



WORLD HEALTH ORGANIZATION  
REGIONAL OFFICE FOR EUROPE  
COPENHAGEN

REGIONAL COMMITTEE FOR EUROPE  
*Forty-seventh session, Istanbul, 15 – 19 September 1997*

## RESOLUTION

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EUR/RC47/R5  
18 September 1997  
12507  
ORIGINAL: ENGLISH

### ADDITIONS AND AMENDMENTS TO THE RULES OF PROCEDURE OF THE REGIONAL COMMITTEE AND THE STANDING COMMITTEE OF THE REGIONAL COMMITTEE

The Regional Committee,

Having considered the recommendations of its Standing Committee (as contained in document EUR/RC47/2) regarding further changes to the Rules of Procedure of the Regional Committee and the Standing Committee of the Regional Committee;

1. ADOPTS the following changes:

(a) Insert a new paragraph both at the end of Rule 14.2.1 and as new Rule 14.3.5 (*new text underlined*):

Member States submitting nominations must be present at the Regional Committee during the relevant agenda item otherwise their nominations will not be considered.

(b) Amend Rule 47.1 as follows (*new text underlined*):

47.1 At its session preceding the one at which a person is due to be nominated as Regional Director, the Committee shall appoint a Regional Search Group, based on equitable geographical representation, to make a preliminary evaluation of candidates for nomination in the light of the criteria specified by the Committee and to perform related functions as set out in this Rule.

(c) Amend Rules 47.6 and 47.7 as follows (*new text underlined, deleted text scored through*):

47.6 The Director-General shall, not less than ten weeks before the date fixed for the opening of the session, cause copies of all proposals for nomination as Regional Director (with particulars of qualifications and experience) received by him or her within the period specified to be sent to each Member of the Region and shall indicate to each Member whether or not the person holding the office of Regional Director is also a candidate for nomination. Copies shall be sent to ~~each representative appointed to attend the session of the Committee~~ the Regional Office's list of official contacts, as well as to the Chairperson of the Regional Search Group.

47.7 At the same time, the Chairperson of the Regional Search Group shall send, under confidential cover, the evaluation report of the Search Group on all candidates, and an unranked short-list of not more than five candidates who in its opinion most closely meet the criteria laid down, to the President, the Executive President and the Deputy Executive President of the Committee, to each Member of the Region ~~for the attention of its chief representative designated to attend the Committee's next session~~ according to the Regional Office's list of official contacts, and to the Director-General.

(d) Replace Rule 47.8 with the following (*new text underlined*):

47.8 From the outset of its work, the Regional Search Group shall search actively for suitable candidates who meet the criteria agreed to by the Regional Committee. The candidature of such persons shall be submitted in accordance with the procedure set out in Rule 47.3.

2. AFFIRMS the decision taken at its fortieth session (resolution EUR/RC40/R3) regarding the following criteria for candidates for nomination for the position of Regional Director and ADDS (*new text underlined, deleted text scored through*):

(a) The candidate must have a ~~true~~ commitment to WHO's mission;

The candidate should be ~~truly~~ committed to the values, role and policies of WHO and notably the goal of health for all. There should be clear evidence of his/her personal involvement in furthering that commitment.

- (b) The candidate must have proven leadership qualities and integrity;

The candidate must be dynamic and must have demonstrated long-term and consistent leadership qualities. A commitment to outcomes and effective results – as opposed to merely a concern about processes – is essential. Ability to communicate in a clear and inspiring way is an important requirement. Such communication skills need to be effective with widely different target groups, including the mass media, and involve direct personal contact with political and other leaders in the public health field, health personnel, a wide range of academic and other professional groups outside the health sector, and WHO staff, etc. In view of the high goals of WHO and its impartial international character, the personal integrity of the candidate and the ability to withstand pressures from official or private sources contrary to the interests of the Organization are essential.

- (c) The candidate must have proven managerial ability;

The person should have demonstrated clear ability to manage a complex organization in the health field. His/her performance in that role should have demonstrated a determination to make a thorough analysis of the problems and possibilities for solving them; the setting of clear goals and objectives; the design of appropriate programmes for optimal use of the total resources; the efficient use of those resources; and a careful process for monitoring and evaluation. Importance should be attached to the candidate's skills in fostering teamwork – with appropriate delegation of responsibility – and in creating a harmonious working environment. In view of the need for the work of the Region to interact with and actively support the efforts of other regions and headquarters, the candidate's ability to work effectively with leaders, at both national and international levels, in health and other sectors, is an important element.

- (d) The candidate should be a person professionally qualified in the field of health and having a sound knowledge of public health and of its epidemiological basis;

This type of qualification and background would greatly assist the candidate in the performance of his/her duties, and in contacts with national health administrations.

- (e) The candidate must have a broad understanding of the health problems and social, political, cultural, ethnic and other ~~sensitivities~~ sensitive issues in the Region;

In view of the above, it follows that the candidate would normally be a national of one of the Member States of the Region. The candidate should be fluent in ~~more than~~ at least one of the working languages of the Regional Committee, and knowledge of others would be an asset.

(f) The candidate must be sufficiently healthy to carry out the duties of the post.

It is acknowledged that being sufficiently healthy to carry out the duties of the post would not preclude a physically handicapped person from being considered.