

Pre-selection process for the post of the Executive Director – nomination of a Management Board observer

43rd meeting of the Management Board 28-29 September 2016

Item	10
Action	For decision
Status	Final - Public

Proposal

The Management Board is invited to appoint one of its members as observer in the pre-selection process for the Executive Director.

Expressions of interest for the position should be communicated before the forthcoming meeting to mb-secretariat@echa.europa.eu.

Background

In its meeting of June 2016, the Management Board was consulted on the vacancy notice for the next ECHA Executive Director.

The Commission took the comments from Board members into account and will soon publish the vacancy in the Official Journal of the European Union. ECHA will publish the job advertisement also in a major print publication and various online portals.

The Commission will then organise a pre-selection process which will lead, after consultation and interviews by the Consultative Committee on Appointments (CCA), to a list of qualified candidates. This list will be submitted on behalf of the responsible Commissioner(s) to the Management Board for selecting an Executive Director.

In accordance with respective Commission guidelines, the preselection committee is composed of three Commission officials which have at least the grade of the post published. Usually this is the (Deputy) Director General of the partner DG as Chair (DG GROW in ECHA's case), a director of the partner DG and a director of another DG.

The guidelines foresee also that the Management Board may designate an observer to the pre-selection committee.

Rationale

The Management Board should consider to designate an observer to the pre-selection Committee.

The role of Observer and that of voting Member of the Management Board must be kept clearly distinct. This means that the person appointed as observer should participate in the pre-selection interviews but should not ask questions to candidates, nor take an active role in the deliberations of the pre-selection panel.

The workload for the observer will depend on the number of candidates. Generally, it can be

expected that ca. three working days and 2-3 missions to Brussels (reimbursed by ECHA) will be required.

Alternative options

The Management Board could decide to abstain from designating an observer for the Commission pre-selection Committee. This could, however, result in an eventually less informed Management Board decision on the appointment of the next Executive Director.

Drawbacks

Any Board member acting as observer in the pre-selection Committee could not be a candidate for the position of the Executive Director. In order to avoid any perception of a potential conflict of interest, the Secretariat also recommends that the observer should abstain from participating in the Management Board's decision making on the appointment, i.e. should not participate in the vote.

For questions: mb-secretariat@echa.europa.eu