Committee will recommend the final candidate(s) to the President, with ranking if needed, for further consideration. The President will select the final candidate and/or may request additional information.
- The Human Resources representative will ascertain the interest and availability of the selected candidate after conducting final reference checks.
- Following review of the Committee's recommendation, and further consultation with the Chair of the Selection Committee as necessary, the President will put forward the nomination to the Board for its decision.

e. Performance Review

- The performance review of the AM Secretary is managed under the oversight of CODE with the advice of the World Bank Group Vice President, Human Resources.
- The AM Secretary does not receive a performance rating. Any annual pay increase will be administered in accordance with the procedure for “special positions” of staff ineligible for performance ratings.
- Only the Board may remove the AM Secretary, for cause.