

Appointment of the Internal Auditor

Report by the Director-General

1. Paragraph 112.2 of Rule XII of the Financial Rules (*Internal Audit*) requires the Director-General to consult with the Executive Board before the appointment of the head of the Office of Internal Oversight Services and it requires that the head of the Office be technically qualified. The position of head of the Office of Internal Oversight Services is subject to a single term of a maximum of seven years with no right of employment in another function within the Organization.
2. The current incumbent will reach retirement age in December 2023. A recruitment process was therefore initiated in early 2023.
3. The Director-General appointed an interview panel comprising senior staff at WHO and approved special selection procedures. The panel engaged an external expert, who is also the Chair 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 4 January 2023 and was posted on the WHO website. The announcement remained open until 2 February 2023 in order to attract a large number of candidates.
4. A total of 178 applications were received in response to this vacancy notice. Of the applications received, 101 were automatically eliminated due to their lack of essential requirements. One internal candidate withdrew from the process. The representative of the Department of Human Resources and Talent Management reviewed the remaining 76 applications in order to identify those candidates whose profile best matched the requirements of the post, with respect to education, professional qualifications, substantive audit and investigation experience and language capabilities. This review yielded 15 candidatures of interest; these were then scrutinized by the hiring manager, who retained a short-list of five external and two internal candidates with extensive experience for further review by the panel. The panel concurred with this short-list of seven candidates, two of whom were female applicants.
5. Following the completion of asynchronous video interviews, the seven candidates were each invited to prepare a presentation on a technical 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 technical and competency-based questions that they had formulated in advance.

6. As a result of this process, the Director-General has decided to select Ms Lisa McClennon for the post of Director of the Office of Internal Oversight Services with a start date in 2023 to be confirmed as soon as possible.

ACTION BY THE EXECUTIVE BOARD

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

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