

<p style="text-align: center;">Fourteenth Meeting of the States Parties Proposed decision on selection procedure of a new ISU Director</p>
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The resignation of the incumbent ISU Director as per 30 September 2015 after 14 years of service opens the issue of selecting his replacement. As things stand, States Parties have not as of yet agreed a selection procedure.

Considering the importance of the function and the need to proceed in a transparent and objective manner, the Meeting of the States Parties hereby decides to set up a procedure along the following lines:

- During the 14th Meeting of the States Parties, a selection panel will be established with the mandate to shortlist and interview candidates and to make a recommendation to the States Parties on the appointment to be made.
- The selection panel will consist of five members and four surrogate members, all representatives to the Convention and preferably based in Geneva. The selection panel will reflect the geographical and profile (affected and non-affected States Parties) balance of the membership. The Convention's Presidency shall not be a member of the selection panel.
- Candidates for the selection panel will be reminded of the fact that the selection of a new director will require their professional time especially in the period February to June 2016.
- Announcement of the vacancy based on agreed terms will take place at the closure of the 14th Meeting of States Parties. Candidatures will have to be submitted by 15 February 2016. The shortlisting, the interviews and the report will be readied in time for a decision to be taken at the intersessional meeting of 2016.
- In case a member of the selection panel would experience a conflict of interest with regard to a certain candidate, the said member will withdraw and be replaced by a surrogate member of similar geographical origin and profile.
- The selection panel will draft a report ranking the three top candidates in an order of preference. It will report on the interviews it has conducted and duly explain the motivations for the ranking it has arrived at. The report shall remain confidential within the selection panel.. The selection panel will only communicate the candidate it has ranked first to the Convention's Presidency.
- The Presidency will propose that candidate for approval by the States Parties. If no consensus is reached, the Presidency will turn to the selection panel to be given the name of the candidate ranked second and seek consensus on that basis. If necessary, the candidate ranked third is offered to the States Parties.

- After designation of the ISU Director, the report of the selection panel will be made available upon demand of a State Party.
- The candidate will be recruited for a fixed term of 4 years, renewable once only for another fixed term of 4 years. The description of the function and the level of remuneration are mentioned in the vacancy notice. The salary is a fixed salary indexed to the cost of living once per year. Adjustments for seniority are only allowed with the approval of the Coordinating Committee.
- The vacancy shall be published on the APMBC Web Site and made available at no cost for the ISU to UN bulletin boards. States Parties shall be solicited to disseminate the vacancy among their own nationals,

The GICHD agrees to assist in the administration of the selection process without costs to the States Parties.
