

WIPO



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GENEVA

WIPO COORDINATION COMMITTEE

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ADVICE ON APPOINTMENTS TO POSTS IN THE SPECIAL AND HIGHER CATEGORIES

Document prepared by the Director General of WIPO

1. Regulation 4.8.(a) of the WIPO Staff Regulations and Staff Rules provides that "Staff members shall be appointed by the Director General; however, appointments to posts in the Special and Higher categories (grade D.1 and above) shall be made taking into account the advice of the Coordination Committee."
2. The Director General intends, if the Coordination Committee agrees, to appoint five staff members to grade D.1 and one new recruit to grade D.2. The five staff members in question occupy key positions in the Secretariat. The duties and responsibilities of each position correspond to those for which the grade of Director is appropriate. One post is currently vacant and the upgrading of five posts was approved with the 2004-2005 budget (ref. WO/PBC/7/2). A description of the duties of each position and brief biographical details of the staff members and a new recruit who are proposed for promotion to grade D.1 or grade D.2 respectively, are set out in the following paragraphs.

Senior Director-Advisor for Legislative Activities

3. The Senior Director-Advisor for Legislative Activities provides advice to the Director General on all legislative matters of WIPO in the field of intellectual property, including, *inter alia*, the preparation of diplomatic conferences convened under the auspices of WIPO

and the participation of WIPO in activities relevant to intellectual property. The Senior Director-Advisor provides counsel on the modernization of the legislation and related infrastructure of developing countries and countries in transition to market economies, as well as on legislative reform linked to treaties administered by WIPO and the development of future international norms regarding intellectual property. The Senior Director-Advisor advises on the follow-up of activities of all WIPO Standing Committees and other bodies related to intellectual property rights.

4. Grade D.2 corresponds to the responsibilities of the Senior Director-Advisor for Legislative Activities, who reports to the Director General.

5. Mrs. Michèle Weil-Guthmann, a national of France, will take up her duties with WIPO on January 1, 2005. Since 1998, she has worked as a Legal Advisor at the Permanent Mission of France to the United Nations Office and Other International Organizations in Geneva. In this capacity, Mrs. Weil-Guthmann is a member of the French Delegation to the United Nations Commission on Human Rights, President of the WIPO Geneva Group and participates actively in meetings of WIPO governing bodies. Furthermore, she is responsible for negotiations with the United Nations Compensation Committee and for following-up on negotiations of the Tripartite Commission on Gulf War Missing. Before her assignment to the Permanent Mission of France, Mrs. Weil-Guthmann was Vice-President of the *Tribunal de Grande Instance* of Paris, France; during this period she was also President of the Division and Head of the Paris Enforcement Judge's Unit. From 1994 to 1997, she was Senior Judge at the *Tribunal de Grande Instance* of Nanterre, France, President of the Division (civil and criminal litigation), and also President of the Legal Aid Bureau, at the same tribunal. She was Vice-President of the *Tribunal de Grande Instance* of Thonon-Les-Bains, France, from 1989 to 1994, President of the Division (civil and criminal litigation) at the same tribunal and also Deputy Director for traineeships of the *École Nationale de la Magistrature*. As a trained Magistrate, Mrs. Weil-Guthmann worked for the French Ministry of Justice, Commercial Law Office from 1981 to 1984 and also assumed responsibilities as *Rapporteur* of the Refugee Appeals Committee. From 1978 to 1981 she was an Examining and Civil Judge at the *Tribunal de Grande Instance* of Melun, France. Mrs. Weil-Guthmann was employed as an intellectual property attorney from 1988 for one year, with the law firm Baker & McKenzie, in Geneva. She worked for WIPO as a consultant from 1984 to 1988, where she dealt with legislative matters, including the production of legal brochures. Mrs. Weil-Guthmann obtained a Master's Degree in Private Law and a Postgraduate Degree in Law (*diplôme d'études approfondies en droit*) from the *Université de Paris, Panthéon-Sorbonne*. She also holds a Barrister's certificate, and a Diploma of the *École Nationale de la Magistrature*; she speaks French and English.

Legal Counsel, Office of the Legal Counsel

6. The Office of the Legal Counsel has responsibility for tasks associated with the depositary functions of the Director General in relation to WIPO-administered treaties and agreements. It gives advice to Member States, the Director General and the Secretariat on legal, constitutional and administrative questions concerning WIPO. The Office of the Legal Counsel provides secretariat services to the Assemblies of the Member States and to meetings of any governing bodies, as well as to diplomatic conferences and other WIPO bodies in relation to credentials, rules of procedure and administrative and final clauses. It is responsible for accreditation of intergovernmental, international and national non-governmental organizations with WIPO. The Office of the Legal Counsel represents the Organization in

legal cases or in staff appeals before the internal Appeal Board and the ILO Administrative Tribunal. It reviews the conformity of contracts between the Organization and suppliers and other enterprises with the legal regulations of the Organization and with applicable law. Relations with the Host State, including questions of privileges and immunities of the Organization and of its staff members, fall under its responsibilities. The Office of the Legal Counsel acts as the focal point for Group Coordinators.

7. Grade D.1 is in line with the responsibilities of the Legal Counsel, Office of the Legal Counsel, who reports to the Director General.

8. Mr. Edward Kwakwa, a national of Ghana, commenced his duties at WIPO in December 1996, as Assistant Legal Counsel, Office of the Legal Counsel. Following internal restructuring, he was appointed Assistant Legal Counsel and Head, Legal and Constitutional Affairs Section, Office of Legal and Organizational Affairs and PCT Systems, in February 2002. He was promoted to Deputy Legal Counsel in January 2003, and following a further internal restructuring, was appointed Acting Legal Counsel in December 2003. Prior to joining WIPO, Mr. Kwakwa worked for UNHCR and for WTO as a Senior Legal Adviser and a Legal Affairs Officer respectively. Previously, he was employed as the International Legal Adviser to the Commission on Global Governance in Geneva, and as an Associate at O'Melveny & Myers, an international law firm in Washington, D.C. Mr. Kwakwa holds a Doctorate in International and Comparative Law (J.S.D.) and a Master's Degree in International Trade and Investment Law (LL.M.) from Yale Law School, Yale University, a second Master's in Human Rights and Humanitarian Law (LL.M.) from Queen's University, Canada, and a Bachelor's Degree in Law, Politics and Sociology (LL.B. Honors) from the University of Ghana. He is admitted to practice law in the State of Connecticut and the District of Columbia, Washington, D.C., United States of America and has been an Adjunct Professor of Law at the Fletcher School of Law and Diplomacy, Tufts University, United States of America; he is the author of numerous articles and publications on international law subjects. Mr. Kwakwa has also served on the Executive Council of the American Society of International Law, and on the Editorial Boards of the African Journal of International and Comparative Law, the African Yearbook of International Law and the Governing Council of Africa Legal Aid. He speaks English and French.

Director, Information and Promotion Division, Sector of Trademarks, Industrial Designs and Geographical Indications

9. The Information and Promotion Division aims to promote awareness and knowledge of the international system for trademarks, industrial designs and appellations of origin, with the aim to enhance adherence to it by new contracting parties and optimal use of the Madrid, Hague and the geographical indications systems by the private sector. The Division develops related information, promotion and training material, and designs information and promotion programs for government officials from interested countries and for users and potential users of the systems. The Division is responsible for organizing seminars and other related training programs.

10. Grade D.1 corresponds to the responsibilities of the Director, Information and Promotion Division, who reports to the Assistant Director General, in charge of the Sector of Trademarks, Industrial Designs and Geographical Indications.

11. Mr. José Graça Aranha, a national of Brazil, joined the Organization initially in May 1993, as a Consultant, before being appointed in November 1994, as Program Officer, Development Cooperation and External Relations Bureau for Latin America and the Caribbean. He was appointed as Senior Program Officer in April 1996 and was transferred to the International Registrations Department in May 1998. Mr. Graça Aranha left the Organization in July 1999, in order to become President of the National Institute of Industrial Property (INPI) in Brazil. He returned to WIPO in January 2004, as Acting Director, Information and Promotion Division, Sector of Trademarks, Industrial Designs and Geographical Indications. Mr. Graça Aranha lectured at the University Cândido Mendes, Rio de Janeiro, Brazil, from 2000 to 2003, and at the Getulio Vargas Foundation, Rio de Janeiro, Brazil, from 2001 to 2002. Mr. Graça Aranha was the Manager of the PluriAnnual Plan of the Government of Brazil on intellectual property matters, from 2000 to 2003, and a Counsellor of the Superior Council of Technology and Competitiveness of the Federation of Industries of the State of São Paulo (FIESP), from 2000 to 2003. Before joining WIPO in 1993, Mr. Graça Aranha worked as an Attorney-at-Law in Rio de Janeiro, specialized in patents and trademarks, and as a Coordinator of Strategic Affairs, Ministry of Science and Technology, in Brasília, Brazil. Mr. Graça Aranha holds a Degree in Law from the University Cândido Mendes, Rio de Janeiro, Brazil, and a Master's Degree in Intellectual Property Law (LL.M) from the Franklin Pierce Law Center, Concord, New Hampshire, United States of America; he is a member of the Brazilian Bar Association (OAB). Mr. Graça Aranha is the author of a book on the Madrid Protocol on the International Registration of Marks and of several articles on matters related to intellectual property, public policies and foreign trade. He speaks Portuguese, English, Spanish and French.

Director, Economic Development Bureau for Asia and the Pacific

12. The Economic Development Bureau for Asia and the Pacific is responsible for developing, coordinating and executing WIPO's technical assistance program in the region in the fields of industrial property, copyright and neighboring rights. The Bureau develops and maintains contact in the region with senior government officials in charge of intellectual property, as well as the intellectual property user community in both the public and private sectors, and regional and sub-regional organizations. In this regard, it promotes and strengthens the development, modernization, administration and utilization of the intellectual property system for the economic, social, cultural and technical advancement of the Asia and Pacific region. The Bureau achieves this by focusing, *inter alia*, on the interrelationship between intellectual property and competitiveness, technology, investment and trade. It supports the formulation of policies on intellectual property issues of emerging concern and assists in the enforcement of intellectual property rights. The Bureau also negotiates with the donor community to mobilize extra-budgetary resources for WIPO's development cooperation program in the region.

13. Grade D.1 is in line with the responsibilities of the Director, Economic Development Bureau for Asia and the Pacific, who reports to the Deputy Director General in charge of the Economic Development Sector.

14. Mr. Ranjana Nalin Abeysekera, a national of Sri Lanka, took up his duties with the Organization in August 1998, as Senior Counsellor, Sector of Cooperation for Development, Cooperation for Development Bureau for Asia and the Pacific. He was promoted to Deputy Director in June 2003 and to Acting Director, Economic Development Bureau for Asia and the Pacific, in March 2004. Prior to joining WIPO, Mr. Abeysekera served as Minister-Counsellor of Economics and Commercial Affairs from 1995 to 1998, and as First

Secretary from 1989 to 1992, at the Permanent Mission of Sri Lanka to the United Nations Office and Other International Organizations in Geneva. During his term of office in Geneva, Mr. Abeysekera was Sri Lanka's Alternate Governor to the Common Fund for Commodities in 1990 and 1991, and from 1996 to 1998, he was the Coordinator and spokesman for the Asian Group in WIPO. He also served as spokesman of the Asian Group and Group of 77, on Commodities and Restrictive Business Practices, within the United Nations Conference on Trade and Development (UNCTAD). Mr. Abeysekera was Head of the Research and Development Division, Department of Commerce, Sri Lanka, from 1992 to 1995, where he closely interacted with trade and development, as well as intellectual property multilateral agencies. For 22 years he was a member of Sri Lanka's Overseas Trade Service. He was assigned to Cairo from 1981 to 1987, where he worked as, *inter alia*, Sri Lanka's Trade Commissioner, promoting trade relations with several Arab countries, including Iraq, Jordan, Lebanon, Syrian Arab Republic and Sudan. From 1975 to 1976, Mr. Abeysekera was a University Lecturer in Economics at the University of Sri Jayawardanapura, Sri Lanka, and a Guest Lecturer on Development Economics and International Trade from 1976 to 1980 at the University of Kelaniya, Sri Lanka. He is a founding member of Sri Lanka's Inventors Association and has participated and served as a resource person in numerous national, regional and international conferences, seminars, symposia, workshops, etc. Mr. Abeysekera holds a first class honor's Degree in Economics from the University of Sri Jayawardanapura, Sri Lanka. He also has a Diploma in Trade Policy from the World Trade Organization (WTO), and post-graduate certificates in International Trade from the Carl Duisberg Society, Germany, and the University of Manchester, United Kingdom.

Director, PCT Legal Division

15. The PCT Legal Division ensures the development, implementation and execution of the PCT legal framework, and helps provide PCT users and prospective users with relevant PCT legal information, advice, assistance and training. It is responsible for the implementation of all reforms adopted by the PCT Assembly. The PCT Legal Division also provides legal advice to the International Bureau in the resolution of problem situations that occur during the processing of international applications. The Division is responsible for the production of PCT publications, such as portions of the *PCT Gazette*, the *PCT Applicant's Guide*, the monthly *PCT Newsletter* and the content of the PCT website. In order to provide assistance to PCT users and prospective users, the PCT Legal Division additionally maintains an information service. The staff members of the PCT Legal Division regularly participate as featured speakers and lecturers at PCT seminars and training sessions throughout the world.

16. Grade D.1 is in line with the responsibilities of the Director, PCT Legal Division, who reports to the Director of the Office of the PCT.

17. Mr. Matthew Richard Bryan, a national of the United States of America, joined WIPO in September 1992 as Legal Officer, PCT Legal Division. He was promoted to Senior Legal Officer in August 1995, then to Senior Counsellor in February 2000. Following an internal restructuring, he was appointed as Head of the PCT Legal Resources Section, PCT Legal Division in April 2000, and as Head of the PCT Legal Service in January 2003. Following the restructuring which resulted in the creation of the PCT Legal Division in August 2004, Mr. Bryan was appointed Acting Director. During his service with WIPO, Mr. Bryan has traveled widely, teaching and providing training about the PCT in some 36 countries, including 16 developing countries. Among his responsibilities, Mr. Bryan currently serves as the main PCT representative to the American Intellectual Property Law Association (AIPLA), to the

Association of University Technology Managers (AUTM), and is responsible for PCT relations with the Trilateral Offices (United States Patent and Trademark Office (USPTO), the European Patent Office (EPO) and the Japanese Patent Office (JPO)). Before joining WIPO, Mr. Bryan served as a Law Clerk at the United States Court of Appeals for the Federal Circuit to Judge Randall Rader and to Senior Judge Marian T. Bennett. He holds a Bachelor of Arts in Humanities (emphasis in Spanish Literature) from Brigham Young University (BYU), United States of America, and a *Juris Doctor* from BYU's J. Reuben Clark Law School, where he served on the Moot Court Board of Directors and as Director of National Moot Court Team Competitions; he was elected to the National Order of the Barristers and Inn of Court I (George Sutherland Inn). He has been a member of the State Bar of California since December 1990. Mr. Bryan speaks English, Spanish and French.

Chief Information Officer

18. The Chief Information Officer oversees the activities of the IT Division and of the PCT Information Systems Division. The IT Division is responsible for the management of the WIPO IT infrastructure systems, including WIPONET, the systems supporting the Human Resources Management Department, the Finance Division and the WIPO Academy, as well as the effective deployment of Internet and Intranet technologies. The IT Division is also responsible for the development and implementation of WIPO's IT Security Policy. The PCT Information Systems Division ensures the support and ongoing development of all computer systems that support the activities of the Office of the PCT, including the recently deployed Communication on Request system, the PCT-SAFE electronic filing system and the computer systems that have been developed to support the reform and revision of the International Patent Classification. The PCT Information Systems Division includes WIPO's Standards and Documentation Service, which oversees the establishment and subsequent revision of WIPO Industrial Property Standards and Guidelines.

19. Grade D.1 is in line with the responsibilities of the Chief Information Officer, who reports to the Deputy Director General in charge of PCT and Patents, the Arbitration and Mediation Center, and Global Intellectual Property Issues, and also to the Executive Director of the Office of Strategic Planning and Policy Development, and the WIPO Worldwide Academy.

20. Mr. Neil Bruce Wilson, a national of Australia, commenced his career with WIPO as a Consultant in August 1991, and in August 1994, was appointed as Advisor, International Registrations Division, dealing exclusively with the automation of the procedural aspects of the WIPO-administered Madrid and Hague Agreements. He was instrumental in the design and application of the modern information technologies that were introduced into those international registration procedures during the 1990s. Mr. Wilson was promoted to Senior Counsellor in February 1999, and thereafter in January 2000, was promoted to Head, Computerization Section, International Registrations Department. Following internal restructuring, he was appointed Head, Applications Development and Support Section, IT Services Division in September 2000, and was subsequently appointed Head, IT Services Division in March 2001. Mr. Wilson's roles within the IT Services Division enabled him to acquire significant insight into the full spectrum of the IT services that WIPO offers to both its internal and external client base. In July 2003, following further internal restructuring, Mr. Wilson was appointed Acting Director, PCT Information Systems Division, where he assumed responsibility for the support and development of the IT systems that meet the ongoing requirements of the Office of the PCT. In March 2004, Mr. Wilson was appointed

Acting Chief Information Officer of WIPO, at which point he assumed responsibility for both the PCT Information Systems Division and the IT Division. Prior to his engagement with WIPO, Mr. Wilson studied Economics at the Australian National University, before continuing his education at Canberra College of Advanced Education, Australia, where he studied Information Systems. He has had a long career in information technology in Australia, working in both the private and public sectors, where in the latter, he completed a series of assignments for the Australian Patents, Trademarks and Designs Office (now IP Australia) enabling him to gain an early insight into industrial property issues. Mr. Wilson is English mother tongue and is proficient in French.

21. The WIPO Coordination Committee is invited to advise the Director General in respect of the intended appointment and promotions referred to in paragraphs 4, 7, 10, 13, 16 and 19, above.

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