

Annex XII: Selection process for the Executive Director of the Green Climate Fund Secretariat

1. The following steps are proposed for the selection of the Executive Director:
 - (a) Approval by the Board of the selection process;
 - (b) Approval by the Board of the terms of reference for the independent executive search firm;
 - (c) Establishment by the Board of an ad hoc Executive Director Selection Committee (EDSC) consisting of eight Board members, drawn equally from developing and developed countries, that will oversee the selection process and make recommendations to the Board;
 - (d) Review of the applications by the EDSC with the support of the independent executive search firm, including: creation of a long list of twelve candidates, a short list of six candidates, interviews with the six short-listed candidates, creation of a final list of at least three candidates, and second-round interviews with the final list of candidates; the EDSC should strive to ensure a balance of candidates from developed and developing countries and gender balance in the long list, short list and final list of candidates;
 - (e) Recommendation by the EDSC of at least three final candidates to the Board by B.35, which may include a ranking by preference;
 - (f) Following the presentation to the Board by at least three candidates, consideration by the Board of the EDSC's recommendations, including Board agreement of one candidate from among the final three candidates; and
 - (g) The Board will make an offer to the selected candidate promptly following its agreement on the selected candidate.