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# **Nomination and appointment of Regional Directors**

## **Process for the election of Regional Directors**

**Note by the Legal Counsel**

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## 1. BACKGROUND

1. In accordance with Article 52 of the WHO Constitution, Regional Directors are appointed “by the Board, in agreement with the regional committee”. The election process for Regional Directors is governed by the relevant provisions of the Rules of Procedure of the Executive Board and of the Regional Committee concerned, as well as the relevant resolutions and decisions of the Regional Committee.

2. The governing bodies have addressed themselves to the process to nominate and appoint Regional Directors on several occasions. Starting in the 1990s, questions relating to the appointment of Regional Directors were first considered by the Working Group on the WHO Response to Global Change that was established by the Board in 1992<sup>1</sup> and subsequently by a special group of members of the Board that was established to undertake an examination of the Constitution, including questions relating to regional arrangements.<sup>2</sup> In decision WHA65(9) (2012), the Health Assembly decided, *inter alia*, that “regional committees that have not yet done so, in line with principles of fairness, accountability and transparency, establish: (i) criteria for the selection of candidates; and (ii) a process for assessment of all candidates’ qualifications”. In decision WHA69(8) (2016), the Health Assembly addressed itself to governance reform, including the increasing harmonization across the regional committees in relation to the nomination of Regional Directors, and decided to invite “each Regional Committee to consider measures to improve the process of nomination of Regional Directors, taking into consideration best practices from the six regions”.

3. Despite these initiatives, there remains a degree of lack of alignment among the regions on the procedure for nominating Regional Directors, providing varying levels of scrutiny and transparency. At the same time, experience from recent nominations has highlighted the importance of integrity, accountability and transparency in the process for nominating Regional Directors. Improved and aligned requirements across the Organization concerning scrutiny of candidates and transparency of procedures may therefore be considered as a way to further enhance the credibility and legitimacy of the nomination process.

4. This note provides an overview of the existing framework related to the election of Regional Directors, as well as presenting a number of options for possible measures to enhance transparency, accountability and integrity in the nomination process.

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<sup>1</sup> Decision EB89(19) (1992). The Working Group recommended to “consider options for nomination and terms of office of the Director-General and Regional Directors, including the use of search committees” (document EB92/1993/REC/1, Annex 1, paragraph 4.2.2.4).

<sup>2</sup> In accordance with decision EB97(11) (1996) and resolution EB99.R24 (1997), the special group presented recommendations to the Executive Board on, *inter alia*, the term of office of Regional Directors, their qualifications and methods of selection. In addition to proposing that the term of office of Regional Directors should be five years, the special group proposed that “the work already carried out on criteria for selection and appointment of the Director-General and the Regional Director for Europe should be considered for application in all regions”. Furthermore, the special group “did not favour the view that the Executive Board should select Regional Directors from more than one candidate proposed by the regional committee. Assuming that the regional committees applied established selection criteria, they should be responsible for the nomination of Regional Directors, which would then be considered by the Executive Board” (document EB101/7, paragraphs 46 and 47). The recommendation was approved by the Board (see document EB101/1998/REC/2, summary record of the sixth meeting, page 73).

## 2. OVERVIEW OF REGIONAL ARRANGEMENTS FOR THE NOMINATION OF THE REGIONAL DIRECTORS

5. The process for the nomination of Regional Directors has been harmonized to an extent across the six WHO regions, as illustrated in the Annex below. Specifically, all six regional committees have adopted the following measures:

- **criteria for the assessment of candidates:** however, it should be noted that criteria are not consistent among the six regions and, in particular, do not include educational qualifications, professional experience or managerial skills; it should also be noted that the Regional Directors, once appointed by the Executive Board, are staff members of the Organization; and
- **a standard form for the curriculum vitae to be used by Member States and candidates when proposing names:** however, it should be noted that the standard forms adopted by the Regional Committee for the Eastern Mediterranean and the Regional Committee for the Western Pacific merely recall the criteria adopted by the Regional Committee rather than providing a form for the curriculum vitae.

Furthermore, all regions except the Pan American Health Organization (PAHO)/WHO Regional Office for the Americas have adopted a code of conduct for the nomination of the Regional Director. The Code of Conduct is a political commitment aimed at promoting an open, fair, equitable and transparent nomination process.<sup>1</sup>

6. With the exception of the South-East Asia Region, all regions envisage the shortlisting of five candidates if there are more than five candidates for the position. The shortlisting is drawn up by secret ballot at the Regional Committee session at which the nomination is due to take place. As an exception to this practice, in the European Region this task is carried out by the Regional Evaluation Group prior to the Regional Committee session at which the nomination takes place.

7. Similarly, all regions provide for the interviews of candidates. With the exception of the European Region, the interviews take place at a private meeting of the Regional Committee. In the European Region, candidates are interviewed by the Regional Evaluation Group prior to the Regional Committee session.

8. The rules of only two regions (the Region of the Americas and the European Region) foresee the holding of a live candidates' forum, comprising an oral presentation and a question-and-answer session between candidates and Members of the Region prior to the Regional Committee session. In the Americas and Europe, no interviews of candidates are held during the Regional Committee itself.

9. Finally, notwithstanding the request in decision WHA65(9) (2012), a process for the assessment of all candidates' qualifications has been implemented only in one region (European Region) to date.

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<sup>1</sup> The Directing Council of the Region for the Americas has not expressly adopted a code of conduct for the nomination of the director/regional director. The nomination guidelines state, however, that candidates should have "sensitivity to and respect for the cultural, social, political, and economic diversity within and among the countries in the Region" (see PAHO/WHO Regional Office for the Americas, Nominating Guidelines, Article I).

### **3. POSSIBLE MEASURES TO INCREASE TRANSPARENCY, ACCOUNTABILITY AND INTEGRITY OF THE PROCESS**

#### **A. Revise criteria for the post of Regional Director**

10. All six WHO regional committees have adopted criteria that candidates for the position of Regional Director should satisfy. Those criteria are related mainly to management, leadership experience, sensitivity to cultural, social and political differences, commitment to WHO and physical condition. With the exception of the Rules of Procedure of the Regional Committee for Africa, which require proposals for candidates for Regional Director to have a “medical background”,<sup>1</sup> the current criteria are silent on the candidate’s educational qualifications.

11. Consideration could be given to:

- introducing minimum requirements related to the educational qualifications, professional experience and management skills that candidates should meet; these could, for example, reflect the equivalent requirements for WHO-appointed staff at director level and above;<sup>2</sup>
- elaborating upon existing criteria in order to provide further guidance to Member States in assessing candidates; and
- establishing post descriptions for the position of Regional Director.

12. On a related matter, all regions except for the European Region and the Western Pacific Region explicitly limit proposals by Member States to persons from the Region or, in one case, to citizens of the proposing Member State. With a view to broadening the scope of potential candidates and in line with the enhanced global mobility within the Organization, consideration may be given to providing that candidates may be from any WHO Member State.

#### **B. Broaden the category of persons who may propose candidates or be proposed as candidates**

13. At present, only Member States within the Region may propose names of persons as candidates for the position of Regional Director. This may limit the field of potential candidates and may lead to the exclusion of some potential candidates for political reasons. It may also encourage the perception that candidates are representatives of their proposing Member State. In addition, in some of the regions, Member States may only propose candidates who are nationals of countries within their respective regions. This affects the promotion of diversity across the Organization.

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<sup>1</sup> Rule 52(2) of the Rules of Procedure of the Regional Committee for Africa.

<sup>2</sup> Minimum requirements for D1/D2 level positions:

- (i) 15 years of relevant work experience and includes experience at the international level – international experience is mandatory and means relevant experience gained outside the applicant’s home country; and
- (ii) an advanced (Master’s) level university degree that must be relevant to the position in question. Only degrees from accredited institutions in the World Higher Education Database (WHED) will be considered.

14. Options that are available include the following.

- Allowing proposals to be submitted only from Member States of the Region (current practice).
- Broadening the range of actors that may propose candidates. This could for example include one or more of the following in addition to Member States: non-State actors in official relations with the Organization or accredited to the relevant region, as well as WHO collaborating centres and national institutions recognized by WHO in accordance with the Regulations for Study and Scientific Groups, Collaborating Institutions and Other Mechanisms of Collaboration.
- Engaging the services of a professional recruitment firm to proactively identify suitable candidates, either as well as or instead of the other options.
- Allowing open applications, inviting applicants to propose themselves.
- Removing barriers that would limit proposals of candidates and applications to individuals who are nationals of countries within a given region.

15. Furthermore, it is noted that the rules of procedure of the regional committees of three of the six WHO regions provide that Member States may propose one or more persons for the post of Regional Director, whereas the other three regions provide that Member States may propose the name of only one person. Consideration may be given to harmonizing the rules in this regard by providing in all cases that Member States may propose the names of one or more persons.

### **C. Establish a search and/or evaluation committee to evaluate candidates**

16. While all regions have established criteria to assess candidates, only the European Region currently has a mechanism to evaluate candidates against those criteria. In the European Region, a Regional Evaluation Group is appointed by the Regional Committee at its session preceding the one at which a person is due to be nominated as Regional Director.<sup>1</sup> The Regional Evaluation Group is composed of six representatives of Regional Committee Members and is tasked with the function of making a preliminary – and non-binding – evaluation of candidates for nomination in the light of the criteria specified by the Regional Committee and to perform related functions.

17. The Regional Committee for Africa established a search committee at its forty-eighth session in 1998.<sup>2</sup> The establishment of a search committee was again considered by the Regional Committee in 2003,<sup>3</sup> but the Regional Committee decided not to establish one on that occasion. The decision was based on considerations related to cost implications, the view that such a search committee would not have the legal mandate to shortlist candidates and the view that every candidate nominated by a Member State should have the right to stand for election.<sup>4</sup>

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<sup>1</sup> See Rules 47.1 and 47.2 of the Rules of Procedure of the Regional Committee for Europe.

<sup>2</sup> Resolution AFR/RC48/R7.

<sup>3</sup> Document AFR/RC53/15.

<sup>4</sup> Document AFR/RC53/18, paragraphs 250–252.

18. Members of the Board may wish to consider recommending that all regional committees establish a regional search and/or evaluation committee. The following aspects would need to be considered.

- **Composition:** the committee could be composed exclusively of representatives of Member States or of independent experts, or a mix of both. It could be limited to persons from the region or, given the Executive Board's role in the process, could also include representatives of the Executive Board. The WHO Secretariat, including the Department of Human Resources and Talent Management and the Office of the Legal Counsel, would support the committee.
- **Methodology:** such a committee could evaluate the candidates against the set criteria. It could do so through assessment of the information and documents submitted through a standard form for curriculum vitae and through interview of the candidates. It could also commission a "due diligence" assessment of candidates.
- **Role:** the search/evaluation committee could have a purely advisory role, providing a ranked or unranked non-binding evaluation of candidates. Alternatively, it could take on the role of establishing a shortlist, with only the shortlisted candidates going forward for consideration by the governing bodies. A further option would be for it to recommend one single candidate, who would subsequently be considered by the regional committee on a yes/no basis.

19. Possible additional tasks:

- if a professional recruitment firm were engaged to identify candidates, the committee could oversee this process;
- the committee could oversee implementation of the Code of Conduct if such an oversight role is decided upon (see below);
- the committee could be tasked with verifying qualifications of the candidates, and considering declarations of interest of the candidates, with assistance from the Secretariat; and could have the power to disqualify unqualified candidates; and
- the committee could be tasked with reopening the call for proposals if it is not satisfied with the quality and size of the field of proposals submitted.

#### **D. Election process**

20. The current election process envisages, in most cases, the establishment of a shortlist by the Regional Committee, followed by a series of secret ballots to choose between the shortlisted candidates in order to establish a single nominee. The Executive Board then considers the single nominee on a yes/no basis.

21. As noted above, a search/evaluation committee could take on the role of establishing a shortlist; or it could be tasked with making a single recommendation that would be considered by both the Regional Committee and Executive Board on a yes/no basis.

22. Consideration may be given to whether the Regional Committee should have the option of reopening the period for submitting proposals if it is not satisfied with the quality and size of the field of candidates proposed.

## **E. Code of conduct for the nomination of the Regional Director**

23. As recalled above, all six regional committees have adopted a code of conduct for the nomination of the Regional Director. Through the decision adopting the Code of Conduct, most of the regional committees have called upon Member States to implement the Code of Conduct, to make it widely known and easily accessible and to bring it to the attention of candidates, and have requested the Regional Director to support the implementation of the Code of Conduct and impress upon the Secretariat the importance of complying with the obligations laid out in the Staff Regulations and Rules with regard to the conduct to be observed during the nomination process. In addition, the rules of procedure of some regional committees contain a reference to the Code of Conduct in their provisions relating to the nomination process.<sup>1</sup>

24. Nonetheless, the Code of Conduct remains non-binding and there is accordingly no mechanism for considering alleged breaches of the Code of Conduct (except potentially in regard to WHO staff members who may be candidates, in respect of whom a breach of the Code of Conduct could in some circumstances amount to a disciplinary matter). Furthermore, some specific areas are not currently covered by the Code of Conduct, namely the disclosure of interests, including those related to tobacco and tobacco products, and provisions on sexual misconduct and other abusive misconduct.

25. The Executive Board may wish to consider whether to recommend amending the Code of Conduct to introduce wording on conflict of interest for candidates; and sexual misconduct and other abusive conduct. In addition, it may further consider whether to recommend keeping the Codes of Conduct non-binding or to increase its formality, for example by requiring a signed undertaking from candidates and proposers to comply with the Code of Conduct, as well as a signed WHO declaration of interest for staff. Consideration could also be given to establishing an oversight mechanism to which allegations of breaches of the Code of Conduct could be reported; however, this would likely require the provision of investigative services and there could be difficulties in resolving any such allegations within the time frame of the election process.

## **F. Code of Conduct: measures to strengthen disclosure of campaign activities**

26. Under the codes of conduct, both Member States and candidates are expected to disclose their campaign activities (e.g. hosting of meetings, workshops, visits) with a view to making that information available on a dedicated page of the Regional Office website. Nominating Member States are further invited to consider disclosing grants or aid funding for the previous two years in order to ensure full transparency and mutual confidence among Member States.

27. The practice that has developed is that the Secretariat provides candidates (but not Member States) with a template form to be used for the disclosure of their campaign activities. Any information so received from the candidates is posted on the Regional Office website.

28. With a view to enhancing transparency, consideration may be given to further calling upon Member States to disclose their campaign activities; inviting all Member States (not only nominating Member States) to consider disclosing grants or aid funding for the previous two years; and to requesting the Secretariat to facilitate such disclosure, for example by providing Member States with a template form to be used to that end.

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<sup>1</sup> See Annex.

## **G. Code of Conduct: conduct of campaign activities**

29. The codes of conduct at present both discourage excessive travel for campaign purposes and encourage the use of intergovernmental meetings for campaigning in the margins. The rationale is to avoid excessive spending on travel and ensure a level playing field between candidates. In practice, however, the guidance can be seen as lacking precision and may be regarded as encompassing significant differences in the extent of travel carried out by candidates.

30. The Executive Board may wish to consider recommending more precise guidance on travel and campaign activities, making clear for example whether bilateral campaign travel is acceptable or not. One option would be to limit campaign travel to a limited number of pre-identified health-related events during the campaign period. These could for example be identified by a search and/or evaluation committee. Candidates could be authorized to travel to these events and to campaign in the margins, with other campaign travel prohibited.

## **H. Live candidates' live forum**

31. The rules governing the election process for the Director-General, as well as the relevant rules of the European Region and the Region for the Americas, provide for live candidates' forums. These consist of time-limited oral presentations by candidates, followed by a question-and-answer session at a meeting prior to the session at which the nomination takes place – in the case of the European Region, even if there is only one candidate.<sup>1</sup>

32. In the context of the 2023 Regional Director nomination processes, the Eastern Mediterranean, the South-East Asia and Western Pacific regions held ad hoc candidates' live forums prior to the nomination at the Regional Committee. Candidates were invited to deliver a presentation, which was followed by a question-and-answer session with the Member States of the Region. As a minimum, the forums were broadcast on the website of the Regional Office concerned.

33. Consideration may be given to formalizing the holding of candidates' live forums for the nomination of the Regional Director prior to the nomination at the Regional Committee, provided there is more than one candidate.<sup>2</sup> The proposed modalities for the candidates' live forum concerning the nomination of Regional Directors would have to be adopted by each Regional Committee. Such modalities could be modelled on the current ones, which conform with the format of the interviews at regional committees, or they could be modelled differently, such as to provide for a panel discussion whereby all candidates would address the same question at a panel discussion. The latter would provide for a degree of differentiation with the interview of candidates that takes place either at the search and/or evaluation committee or at the Regional Committee meeting.

34. Should candidates' live forums be organized, consideration may be given as to whether the password-protected web forums foreseen in the codes of conduct should continue to be held. Past experience shows relatively low levels of activity by both Member States and candidates,<sup>3</sup> while the costs of implementing and supporting the web forum are relatively high in terms of human resources. Consideration could be given to replacing this tool with a live candidates' forum.

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<sup>1</sup> Rule 47.8 of the Rules of Procedure of the Regional Committee for Europe.

<sup>2</sup> In accordance with Rule 62 of the Rules of Procedure of the Executive Board, the candidates' forums for the election of the Director-General only take place if there is more than one candidate.

<sup>3</sup> For example, during the web forums held for the 2023 Regional Director elections, there were 58 posts for the Eastern-Mediterranean Region, 53 posts for the South-East Asia Region and 20 posts for the Western Pacific Region.

**I. Panel interview between candidates and the press**

35. To increase the transparency of the nomination processes, consideration may also be given to creating opportunities for interaction between the candidates and the media. Options in this regard include holding a separate, dedicated panel discussion between candidates and the media; or dedicating a segment of the live candidates' forum to questions by the media.

**J. Interviews of candidates**

36. The European Region and the Region for the Americas provide for candidates to be interviewed in advance of the Regional Committee meeting (by the Regional Evaluation Group and at a meeting of the Regional Committee held in the margins of the Executive Committee, respectively). The other regions provide for the interview of candidates at a private meeting of the Regional Committee held immediately before the secret ballot for the nomination. If search and/or evaluation committees are established, interviews could be held by those committees.

37. If interviews of candidates are also held at the Regional Committee meeting, consideration could be given to broadcasting those interviews through a web-stream on the website of the Regional Office for transparency purposes.

**K. Duration of the term of office of Regional Directors**

38. The Independent Panel on Pandemic Preparedness and Response in its report entitled COVID-19: Make it the Last Pandemic, recommended, inter alia: "Strengthen the authority and independence of the Director-General, by means that include having a single term of office of seven years with no option for re-election. The same rule should be adopted for Regional Directors." In light of this recommendation, consideration could be given to extending the term of office of the Regional Directors from five to seven years, with no possibility for reappointment.

**4. IMPLEMENTATION**

39. Adoption of most of the measures proposed above would require amendments to the rules of procedure of the regional committees, as well as changes to previous resolutions or decisions and the codes of conduct adopted by them. This would require consideration and action by the regional committees. Consideration of this matter would likely require a period of consultation among Member States.

40. In this regard, it should be noted that two Regional Director nominations are due to be considered by regional committee meetings in 2024, in Europe and Africa respectively and starting in November 2023 and February 2024, respectively. Any adjustments to the procedure should, in principle, be made before the process begins. Therefore, it seems unlikely that significant changes could be considered and implemented for the Regional Director elections to be held in 2024. The Board could consider inviting the Regional Committee for Europe and the Regional Committee for Africa to give consideration to introducing specific elements on which there was a consensus by the time of the Board's 154th session in January 2024, either through a silence procedure (e.g. a candidates' live forum) or by a decision made at a special session of the Regional Committee (e.g. setting up a regional search and/or evaluation group).

**ACTION BY THE EXECUTIVE BOARD**

41. The Board is invited to note the report and to provide guidance on the questions set out below.

- Should the processes for the nomination of the Regional Directors be revised? If so, should there be a minimum common standard across the regions?
- Should the Secretariat prepare a document for the 2024 regional committees' consideration on measures to enhance transparency, accountability and integrity of the process for nomination of Regional Directors and hold further informal consultations with Member States, taking into account the outcome of the regional deliberations, with a view for a revised process, as appropriate, to be agreed upon the 157th session of the Executive Board in May/June 2025?
- Should the Regional Committees for Africa and Europe be invited to consider making provision for interim enhancements to the election process in respect of the upcoming nominations of Regional Directors in the African and European regions? If so, what form should these interim measures take?
- Should the process for the election of the Director-General be revised along similar lines to the processes for the nomination of Regional Directors? If so, should the Secretariat submit a document to the 156th session of the Executive Board in January 2025 on measures to enhance transparency, accountability and integrity of the election process with the view for a revised process, as appropriate, to be agreed upon by the Seventy-eighth World Health Assembly in May 2025?
- Does the Executive Board wish to take action in respect of the abovementioned questions? If so, the Board is invited to adopt the following draft decision:

The Executive Board, having considered the report by the Note by the Legal Counsel on the process for the election of the Regional Directors,<sup>1</sup> decided to request the Director-General:

- (1) to submit a document on measures to enhance transparency, accountability and integrity of the process for the nomination of Regional Directors to the regional committees in 2024;
- (2) to hold informal consultations with Member States, taking into account the outcome of the regional committees' deliberations, and submit a document outlining a revised process for nominating the Regional Directors to the 157th session of the Executive Board in May/June 2025; and
- (3) to submit a document on measures to enhance transparency, accountability and integrity of the election process of the Director-General to the 156th session of the Executive Board in January 2025, with the view to submitting a document outlining a revised process to the Seventy-eighth World Health Assembly in May 2025.

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<sup>1</sup> Document EB154/38.

# ANNEX

## REGIONAL PROCESSES FOR THE NOMINATION OF REGIONAL DIRECTORS

Regional Office	Candidates			Code of Conduct for the Nomination of the Regional Director		Standard form for curriculum vitae	Regional search and/or evaluation committee	Shortlisting of candidates	Interviews of candidates
	Number of candidates who may be proposed by each Member State	Nationality	Criteria for assessing candidates	Adoption	Mention in the Rules of Procedure of the Regional Committee				
<b>Regional Office for Africa</b>	Only one person. <sup>1</sup>	Candidate must be a citizen of the Member State submitting the proposal. <sup>1</sup>	Criteria were adopted through resolution AFR/RC48/R7 (1998).	Adopted through resolution AFR/RC68/R1 (2018).	No.	A standard form for the curriculum vitae was adopted through resolution AFR/RC68/R1 and is contained in document AFR/RC68/14, Annex 1.	A regional search committee was established in 1998 for the nomination process to be held at the forty-ninth session of the Regional Committee. <sup>2</sup>	If there are more than five candidates, the Regional Committee draws up a shortlist of five candidates at the commencement of its session. <sup>3</sup>	Interviews are conducted at a private meeting of the Regional Committee and consist of a presentation by each candidate, in addition to answers to questions from members. <sup>4</sup>
<b>Regional Office for the Americas</b>	Only one person. <sup>5</sup>	Candidate national of a country within the Region. <sup>6</sup>	Criteria were adopted through resolution CD47.R4 (2006).	The Directing Council has not expressly adopted a code of conduct for the nomination of the Director/ Regional Director. The nomination guidelines state that candidates should have "sensitivity to and respect for the	N/A.	N/A.	No.	N/A	Interviews are conducted at a meeting open to all Members and Associate Members on the margins of the Executive Committee session preceding the session of the Pan American Sanitary Conference.

<sup>1</sup> Rule 52(2) of the Rules of Procedure of the Regional Committee for Africa.

<sup>2</sup> Resolution AFR/RC48/R7.

<sup>3</sup> Rule 52(6) of the Rules of Procedure of the Regional Committee for Africa.

<sup>4</sup> Rule 52(7) of the Rules of Procedure of the Regional Committee for Africa.

<sup>5</sup> Rule 57(2) of the Rules of Procedure of the Pan American Sanitary Conference (2007).

Regional Office	Candidates			Code of Conduct for the Nomination of the Regional Director		Standard form for curriculum vitae	Regional search and/or evaluation committee	Shortlisting of candidates	Interviews of candidates
	Number of candidates who may be proposed by each Member State	Nationality	Criteria for assessing candidates	Adoption	Mention in the Rules of Procedure of the Regional Committee				
				cultural, social, political, and economic diversity within and among the countries in the Region". In addition, candidates should be willing to "sign the mandated PAHO and WHO Declaration of Conflict of Interest", thereby demonstrating strict ethical principles of integrity, independence and impartiality. <sup>1</sup>					
<b>Regional Office for South-East Asia</b>	Only one person. <sup>2</sup>	Candidate must be a person from within the Region. <sup>2</sup>	Criteria were adopted through resolution SEA/RC65/R1 (Annex C).	Adopted through resolution SEA/RC70/R3 (2017).	Yes ("Member States shall be mindful of the Code of Conduct adopted by the Regional Committee and shall bring it to the attention of such persons"). <sup>2</sup>	A form for the curriculum vitae was adopted through resolution SEA/RC70/R3 (2017) (Annex 2).	No.	No.	Candidates make a presentation at a private meeting of the Regional Committee, consisting of an oral statement by the candidate and requests for clarifications by Members. <sup>3</sup>

<sup>1</sup> Article I, Nominating Guidelines.

<sup>2</sup> Rule 49(b) of the Rules of Procedure of the Regional Committee for South-East Asia.

<sup>3</sup> Rule 49(g) of the Rules of Procedure of the Regional Committee for South-East Asia. Further modalities were adopted through resolution SEA/RC65/R1 (2012).

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	Number of candidates who may be proposed by each Member State	Nationality	Criteria for assessing candidates	Adoption	Mention in the Rules of Procedure of the Regional Committee				
<b>Regional Office for Europe</b>	One or more persons. <sup>1</sup>	No specific requirement concerning the nationality of the candidate. <sup>1</sup>	Criteria were adopted through resolution EUR/RC40/R3 (and subsequently affirmed and supplemented through resolution EUR/RC47/R5).	Adopted through resolution EUR/RC63/R7 (2013).	Yes ("Member States shall be mindful of the Code of Conduct adopted by the Regional Committee and shall bring it to the attention of such persons"). <sup>1</sup>	A standard form for the curriculum vitae was developed by the Regional Evaluation Group.	The Regional Committee establishes a Regional Evaluation Group for each nomination at the session prior to the session at which the nomination will take place. <sup>2</sup> The terms of reference of the Regional Evaluation Group are set out in document EUR/RC40/4, approved in resolution EUR/RC40/R3 and amended by the Regional Committee in resolution EUR/RC60/R3.	Unranked shortlisting is conducted by the Regional Evaluation Group. <sup>3</sup>	Interviews are conducted by the Regional Evaluation Group.
<b>Regional Office for the Eastern Mediterranean</b>	One or more persons. <sup>4</sup>	The person(s) proposed must be from within the Region. <sup>4</sup>	Criteria were adopted through decision No. 3 of the fifty-ninth session of the Regional Committee (see	Adopted through resolution EM/RC63/R.6 (2016)	Yes ("Member States shall be mindful of the Code of Conduct adopted by the Regional Committee and shall bring it to	A standard form for proposing the names of persons for nomination to the position of Regional Director, which merely recalls the criteria adopted	No.	If there are more than five candidates, the Regional Committee draws up a shortlist at a private meeting at the commencement of its session. <sup>5</sup>	Interviews are conducted at a private meeting of the Regional Committee and consist of a presentation by each candidate in addition to answers to

<sup>1</sup> Rule 47.4 of the Rules of Procedure of the Regional Committee for Europe.

<sup>2</sup> Rules 47.1 and 47.2 of the Rules of Procedure of the Regional Committee for Europe.

<sup>3</sup> Rule 47.10 of the Rules of Procedure of the Regional Committee for Europe.

<sup>4</sup> Rule 51(b) of the Rules of Procedure of the Regional Committee for the Eastern Mediterranean.

<sup>5</sup> Rule 51 f bis) of the Rules of Procedure of the Regional Committee for the Eastern Mediterranean.

Regional Office	Candidates			Code of Conduct for the Nomination of the Regional Director		Standard form for curriculum vitae	Regional search and/or evaluation committee	Shortlisting of candidates	Interviews of candidates
	Number of candidates who may be proposed by each Member State	Nationality	Criteria for assessing candidates	Adoption	Mention in the Rules of Procedure of the Regional Committee				
			document EM/RC59/13)		the attention of such persons”), <sup>4</sup>	through decision No. 3 of the fifty-ninth session of the Regional Committee (see document EM/RC59/13), is contained in the Appendix to the Code of Conduct.			questions from members. <sup>1</sup>
<b>Regional Office for the Western Pacific</b>	One or more persons. <sup>2</sup>	No specific requirement concerning the nationality of the candidate. <sup>2</sup>	Criteria were adopted through resolution WPR/RC50.R8 (1999).	Adopted through resolution WPR/RC63.R7 (2012).	Yes (“Members shall be mindful of the Code of Conduct for the Nomination of the Regional Director of the Western Pacific Region adopted by the Regional Committee and shall bring it to the attention of such persons”) <sup>3</sup>	A standard form for the proposal of names of persons for nomination to the position of Regional Director, which merely recalls the criteria adopted through resolution RC50/R.8, is contained in the Appendix to the Code of Conduct.	No.	If there are more than five candidates, the Regional Committee draws up a shortlist of five candidates at a private meeting at the commencement of its session. <sup>4</sup>	Interviews are conducted at a private meeting of the Regional Committee and consist of a presentation by each candidate, in addition to answers to questions from members. <sup>5</sup>

<sup>1</sup> Rule 51 f ter) of the Rules of Procedure of the Regional Committee for the Eastern Mediterranean.

<sup>2</sup> Rule 51 of the Rules of Procedure of the Regional Committee for the Western Pacific.

<sup>3</sup> Rule 51 of the Rules of Procedure of the Regional Office for the Western Pacific, as amended by the Regional Committee at its Seventy-third session.

<sup>4</sup> Rule 51, sixth paragraph, of the Rules of Procedure of the Regional Committee for the Western Pacific.

<sup>5</sup> Rule 51, seventh paragraph, of the Rules of Procedure of the Regional Committee for the Western Pacific.