

**Attachment 5.b of
Decision Document on the Revised Texts of the Agreement and Staff Regulations
related to Executive Directors and Deputy Executive Directors**

The 13th Senior Officials' Meeting (SOM-13)

29-30 November 2017

Makati City, Manila, Philippines

The following are adopted new texts of Article 6 (2) and (4) on Executive Director and article 7 (1) on Deputy Executive Directors of the Agreement on the Establishment of CTI-CFF Regional Secretariat as well as Regulation 7 (3) and (6) on Recruitment Policy for the Executive Director and Deputy Executive Directors of Staff Regulations:

THE AGREEMENT ON THE ESTABLISHMENT OF THE REGIONAL SECRETARIAT OF CTI-CFF

Article 6: Executive Director, No. 2

The Executive Director shall be appointed through a merit based process as outlined in the Staff Regulations for a term of four (4) years and be based on annual performance and assessment by the CTI-COM.

Article 6: Executive Director No. 4

The Executive Director shall be a national of a Party and be made to observe the principle of rotation in alphabetical order among CTI-CFF Member Parties.

Article 7: Deputy Executive Directors; No. 1

Two Deputy Executive Directors shall be appointed through a merit based process as outlined in the Staff Regulations for a term of four (4) years; open for all CTI-CFF Member Parties but shall not be of the same nationality as Executive Director at any point of time; and may be reappointed by the CTI COM for one term.

CTI-CFF STAFF REGULATIONS

**Regulation 7: Recruitment Policy for the Executive Director and
Deputy Executive Directors**

No. 3

The CTI COM or, where responsibility has been delegated, the CTI CSO shall convene an Appointment Committee to select and recruit vacancies for the position of Executive Director and/or Deputy Executive Director. The appointment mechanism for Executive Director and Deputy Executive Directors shall be as follows:

- a) The Executive Director shall be made to observe the principle of rotation in alphabetical order among CTI-CFF Member Parties.
- b) The Deputy Executive Directors shall be based on merit services and it is open for all CTI-CFF Member Parties but will not be of the same nationality as Executive Director at any point of time.

**Regulation 7: Recruitment Policy for the Executive Director and
Deputy Executive Directors**

No. 6

Vacancies for the Executive Director or Deputy Executive Directors will be advertised in the Parties. In addition, Parties may nominate candidates for vacant positions. Regardless of whether nominated by a Party or applying themselves, all candidates will be subjected to the same appointment process and selection criteria. Appointments of Executive Director and Deputy Executive Directors shall follow the appointment mechanism as stated under paragraph (3) above. Both posts shall never consider race, gender, mother tongue, religion and beliefs, ethnic or social origin.