

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

Action to be taken

Voting Procedure

For Approval	COUNCIL 165 th Session 13 December 2012	Simple Majority of Member States represented and voting
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REVISION OF ARTICLE 2
PROCEDURE FOR SELECTING AND APPOINTING
THE DIRECTOR-GENERAL OF CERN

The Council is invited to approve the amendment to Article 2 of the Procedure for Selecting and Appointing the Director-General of CERN (CERN/2329/Rev.2) as set out in this document.

**REVISION OF ARTICLE 2
PROCEDURE FOR SELECTING AND APPOINTING
THE DIRECTOR-GENERAL OF CERN**

Introduction

In June 2000, on the proposal of a dedicated Working Group set up in 1998, the Council adopted the "Procedure for Selecting and Appointing the Director-General of CERN" laid down in document CERN/2329. In September 2011, the Council approved a revised version of this procedure, introducing in particular amendments to its Article 8 (CERN/2329 /Rev.2).

In March 2012, the Council expressed the wish to review Article 2 "Duration of the term of office of the Director-General" of the above procedure.

At its September 2012 Session, the Council discussed various options for amendment of Article 2 presented by the President of the Council in a White paper.

In accordance with the feedback received, the following amendment to Article 2 of document CERN/2329/ Rev.2) is submitted for approval by the Council.

Current text Article 2	Proposed text Article 2
Duration of the term of office of the Director-General	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.	The term of office of the Director-General of CERN shall be five years.

Proposal

The Council is invited to approve the amendment to Article 2 of the Procedure for Selecting and Appointing the Director-General of CERN (CERN/2329/Rev.2) as set out above.

Following approval by the Council, this amendment will be integrated in a revised version of the "Procedure for Selecting and Appointing the Director-General of CERN" (CERN/2329/Rev.3) as annexed.

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.

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 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 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 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 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 Council shall institute a Search Committee, which shall comprise the Chairperson of the Scientific Policy Committee; four members of the Scientific Policy Committee elected by the latter for this purpose; one external¹ member appointed by the Council with an outstanding scientific and/or managerial background; 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 Council at its June meeting in the year Y-2. Members of the Council may supplement the list at this meeting. Once this procedure is completed, the Council shall endorse the list which shall then be deemed closed.

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

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

¹ "External » shall be understood to mean a person with an outstanding scientific **and/or** managerial background who is neither a member of the CERN employed or associated personnel nor a member of any of CERN's governing bodies or committees.

Article 9

Interviewing of the short-listed candidates by the Council

The Council should interview the short-listed candidates at its September meeting and in any case prior to its meeting in December of the year Y-2.

Article 10

Selection and appointment

The Council shall, according to the principles set out in document CERN/2762/Rev,², select a candidate for appointment by the Council. The selected candidate should be appointed by the Council by at least a two-thirds majority of all the Member States at its December 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.

² Report of the Working Group on the procedure for future elections of the President of the Council and the Chairs of the CERN Committees

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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