

CIRCULAR COMMUNICATION TO COMMISSIONERS AND CONTRACTING GOVERNMENTS
IWC.CCG.95

Appointment of new Secretary to the Commission

The Chairman of the Commission, Mr Michael Canny, has asked that the following information be circulated as quickly as possible to the members of the Commission.

“At the 50th Annual Meeting in Oman, May 1998, it was agreed that the Advisory Committee would handle the matters associated with the advertising and recruitment processes relating to the appointment of the new Secretary to the Commission.

At the 51st Annual Meeting in Grenada, May 1999, the Chairman informed the Commission that the Advisory Committee would reduce the short list to be presented to the Commission to three names in order of preference, after interviewing about eight.

The post was advertised in international journals and on the IWC website in June 1999. All Commissioners were advised and asked if they wished to advertise the post in their national press. Eighty-two applications were received. The Advisory Committee reviewed these applications in November 1999 and invited nine candidates for interview.

A second submission was sought from the short-listed candidates, asking them to identify:-

- three main achievements in their career and the two principle skills they applied;
- three main challenges they foresee in carrying out this job;
- their views on how they would manage the following aspects of the job:

- (a) scientific
- (b) administration
- (c) meetings management
- (d) dealings with NGOs.

They were also asked to prepare a ten minute presentation on a subject relevant to their application.

The nine candidates were interviewed by the Advisory Committee on 2 and 3 March 2000 in Cambridge. The Advisory Committee unanimously selected one candidate as the recommended candidate.

The Advisory Committee has reconsidered the selection process as a result of comments received from some candidates and in the light of their own experience. A further factor is the rather later timing of IWC52 in Australia this July, compared with the May/June timing of the recent meetings when the arrangements were originally proposed. The Advisory Committee therefore has concluded that it would be more appropriate to recommend a single candidate to the Commission and to seek endorsement of this revised process and of the candidate recommended through a postal vote.

The arguments in favour of this revised procedure are as follows:

- 1) It is very expensive to bring these candidates to Australia for two weeks.
- 2) It is not practical to have these candidates interviewed by more than thirty Commissioners.
- 3) It is likely that some of the recommended candidates would have difficulty in attending IWC52 while remaining in their present job.
- 4) It is likely that some of the recommended candidates would be unwilling to undergo the process of semi-public interview when two out of three would fail.
- 5) It is more cost effective for the Commission to recruit the new Secretary before IWC52 so that the Secretary-Designate may attend the full meeting and benefit from Dr. Gambell's experience.

The recommended candidate is Dr Nicola Grandy. A short biography is attached.

Dr Grandy has confirmed that she will take up the post if the offer is ratified by the Commission. She will then attend the 52nd Annual Meeting in Adelaide

As Chairman, I propose that the recommendations of the Advisory Committee be put to a postal vote. The vote for the revised process will be a standard open vote. Members of the Advisory Committee have requested that the vote for appointment of the Secretary will be a Secret Ballot (Rule of Procedure E.3.(d)).

Michael Canny
Chairman"

Separate forms for recording the two votes are therefore included with this Circular Communication to be completed and signed by the appointed Commissioner.

The first vote is to determine acceptance or otherwise of the Chairman's proposal to confirm the recommended candidate by a postal vote (under Rule of Procedure E.4). A 'Yes' vote will support the Chairman's proposal; a 'No' vote will be against his proposal.

The vote for the proposal to change the process should be returned by fax or e-mail (with a hard-copy confirmation to follow) or by letter to reach the **IWC SECRETARIAT** by **31 March 2000**.

The second vote will become effective only if the first vote is in favour of the Chairman's proposal to confirm the offer of the appointment by this postal procedure. A 'Yes' vote will support the appointment of Dr Grandy as the new Secretary to the Commission; a 'No' vote will oppose that appointment.

The vote for the appointment of the new Secretary should be posted in the envelope provided with the postal version of this Circular Communication to **DELOITTE AND TOUCHE**, the Commission's auditors, to reach them by **31 March 2000**.

IN BOTH VOTES, A SIMPLE MAJORITY OF THOSE VOTING WILL DETERMINE THE RESULT.

Dr R. Gambell
Secretary to the Commission

