

WIPO



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WORLD INTELLECTUAL PROPERTY ORGANIZATION
GENEVA

WIPO COORDINATION COMMITTEE
Fifty-Fifth (37th Ordinary) Session
Geneva, September 25 to October 3, 2006

STAFF MATTERS

(ADDENDUM)

Report by the Director General

1. It is recalled that the Assemblies of the Member States of WIPO approved, at its 41st series of meetings held from September 26 to October 5, 2005, the establishment of a WIPO Audit Committee and the adoption of the WIPO Internal Audit Charter (document A/41/17) on the basis of recommendations made by the Joint Inspection Unit (JIU) in 2005 (document JIU/REP/2005/1 and document A/41/12).

2. The WIPO Internal Audit Charter (Annex II of document A/41/11) states that.

“H. APPOINTMENT AND DISMISSAL OF THE INTERNAL AUDITOR

26. The Internal Auditor should be a person with high qualifications and competencies in auditing. The recruitment of an Internal Auditor shall be based on an open, transparent international selection process.

27. The appointment, replacement or dismissal of the Internal Auditor shall be formally made by the Director General, taking into account the advice of the Audit Committee and the Coordination Committee. The Internal Auditor will have a fixed term of four years, renewable on the recommendation of the Audit Committee, for an additional term of four years. He/she would not be eligible for any further employment in WIPO.”

3. In line with the above, the competition D1787 for the post of Director, Internal Audit and Oversight Division at D-1 level was opened on December 16, 2005, for a period of eight weeks, the standard duration for professional posts. The WIPO Appointments Advisory Board (AAB) met on March 21, 2006, and, in order to ensure that the pool of candidates was as strong as possible, recommended that the competition be re-advertised for 30 days in certain publications with a wide financial readership (“the Economist”, “the Financial Times”, and “*Le Monde*”). The re-opened competition closed on May 3, 2006, and the AAB met again on May 12, 2006, to consider all the candidatures, and determined that personal interviews should be conducted with shortlisted candidates. The interviews were held on June 22 and 23, 2006, following which the AAB made its recommendation to the Director General. The decision to re-advertise this Competition proved to have been an important one, as the selected candidate, Mr. Treen, was among those who had applied in the second round.
4. In line with the procedure established in regard to this particular appointment and for the advice of the WIPO Audit Committee, its Chairman, Mr. Khalil Issa Othman, was informed by letter, dated July 21, 2006, that the recommendation of the AAB acting in Competition D1787 had been approved by the Director General.
5. An e-mail communication was received from the Chairman, Mr. Khalil Issa Othman, on August 22, 2006, confirming that the WIPO Audit Committee agreed with the recruitment of the selected candidate, Mr. Nicholas Treen.
6. The person selected for this position, Mr. Nicholas Treen, is a national of the United Kingdom, born on December 30, 1953. He has a B.Sc. (Hons) and ARCS from the Royal College of Science, London University and a diploma in Public Finance, City of London Polytechnic. He is a member of the Chartered Institute of Public Finance and Accountancy (CPFA) and an associate member of the Certified Fraud Examiners. Mr. Treen has 30 years of experience in the audit field within international organizations, and has since January 1999 held the position of Senior Advisor for Audit and Financial Control with the Organisation for Economic Co-operation and Development (OECD) in Paris. Copies of the Vacancy Announcement for the post and Mr. Treen’s *curriculum vitae* are both attached for information.
7. With reference to two additional competitions which have been run within the last year for positions in the Professional category at grade P-4 within the Internal Audit and Oversight Division, namely P1766 (Audit Officer) and P1779 (Senior Investigation Officer), please note that no appointment to the positions concerned has been possible.
8. In the case of the Audit Officer position, neither the first nor second placed candidates as selected by the related AAB in October 2005 wished to accept the position. In the case of the Senior Investigation Officer position, it was decided that further action should be put on hold pending the competition for the post of Director, IAOD, in order to take into account, *inter alia*, the nationality of the selected candidate for this post.

9. The two P-4 positions are being re-advertised for a period of 30 days, with a competition closing date of August 25, 2006, with advertisements placed on the Internet-based versions of "The Economist", "Financial Times", and "*Le Monde*", in order to attract a broad pool of qualified candidates.

10. The WIPO Coordination Committee is invited to take note of the information contained in paragraphs 1 to 9, above, and to give a favorable advice on the appointment of Mr. Nicholas Treen as Director, Internal Audit and Oversight Division, for an initial period not exceeding four years from the date of entering into service, renewable upon the recommendation of the WIPO Audit Committee, for a second period of four years.

[Annexes follow]