

WIPO Coordination Committee

Eighty-Sixth (57th Ordinary) Session Geneva, July 7 to 15, 2026

APPOINTMENT OF DEPUTY DIRECTORS GENERAL AND ASSISTANT DIRECTORS GENERAL

Document prepared by the Director General

1. Article 9(7) of the Convention Establishing the World Intellectual Property Organization (WIPO) provides that the Director General shall appoint the Deputy Directors General after approval by the WIPO Coordination Committee. Regulation 4.8 of the WIPO Staff Regulations and Rules also provides that the Director General shall appoint the Assistant Directors General taking into account the advice of the WIPO Coordination Committee.
2. On April 23, 2026, the Director General notified the Member States of WIPO that the terms of office of the current incumbents of the posts of Deputy Directors General (DDGs) and Assistant Directors General (ADGs) would expire on September 30, 2026, and that he intended to seek the approval and advice of the WIPO Coordination Committee for the new appointments of DDGs and ADGs to take effect on October 1, 2026. The Director General invited governments wishing to nominate candidates to submit proposals by May 22, 2026. In addition, to ensure the widest possible representation, a link in the form of “direct expressions of interest” was also published on the dedicated page for the Director General on WIPO’s public website inviting direct applications from interested candidates. All candidates were to submit their applications through the dedicated WIPO online portal, including their detailed career history, a motivation letter stating their requisite experience and skill sets, and how they intended to contribute to WIPO.

3. The outgoing DDGs and ADGs are:

- (i) Ms. Sylvie Forbin (France), Deputy Director General, Copyright and Creative Industries Sector;
- (ii) Ms. Lisa Jorgenson (United States of America), Deputy Director General, Patents and Technology Sector;
- (iii) Mr. Hasan Kleib (Indonesia), Deputy Director General, Regional and National Development Sector;
- (iv) Ms. Wang Binying (China), Deputy Director General, Brands and Designs Sector;
- (v) Mr. Marco Aleman (Colombia), Assistant Director General, IP and Innovation Ecosystems Sector;
- (vi) Mr. Edward Kwakwa (Ghana), Assistant Director General, Global Challenges and Partnerships Sector;
- (vii) Mr. Kenichiro Natsume (Japan), Assistant Director General, Infrastructure and Platforms Sector; and
- (viii) Mr. Andrew Staines (United Kingdom), Assistant Director General, Administration, Finance and Management Sector.

Selection Process

4. Following the invitation issued on April 23, 2026, by the Director General for Member States to nominate candidates for the posts of DDG and ADG and the opening of a dedicated recruitment platform accessible through WIPO's public site, a total of 44 applications were received, of which 33 were nominated by Member States. Of the 44 applicants, 22.7 per cent were female and 77.3 per cent were male. Thirty-four of these applicants were then invited to individual meetings with the Director General, which took place in June 2026. The applicants were considered carefully to evaluate their requisite experience, intended contribution to the Organization, technical and managerial competence, as well as leadership qualities and ability to work as a team, with due regard to equitable geographic and gender balance.

5. No list of applicants was made public, given the confidentiality of the recruitment process.

Sectoral Portfolios and Proposed Appointments

6. The successful candidates for the posts of Deputy Director General will take responsibility for the following sectors:

(a) The **Brands and Designs Sector**, which will administer the Madrid System for International Trademark Registrations; the Hague System for International Design Registrations; the Lisbon System for International Registrations of Appellations of Origin; and the Organization's programs relating to trademarks, designs and geographical indications. The Sector will ensure the continued modernization of WIPO's services and architecture in these areas to better serve users and support innovation, competitiveness, economic growth and sustainable development in a fast-changing and increasingly digital global economy.

This Sector will be assigned to Mr. Shen Changyu (China).

(b) The **Copyright, Creative Economy and IP Governance Sector**, which will lead the Organization's work on copyright and related rights and the development of relevant programs and tools to support creators and the copyright ecosystem, as well as the growth and development of the cultural industries and the creative economy. It will also work on strengthening judicial cooperation and building a culture of respect for IP, including addressing issues of IP piracy and counterfeiting.

This Sector will be assigned to Mr. Pascal Faure (France).

(c) The **Patents and Technology Sector**, which will administer the Patent Cooperation Treaty (PCT) and the Organization's programs relating to patents, trade secrets and other IP matters connected to the technology sector. The Sector will ensure the continued modernization of WIPO's services and architecture in these areas to better serve users and support innovation, competitiveness, economic growth and sustainable development in a fast-changing and increasingly digital global economy.

This Sector will be assigned to Ms. Laura Peter (United States of America).

(d) The **Regional and National Development Sector**, which will support all Member States in strengthening their national intellectual property, innovation and creative ecosystems through programs, partnerships, technical assistance and capacity-building initiatives tailored to the differing needs, capacities and priorities of Member States. The Sector will also advance the implementation of the WIPO Development Agenda and help ensure that all Member States are supported in using IP for competitiveness, prosperity, economic growth, social development, and cultural vibrancy.

This Sector will be assigned to Mr. Mzukisi Qobo (South Africa).

7. The successful candidates for the posts of Assistant Director General will take responsibility for the following sectors:

(a) The **Corporate Management and Transformation Sector**, which will provide corporate services, governance, financial stewardship, digital capabilities and operational support that enable the Organization to deliver effectively to Member States. It will drive organizational modernization, business transformation and enterprise-wide efficiency while ensuring future growth, strong financial management, robust governance, secure digital operations, sound infrastructure, and dynamic corporate services.

This Sector will be assigned to Ms. Chitra Narayanaswamy (Switzerland).

(b) The **Global Challenges, Opportunities and Partnerships Sector**, which will lead WIPO's work on emerging IP issues and the role of IP in addressing global challenges and opportunities, including at the intersection of health, sports, trade, finance and youth engagement. It will foster strategic partnerships with the United Nations system and its entities, international organizations, business, academia, and civil society and lead the Organization's work on traditional knowledge, traditional cultural expressions and genetic resources.

This Sector will be assigned to Mr. Andrew Staines (United Kingdom).

(c) The **Infrastructure and Platforms Sector**, which will develop, implement and maintain the Organization's global digital infrastructure, databases, platforms and services used by IP offices, professionals, businesses, researchers and other users at the national, regional and international levels. The Sector will also lead WIPO's work at the intersection of IP and artificial intelligence as well as other frontier and emerging technologies and drive the continued modernization of the Organization's digital platforms to ensure that the Organization's digital services remain secure, interoperable, scalable and fit for the future.

This Sector will be assigned to Mr. Kenichiro Natsume (Japan).

(d) The **IP and Innovation Ecosystems Sector**, which will lead the Organization's work in promoting the use of IP as a business and economic asset through a broader approach to IP that focuses on its ability to bring an idea to the market, as well as support the development of IP and innovation ecosystems. It will be a center of expertise and lead the Organization's work in relation to technology transfer and the use of IP for the translation and deployment of research into economic outcomes and tangible impact. It will also develop and scale up programs that support the use of IP by entrepreneurs and enterprises, especially SMEs. This Sector will also provide IP and economic analysis that will give policy makers and users data-driven insights, including through the Global Innovation Index.

This Sector will be assigned to Mr. Marco Aleman (Colombia).

8. The curricula vitae of the eight proposed candidates are set out in the Annex to this document.

9. The assignment of roles is made subject to future adjustments by the Director General in response to the evolving strategic and operational needs of the Organization.

Term of Office

10. The Director General further proposes a term of office for these appointments that coincides with his mandate. On April 21, 2026, the WIPO General Assembly and the Assemblies of the Paris and Berne Unions appointed the Director General to a six-year term for the period of October 1, 2026, to September 30, 2032. It is therefore proposed that the terms of office for the incoming Deputy Directors General and Assistant Directors General commence on October 1, 2026, or on a date thereafter as soon as practicable, and expire on September 30, 2032. However, should the term of office of the Director General come to an end more than six months before the end of its stated term on September 30, 2032, the terms of office of the Deputy Directors General and Assistant Directors General will end six months after the end of the Director General's term.

11. The WIPO Coordination Committee is invited to approve the appointments as Deputy Directors General of Mr. Shen Changyu, Mr. Pascal Faure, Ms. Laura Peter and Mr. Mzukisi Qobo for the period indicated in paragraph 10, above.

12. The WIPO Coordination Committee is invited to give its advice on the appointments as Assistant Directors General of Ms. Chitra Narayanaswamy, Mr. Andrew Staines, Mr. Kenichiro Natsume and Mr. Marco Aleman for the period indicated in paragraph 10, above

[Annex follows]

CURRICULUM VITAE OF MR. SHEN CHANGYU

Year of birth: 1963
National of: China

Education

1993, 1995 Visiting Scholar, Cornell University, Ithaca, USA

1987 – 1990 Doctor of Philosophy (Ph.D.), Computational Mechanics, Dalian University of Technology, Dalian, China

1984 – 1987 Master's Degree, Computer Aided Design, Dalian University of Technology, Dalian, China

1980 – 1984 Bachelor's Degree, Mechanical Manufacturing, Shijiazhuang Railway Institute (now Shijiazhuang Tiedao University), Shijiazhuang, China

Work Experience

2013 to present Commissioner, China National Intellectual Property Administration (CNIPA), Beijing, China

Member of the Presidium of Academic Divisions, Deputy Director and Standing Committee Member of the Division of Technology and Sciences, Chinese Academy of Sciences (Since 2020)

2012 – 2013 President, Dalian University of Technology, Dalian, China

2003 – 2012 President, Zhengzhou University, Zhengzhou, China

Academician, Chinese Academy of Sciences (Since 2009)

2000 – 2003 Executive Vice-President, Zhengzhou University, Zhengzhou, China

1997 – 2000 Vice President, Zhengzhou University of Technology, Zhengzhou, China

1990 – 1997 Professor, Associate Professor and Lecturer, Zhengzhou University of Technology, Zhengzhou, China

Director, National Engineering Research Center of Advanced Polymer Processing Technology (Since 1996)

CURRICULUM VITAE OF MR. PASCAL FAURE

Year of birth: 1963
National of: France

Education

1986 – 1988 Master of Engineering, Information Technologies and Computer Science, Telecom Paris, France

1983 – 1986 Master of Science, Mathematics and Physics, Ecole Polytechnique, France

Work Experience

2018 to present French National Institute for Industrial Property (INPI), France

Co-initiator and lead contributor of the '*Alliance Francophone de la Propriété Intellectuelle*', a network to strengthen collaboration between key IP stakeholders across the French-speaking world; Secretary General of the National Anti-Counterfeiting Committee (CNAC) and led implementation of the National Anti-Counterfeiting Plan (2022-2025);
Chair of the WIPO Lisbon Union Assembly (2021-2023);
Chair of the Hague Union Assembly (2024-2025);
Chair of the Madrid Union Assembly (2026-2027)

2012 – 2018 Director General for Enterprises, Ministry of the Economy, Finance and Industry, France

Responsible for sector-based policies related to creative industries

2007 – 2012 Director, General Council for Economy, Industry, Energy and Technologies, France

Member of the Olivennes Commission on combating illegal internet downloading and developing legal digital offers for musical, audiovisual and cinematographic works

2001 – 2006 Deputy Chief Technical Officer, Technology Directorate, Ministry of Defense, France

1997 – 2001 Director of Finance and Development, Group of Telecommunications Engineering Schools, France

1995 – 1997 Minister's Adviser, Government of France

1992 – 1995 Project Manager, Budget Directorate, Ministry of Economy, France

1988 – 1992 Engineer, France Telecom, France

CURRICULUM VITAE OF MS. LAURA PETER

Year of birth: 1964
National of: United States of America

Education

1992 – 1994 Master of Laws (LL.M.) (with Merit), International Business Law, King's College London, United Kingdom

1989 – 1992 Juris Doctor (J.D.) (with honors), Santa Clara University, United States of America

1986 – 1988 Master of Arts (M.A.), Public Policy, University of Chicago, United States of America

1982 – 1986 Bachelor of Science (B.S.), Industrial Engineering, Cornell University, United States of America

Work Experience

2024 to present Executive Director, Division of Research, University of North Carolina at Charlotte, United States of America

2021 – 2024 Legal Consultant, Laura A. Peter, Attorney at Law, San Francisco and Washington, D.C., United States of America

2018 – 2021 Deputy Under Secretary of Commerce for Intellectual Property and Deputy Director, United States Patent and Trademark Office, Alexandria, Virginia, United States of America

2012 – 2018 Deputy General Counsel, A10 Networks, Inc., San Jose, California, United States of America

2008 – 2012 Principal, Global General Counsel, San Francisco, California, United States of America

2005 – 2008 General Counsel and Secretary, Immersion Corporation, San Jose California, United States of America

2002 – 2004 Director, Associate General Counsel and IP Counsel, Foundry Networks, Inc., United States of America

Professional Licensure

Solicitor, England and Wales
Bar, Supreme Court of the United States
Bar, United States Court of Appeals for the Federal Circuit
Patent Bar, United States Patent and Trademark Office
Bar, State of California

CURRICULUM VITAE OF MR. MZUKISI QOBO

Year of birth: 1974
National of: South Africa

Education

2002 – 2006 PhD, Politics and International Studies, University of Warwick, United Kingdom
1998 – 2000 Master of Arts (MA), International Studies, University of Stellenbosch, South Africa
1994 – 1997 Bachelor of Social Sciences, Politics and Sociology, University of Cape Town, South Africa

Work Experience

2023 to present Ambassador and Permanent Representative of South Africa to the World Trade Organization (WTO), Geneva, Switzerland
2020 – 2023 Head of School, School of Governance, University of the Witwatersrand, South Africa
2019 – 2020 Associate Professor: International Business and Strategy, University of the Witwatersrand, South Africa
2015 – 2018 Deputy Chair and Associate Professor, Foreign Policy Chair, University of Johannesburg, South Africa
2012 – 2014 Deputy Director, Centre for the Study of Governance Innovation; Senior Lecturer, University of Pretoria, South Africa
2009 – 2011 Programme Head: Emerging Powers and Global Challenges, South African Institute of International Affairs (SAIIA)
2007 – 2009 Chief Director: Trade Policy, Department of Trade and Industry, South Africa

CURRICULUM VITAE OF MS. CHITRA NARAYANASWAMY

Year of birth: 1963
National of: Switzerland

Education

1980 – 1984 Bachelor of Technology (Electrical Engineering), National Institute of Technology, Warangal NITW (Formerly, Regional Engineering College)

Work Experience in WIPO

2013 to present Director, Department of Program Planning and Finance & Controller
2010 – 2013 Director, Resource Planning Program Management and Performance Division
2008 – 2010 Senior Adviser, Office of the Director General
2006 – 2008 Head, Special Projects Section, Office of the Controller
2005 – 2005 Head, Administrative Applications Section, Information Technology Division
2001 – 2004 Project Manager – ERP (AIMS) design and implementation, Projects Division, Information Technology Division
1999 – 2001 Consultant–Business Analyst, Information Technology Division

Work Experience prior to joining WIPO

1990 – 1999 Senior Manager, Consulting, Accenture (Formerly, Andersen Consulting), Mumbai, India
1984 – 1990 Systems Engineer/ Consultant in the Indian IT Industry, Mumbai, India

CURRICULUM VITAE OF MR. ANDREW STAINES

Year of birth: 1977
National of: United Kingdom

Education

2026 – 2026 Swiss Board Diploma, Swiss Board School, Switzerland

2019 – 2019 Leadership Development Programme, National University of Singapore Business School, Singapore

2013 – 2013 Senior Managers in Government, Harvard Kennedy School, Massachusetts, United States of America

2003 – 2005 CFA Charterholder, Chartered Financial Analyst Institute, Charlottesville, United States of America

1999 – 2002 Member, then Fellow, Institute of Chartered Accountants in England and Wales, London, United Kingdom

1996 – 1999 Bachelor of Arts (Hons), Master of Arts (Cantab), Economics, Gonville & Caius College, Cambridge University, Cambridge, United Kingdom

Work Experience in WIPO

2021 to present Assistant Director General, Administration, Finance and Management Sector

2016 – 2016 Director, Office of the Director General

Work Experience prior to joining WIPO

2016 – 2020 Ambassador and Deputy Permanent Representative (Economic), Foreign, Commonwealth and Development Office, Permanent Mission of the United Kingdom to the World Trade Organization and United Nations, Geneva, Switzerland

2008 – 2016 United Kingdom Foreign and Commonwealth Office, Economic Counsellor, Geneva, Switzerland (2011-2016), First Secretary, Washington DC, USA (2013), and Head of Section, London (2008-2011)

2006 – 2008 Senior Executive, Corporate Finance, Anglo American plc, London, United Kingdom

2005 – 2006 Economist and Specialist Adviser, Treasury Committee, House of Commons, United Kingdom Parliament, London, United Kingdom

1999 – 2005 Manager, Deloitte, Sydney, Australia (2003-2005), and London, United Kingdom (1999-2003)

CURRICULUM VITAE OF MR. KENICHIRO NATSUME

Year of birth: 1968
National of: Japan

Education

1990 – 1992 Master of Engineering, Electronic Engineering, Tohoku University, Graduate School of Engineering, Sendai, Japan
1988 – 1990 Bachelor of Engineering, Electronic Engineering, Tohoku University, Sendai, Japan

Work Experience in WIPO

2021 to present Assistant Director General, Infrastructure and Platforms Sector
2019 – 2020 Senior Director, PCT Legal and International Affairs Department
2014 – 2019 Director, PCT International Cooperation Division, PCT Legal and International Affairs Department
2012 – 2014 Head, WIPO Japan Office

Work Experience prior to joining WIPO

2010 – 2012 Director, Multilateral Policy Office, International Affairs Division Japan Patent Office, Tokyo
2009 – 2010 Administrative Judge, Department of Appeal, Tokyo, Japan
2006 – 2009 First Secretary, Permanent Mission of Japan to United Nations Organizations in Geneva, Switzerland
2005 – 2006 Patent Examiner, Japan Patent Office, Tokyo
2004 – 2005 Deputy Director, Examination Standard Office Japan Patent Office, Tokyo
2003 – 2004 Patent Examiner, Japan Patent Office, Tokyo
2001 – 2003 Deputy Director, First International Organization Division Ministry of Foreign Affairs, Tokyo
2000 – 2001 Deputy Director, Technology Research Division Japan Patent Office, Tokyo
1999 – 2000 Patent Examiner, Japan Patent Office, Tokyo

1998 – 1999	Assistant Director, International Affairs Division Japan Patent Office, Tokyo
1997 – 1998	Patent Examiner, Japan Patent Office, Tokyo
1996 – 1997	Visiting Associate, California Institute of Technology, Pasadena, California, USA
1996	Patent Examiner, Japan Patent Office, Tokyo
1992 – 1996	Assistant Patent Examiner, Japan Patent Office, Tokyo

CURRICULUM VITAE OF MR. MARCO ALEMAN

Year of birth: 1969
National of: Colombia

Education

2006 – 2012 Ph.D., Law, Universidad Alcala de Hanares, Madrid, Spain
2002 – 2005 Diploma de Estudios Avanzados de Doctorado, Law
Universidad Alcalá de Henares, Madrid, Spain
1995 – 1995 LL.M., Corporate Law, Javeriana University, Bogota, Colombia
1996 – 2001 Abogado (Juris Doctor), Law, Javeriana University, Bogota, Colombia

Work Experience in WIPO

2021 to present Assistant Director General, IP and Innovation Ecosystems Sector
2017 – 2020 Director, Patent Law Division
2013 – 2016 Acting Director, Patent Law Division
2010 – 2013 Deputy Director and Head, Legislative and Policy Advice Section,
Patents and Innovation Division
2009 – 2010 Deputy Director, Patent Division
2006 – 2009 Deputy Director, Division for Public Policy and Development, Office of
Strategic Use of Intellectual Property for Development
1999 – 2006 Senior Program Officer, Regional Bureau for Latin America and the
Caribbean

Work Experience Prior to Joining WIPO

Sep-Dec 2008 Visiting fellow researcher, Max Planck Institute, Munich, Germany
1998 – 1999 Partner, Arango, Alemán & Arango, Bogota, Colombia
1996 – 1998 Head, Industrial Property Office of Colombia, Bogota, Colombia
1991 – 1996 Partner, Top Management Int, Bogota, Colombia
1989 – 1990 Legal Assistant, Perez, Suarez & Asociados, Colombia