Meeting of the States Parties to the Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-Personnel Mines and on Their Destruction

Date ...

English only

Twenty-Second Meeting
Geneva, 1-5 December 2025
Item9 (h) (ii) of the provisional agenda
Consideration of the general status and operation of the Convention
Implementation Support
Other matters concerning implementation support Selection process for the new ISU Director

Draft Decision on the selection procedure for the recruitment of a new ISU Director

Submitted by the President of the 22 MSP

To be considered at the 22 Meeting of States Parties

Considering the importance of the function and the need to proceed in a transparent and objective manner, the Meeting of States Parties hereby decides:

To set up a procedure for the recruitment of a new Director for the Implementation Support Unit (ISU) as follows:

1. A selection panel is to be established with the mandate to shortlist and interview candidates and to make a recommendation to the States Parties on the appointment to be made.

2. The selection panel will consist of five members and four surrogate members, all representatives to the Convention and preferably based in Geneva. In composing the panel, due consideration will be given to gender balance, geographical background and profile (affected and non-affected States Parties). The Convention's Presidency shall not be a member of the selection panel. Once established the selection panel will appoint a chair among its members.

3. Candidates for the selection panel are reminded of the fact that the selection of a new director will require their professional time especially in the period May to November 2026.

4. Announcement of the vacancy based on agreed terms will take place in May 2026. Candidatures will have to be submitted by 30 June 2026. The shortlisting, the interviews and the report will be readied in time for a decision to be taken through a silence procedure or at the latest at the Meeting of States Parties of 2026.

5. In case a member of the selection panel would experience a conflict of interest with regard to a certain candidate, the said member will withdraw and be replaced by a surrogate member. To the extent possible the balance with regard to gender, geographical background and profile should be maintained.

6. The selection panel will draft a report ranking the three top candidates in an order of preference. It will report on the interviews it has conducted and duly explain the motivations for the ranking it has arrived at, emphasizing how the competences of the respective candidates correspond to the requirement of the function. The report shall remain confidential within the selection panel as long as the procedure is running. The selection panel will only communicate the candidate it has ranked first to the Convention's Presidency.

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7. The Presidency will propose that candidate for approval by the States Parties. The Presidency can revert to a silence procedure. The response time will be at most two weeks. If no consensus is reached, the Presidency will turn to the selection panel to be given the name of the candidate ranked second and seek consensus on that basis. If necessary, the candidate ranked third is offered to the States Parties.

8. After designation of the ISU Director, the report of the selection panel will be made available to the members of the Coordinating Committee.

9. The candidate will be recruited for a fixed term of 4 years, renewable once only for another fixed term of 4 years with the approval of the States Parties. The description of the function and the level of remuneration are mentioned in the vacancy notice. The salary is a fixed salary. Adjustments to the salary due to local inflation or seniority are only allowed with the approval of the Coordinating Committee.

10. The vacancy will be published on the APMBC Web Site and made available at no cost for the ISU to UN bulletin boards. The President will communicate the vacancy to all permanent missions in Geneva and New York. States Parties will be solicited to disseminate the vacancy among their own nationals.

11. The GICHD will be requested to assist in the administration of the selection process without cost to the States Parties, as per the Agreement between the States Parties to the Convention and the GICHD for the Hosting of the APMBC ISU.

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