

## Reunión Extraordinaria del Consejo de la UICN

Reunión virtual, 11 de abril de 2023

### DECISIÓN

El Consejo de la UICN,

la carta recibida del Sr. Bruno Oberle, Director General de la UICN, el 30 de marzo de 2023;

1. Acepta la renuncia del Sr. Oberle de su puesto de Director General de la UICN;
2. Agradece al Sr. Oberle sus contribuciones a la UICN durante su mandato;
3. Decide iniciar inmediatamente el proceso de búsqueda de un nuevo DG y, mientras tanto, ejercer una mayor supervisión y orientación durante el período de transición, en estrecha coordinación con la Presidenta y la Junta Directiva, con el fin de garantizar la estabilidad y la continuidad de las operaciones de la UICN.
4. Aprueba el calendario para el proceso de búsqueda de un DG (anexo 1);
5. Establece el  con los TdR adjuntos en Anexo 2 y los siguientes miembros:
  - La Presidenta (presidenta del Comité)
  - Los cuatro vicepresidentes
  - Los presidentes de los Comités permanentes del Consejo
  - Un representante de los presidentes de las Comisiones de la UICN
  - El miembro del Consejo de Suiza

## Proceso de búsqueda de un DG para la UICN 2023

### Calendario orientativo

(Aprobado por el Consejo de la UICN, sesión extraordinaria EC2, 11 de abril de 2023)

Etapas	Antes de (fecha)	Responsable
--------	---------------------	-------------



## Terms of Reference

### Search Committee for the Director General, IUCN

(Approved by the IUCN Council, Extraordinary meeting EC2, 11 April 2023)

The Terms of Reference for the Search Committee are as follows:

1. Agree on a budget for the search process in consultation with IUCN support staff.
2. Select an executive search consultant or a search firm.
3. Review and revise for Council approval the Job Description for the Director General, IUCN, in cooperation with the search firm.
4. Ensure that the process to identify candidates take advantage of networking throughout the Union, that Council members, in particular, are invited to confidentially encourage candidates to apply, and that the position is widely advertised.
5. In collaboration with the search firm, ensure that candidates are carefully screened, résumés are robustly reviewed with reference to the fit with and ability to deliver on IUCN's needs, and a long and short list of potential candidates are identified and approved using the specified criteria.
6. Interview remotely a short list of candidates (in the order of 5-6).
7. Interview in person the final 2 candidates and prepare a confidential recommendation to Council, with one preferred candidate.
8. Maintain absolute confidentiality on all aspects related to the identity of all candidates, any discussions with those candidates, and conditions of hiring.
9. Reports regularly to the Council after each key step and advise Council on any necessary decisions relating to the transition to a new IUCN Director General.

By joining the Search Committee, each member agrees to declare any conflict of interest and to exercise the utmost discretion in regard to all matters pertaining to the recruitment of the Director general of IUCN and is bound to respect the privacy of candidates and to protect confidential information before, during and after the recruitment process.