

ORGANISATION EUROPÉENNE POUR LA RECHERCHE NUCLÉAIRE
CERN EUROPEAN ORGANIZATION FOR NUCLEAR RESEARCH

Action to be taken

Voting Procedure

For recommendation to Council	COMMITTEE OF COUNCIL 242nd Meeting 22 June 2000	Simple Majority
For Approval	COUNCIL 115th Session 23 June 2000	Simple Majority

SELECTION PROCEDURE FOR THE DIRECTOR-GENERAL

At its March 2000 meeting, the Committee of Council examined and discussed document CERN/CC/2317 containing a proposed procedure for selecting and appointing the Director-General of CERN and agreed that the document should be resubmitted to the Committee in June 2000 for a final recommendation to the Council.

On the basis of the attached document CERN/CC/2317/Rev., which takes account of the amendment agreed at its March meeting, the Committee of Council is invited to recommend the Council to approve the proposed procedure set out in Annex 1 and to adopt the Draft Resolution set out in Annex 2.

For its part, the Council is invited to approve the text of the proposed procedure set out in Annex 1 and to adopt the Draft Resolution set out in Annex 2.

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COMMITTEE OF COUNCIL

Two-hundred-and-Forty-Second Meeting
Geneva - 22 June 2000

COMMITTEE OF COUNCIL WORKING GROUP ON
THE SELECTION PROCEDURE FOR THE DIRECTOR-GENERAL

At its Two-hundred-and-thirty-third Meeting on 19 March 1998, the Committee of Council decided to set up a Working Group on the Selection Procedure for the Director-General under the chairmanship of Professor F. Aldana, Vice-President of Council, with the following terms of reference : “to examine various options for the selection procedure for CERN’s Director-General and to indicate the pros and cons of those alternatives for further discussion by the Committee”*. The composition of the Working Group, which was agreed in the closed session of the same meeting, is given in Annex 3 of this document.

The Working Group has held five meetings, on 19 June, 24 September and 10 December 1998 and on 10 March and 14 December 1999. At its first meeting the Working Group agreed to invite the Director-General to attend meetings of the working group *ex officio*. The then Director-General, Professor C. H. Llewellyn Smith, attended the first three meetings and the present Director-General, Professor L. Maiani, attended the two meetings which have taken place since the beginning of his term of office in January 1999.

* CERN/CC/2233, p.12

On the basis of the preliminary discussions at the first meeting, a draft Procedure for Selecting and Appointing the Director-General of CERN was prepared for the Working Group's second meeting and has formed the basis for discussions at the subsequent meetings. The proposed draft Procedure as finalised at the Working Group's meeting on 14 December 1999 is set out in Annex 1 of this document. A draft Council Resolution concerning the adoption of the procedure is set out in Annex 2.

The Committee of Council is invited to examine and comment on the proposed Procedure set out in Annex 1 of this document and on the draft Council Resolution set out in Annex 2.

PROCEDURE FOR SELECTING AND APPOINTING THE DIRECTOR-GENERAL OF CERN

Article 1

Scope of application

The procedure set out herein shall apply to the selection and appointment of the Director-General of CERN provided for in Article VI of the CERN Convention (1971 Edition).

Article 2

Duration of the term of office of the Director-General

The term of office of the Director-General of CERN shall be five years. The Council may very exceptionally give consideration to extending the term of office of the incumbent Director-General if special circumstances in the life of the Organization so require.

Article 3

Date of appointment

For a term of office starting on 1st January of year Y, the Council shall if possible decide on the appointment of the Director-General in December of the year Y-2, to enable the selected candidate to be aware of the appointment about one year before it commences and to allow the Director-General Designate time for sufficient consultation and familiarisation with the Organization.

Article 4

Initiation of the Selection Procedure

The Committee of Council shall initiate the selection procedure at its March meeting in the year Y-2 by deciding on the detailed qualification profile provided for in Article 7 and by instituting a Search Committee in accordance with the provisions of Article 8 of this Procedure.

Article 5

Advertisement of the post

The post of Director-General of CERN shall be advertised. The text of the advertisement, which shall include the detailed qualification profile provided for in Article 7, shall be approved by the Committee of Council at its March meeting of the year Y-2. A corresponding notice of vacancy shall be published on the first day of the month of April of that year via channels to be decided by the Committee of Council.

Article 6

Applications and nomination of candidates

Applications may be submitted by individual qualified candidates. The deadline for applications shall be 31st May of the year Y-2. Member State delegates may nominate candidates by this deadline or in accordance with the procedure laid down in Article 8.

Article 7

Qualification profile

To be eligible for short-listing, applicants or nominated candidates must satisfy all aspects of the qualification profile determined by the Committee of Council. The qualification profile shall take account of the Organization's requirements for the period concerned and shall include but not be limited to the following:

- outstanding expertise and a high reputation in particle physics and/or closely related fields;

- capacity for providing scientific and managerial leadership for CERN, for representing the Organization in dealings with governments and other bodies in and outside the Member States and for effective building of consensus within the Organization, the Member States and internationally.

Article 8

Search Committee

At its March meeting in the year Y-2, the Committee of Council shall institute a Search Committee, which shall comprise the Chairperson of the Scientific Policy Committee, five members of the Scientific Policy Committee elected by the latter for this purpose, the President of Council, the two Vice-Presidents of Council and the Chairperson of the Finance Committee. The Search Committee shall elect a Chairperson from among its own members. The Search Committee may consult any other persons it deems appropriate, including senior members of the CERN staff.

The Search Committee shall screen all the applications submitted by the deadline specified in Article 6, the nominations by Member State delegates submitted by that deadline and the additional qualified persons identified by the Committee itself. The Committee shall submit a preliminary list of names to the Committee of Council at its June meeting in the year Y-2. Members of the Committee of Council may supplement the list at this meeting. Once this procedure is completed, the Committee of Council shall finalise the list which shall then be deemed closed.

The Search Committee shall then draw up a final short list of preferably three and not less than two candidates, for consideration by the Committee of Council at its meeting in September or October of the year Y-2.

The Search Committee may decide to interview individual applicants prior to submission of the short-list to the Committee of Council. Reports on the outcome of interviews shall be appended to the short-list submitted to the Committee of Council.

The Search Committee shall appoint from among its own members a spokesperson for each short-listed candidate, who shall be responsible for presenting the latter's candidature to the Committee of Council.

Article 9

Interviewing of the short-listed candidates by the Committee of Council

The Committee of Council should interview the short-listed candidates at its September or October meeting and in any case prior to its meeting in December of the year in which the appointment is to be made.

Article 10

Selection and appointment

The Committee of Council shall, according to its usual working procedures, select and recommend a candidate for appointment by the Council. This recommendation should be approved by at least a two-thirds majority of all the Member States.

The recommendation of the Committee of Council shall be forwarded by the President of Council to the members of the CERN Council which appoints the future Director-General at the December Council Session of the year Y-2.

Article 11

Notification of short-listed candidates

Once the Council has approved the appointment, the President of Council shall be responsible for notifying the short-listed candidates of the outcome of the selection procedure and shall offer the post to the selected candidate.

Article 12

Conditions of appointment

In accordance with the Council decision of 23-24 June 1977 (CERN/1265 and CERN/1268), a committee composed of the President of Council, the Vice-Presidents of Council and the Chairperson of the Finance Committee shall determine, on behalf of the Council, the conditions of appointment of the new Director-General.

These appointment conditions shall be set out in a letter of appointment to be signed by the President of Council and the Director-General being appointed.

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DRAFT RESOLUTION

THE COUNCIL,

Considering

The wish expressed by the Committee of Council at its meetings of 18 December 1997 and 19 March 1998 to examine the procedure for the selection and appointment of CERN's Director-General;

The setting-up of a Working Group by the Committee of Council for the purposes of drawing up such a procedure;

The proposal drawn up by the Working Group submitted to the Committee of Council at its meetings of March and June 2000;

The recommendation of the Committee of Council to Council, dated 22 June 2000, to adopt this proposal;

Considering also

Articles V and VI of the CERN Convention;

DECIDES:

That the selection and appointment of the Director-General of CERN shall be governed by the "*Procedure for selecting and appointing the Director-General of CERN*" set out in Annex 1 of this document.

WORKING GROUP ON THE SELECTION PROCEDURE FOR THE DIRECTOR-GENERAL

LIST OF PARTICIPANTS

- Members: Professor F. Aldana - *Chairman*
Professor J. Lefrançois
Mr P. Levaux
Mrs B. Sode-Mogensen
Professor J.-J. Aubert
Dr A. Freytag
Professor J. Zimányi
Professor F. Menzinger
Professor M. Bourquin
Ms F. Price
- Invited Ex officio: Professor C. H. Llewellyn Smith, Director-General (for the meetings of 19 June, 24 September, and 10 December 1998)
Professor L. Maiani, Director-General (for the meetings of 10 March and 14 December 1999)
- Also Invited: Mr J.-M. Dufour, Legal Counsellor (for the meetings of 10 March and 14 December 1999)
- Secretary: Mr J. M. Wilkinson