

Appointment of the Director, Evaluation

Report by the Director-General

1. Paragraph 43 of the Evaluation Policy approved by the Executive Board in 2018¹ requires the Director-General to appoint a technically qualified head of the Evaluation Office after consultation with the Executive Board. The Director-General shall likewise consult the Executive Board before any termination of the incumbent of that office. The head of the Evaluation Office serves for a fixed term of four years with a possibility of reappointment only once for a further term of four years and is barred from re-entry into the Organization after the expiry of his/her term.
2. In May 2021 the post holder notified his intention to retire in October 2021. A recruitment process was therefore initiated.
3. The Director-General appointed an interview panel comprising senior staff at WHO and approved special selection procedures. The panel engaged an external evaluation specialist, also a member of the Independent Expert Oversight Advisory Committee, to advise on the technical competence of candidates during each phase of the recruitment process. A vacancy notice was issued on 24 June 2021 and was posted on the WHO website. The announcement remained open until 26 July 2021 in order to attract a large number of candidates.
4. A total of 103 applications were received in response to this vacancy notice. Of these, 61 were automatically eliminated due to their lack of essential requirements. The panel reviewed the remaining 42 applications in order to identify those candidates whose profile best matched the requirements of the post, with respect to education, professional qualification, substantive evaluation experience and language capabilities. This review yielded 16 candidatures of interest; these were then scrutinized by the hiring manager, who retained a short-list of three external candidates with extensive evaluation experience for further review by the panel. The panel concurred with this short-list of three candidates, one of which was a female applicant. An external expert in executive leadership was contracted to first interview the three candidates to substantiate their leadership, management and emotional intelligence competencies.
5. Following the interviews with the external leadership expert, the three candidates were each invited to prepare a presentation on an evaluation topic which they then delivered during a video interview with the panel. During the interview the panel asked questions about the content of the presentation and further competency-based questions that they had formulated in advance.

¹ See decision EB143(9) (2018) and document EB143/2018/REC/1, Annex 4.

6. As a result of this entire process, the Director-General has decided to select Dr Masahiro Igarashi for the post of Director, Evaluation from early 2022.

ACTION BY THE EXECUTIVE BOARD

7. The Executive Board is invited to note this report.

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