



**UNIÓN INTERNACIONAL  
PARA LA CONSERVACIÓN DE LA NATURALEZA**  
77ª Reunión de la Junta Directiva del Consejo de la UICN  
Gland, 18-19 de julio de 2019

## DECISIONES

### Aprobación del orden del día

**DECISIÓN B/77/1 DE LA JUNTA DIRECTIVA**

La Junta Directiva del Consejo de la UICN,  
Adopta el orden del día de su 77ª reunión.

### Contratación de un Director General para la UICN

**DECISIÓN B/77/2 DE LA JUNTA DIRECTIVA**

La Junta Directiva del Consejo de la UICN,

1. Aprueba los Términos de Referencia del Director(a) General (anexo 2) y del Comité de Búsqueda del Director(a) General (anexo 3);
2. Decide que el Comité de Búsqueda del Director(a) General estará compuesto por:
  - El Presidente (presidente del Comité)
  - Malik Amin Aslam Khan, Vicepresidente
  - John Robinson, Vicepresidente
  - Nihal Welikala, Tesorero
  - Angela Andrade, Presidenta de la Comisión de Gestión de Ecosistemas
  - Shaikha Salica Al Dhaheri, Consejera Regional, Asia Occidental
  - Natalia Danilina, Consejera Regional, Europa Oriental, Asia Central y del Norte

### Misión de Investigación (decisión C/95/21 del Consejo)

**DECISIÓN B/77/3 DE LA JUNTA DIRECTIVA**

La Junta Directiva del Consejo de la UICN,

1. Reconoce la labor y las recomendaciones de la Misión de Investigación confirmada por el Consejo (C/95/2), y agradece la excelente labor realizada por sus miembros;
2. Informa al CFA de las decisiones de la Junta Directiva en relación con el reporte;
3. Pide al Grupo de Trabajo del Consejo que prepare la respuesta de gestión a la Evaluación Externa de la Gobernanza de la UICN teniendo en cuenta las recomendaciones del informe de la Misión de Investigación, y que remita recomendaciones específicas para seguimiento apropiado a los órganos competentes del Consejo;
4. Toma nota del informe de la Directora General Interina a la Junta Directiva;
5. Consciente de la decisión C/95/21 del Consejo por la que se reelige a Ayman Rabi como Presidente del CFA,  
Reconfirma a Ayman Rabi en sus funciones de Presidente del CFA;

6. Reconoce que los Consejeros deberían divulgar cualquier asunto relacionado con sus oficinas regionales que pueda considerarse un conflicto de intereses.

## **Nombramientos en el Comité Directivo de la Comisión Mundial de la UICN de Derecho Ambiental**

### DECISIÓN B/77/4 DE LA JUNTA DIRECTIVA

La Junta Directiva del Consejo de la UICN,  
*Por recomendación del* Presidente de la Comisión Mundial de Derecho Ambiental (CMDA),

1. Nombra a la juez (Sra.) Sapana Pradhan Malla, Nepal, como miembro del Comité Directivo de la CMDA;
2. Acepta, en consideración de su trabajo profesional en el campo legal y de la necesidad de contar con diversidad regional y cultural en el Comité Directivo de la CMDA, el nombramiento excepcional, por parte del Comité Directivo de la CMDA, y teniendo en cuenta las circunstancias únicas del caso, de la Sra. Maria-Goreti Muavesi, Fiji, Oficial Senior de Derecho Ambiental de la Oficina Regional de la UICN para Oceanía, Fiji, quien será miembro sin derecho a voto del Comité Directivo de la CMDA y contribuirá a la CMDA de forma voluntaria.

## **Lugar y fecha de la 97ª reunión del Consejo (octubre de 2019)**

### DECISIÓN B/77/5 DE LA JUNTA DIRECTIVA

La Junta Directiva del Consejo de la UICN,  
Decide modificar su decisión B/75/3 (octubre de 2018) relativa a la fecha de la 97ª reunión del Consejo, del 17-20 de octubre de 2019 al 19-22 de octubre de 2019.



## 77<sup>th</sup> Meeting of the Bureau of the IUCN Council

Meeting in person at IUCN Headquarters in Gland  
on Thursday 18 and Friday 19 July 2019

### Agenda

| Agenda Items   |
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| <p><b>Item 1: President's opening remarks and approval of the agenda</b></p> <ul style="list-style-type: none"> <li>• <i>Document B/77/1</i></li> </ul>  |
| <p><b>Item 2: Status of the follow-up to the outcomes of previous Council and Bureau meetings</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Document B/77/2</a> with the "Progress tracker" of follow-up to outcomes of previous Council and Bureau meetings. Any particular item that would need discussion / decision of the Bureau may be added to the agenda of the 77<sup>th</sup> Bureau meeting.</li> <li>• Discussion of the following follow-up issues: <ul style="list-style-type: none"> <li>○ Update on the fact finding mission led by FAC and the recusal period affecting the Chair of FAC</li> <li>○ Reflection about what type of IUCN we want in the future?</li> </ul> </li> </ul> |
| <p><b>Item 3: Update on the financial situation</b></p> <ul style="list-style-type: none"> <li>• Report by the Acting Director General and Chief Financial Officer</li> <li>• Comments by the Acting Chair of FAC and the Treasurer</li> <li>• Results from the FAC Retreat on financial sustainability post-2020</li> <li>• Discussion</li> </ul>   |
| <p><b>Item 4: Recruitment of the new Director General of IUCN</b></p> <ul style="list-style-type: none"> <li>• Report by the Chair of the Succession Planning Committee (SPC), including <ol style="list-style-type: none"> <li>a) Terms of Reference of the DG (Cf. <a href="#">document B/77/4/1</a> presenting the ToR of the DG as approved by the SPC on 17 July 2019)</li> <li>b) Terms of Reference and composition of the Search Committee</li> <li>c) Mandate of the DG search firm</li> <li>d) Next steps</li> </ol> </li> </ul>   |
| <p><b>Item 5: Update on the preparations for the IUCN World Conservation Congress 2020</b></p> <ul style="list-style-type: none"> <li>• Introduction by the Acting Director General and the 2020 Congress Director</li> <li>• Update on the Regional Conservation Forums (RCF) by the Global Director, Union Development Group</li> <li>• Comments by the Chair of CPC</li> <li>• Discussion, including how to ensure links with specific events, particularly CBD COP15 (October 2020) and UN Climate Action Summit 2019 (New York, 23 September 2019)</li> </ul>   |
| <p><b>Item 6: Appointments in the steering committee of WCEL</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Document B/76/6</a> presents the proposals from the Chair of WCEL for appointment in WCEL's steering committee</li> </ul>  |
| <p><b>Item 7: Preparations for the 97<sup>th</sup> Council meeting</b></p> <ul style="list-style-type: none"> <li>• Modification of Bureau decision B/75/3 (5 October 2018) concerning the date of the 97<sup>th</sup> Council meeting: following a consultation with the members of the Council, it is proposed to change the dates from 17-20 October to 19-22 October 2019</li> <li>• Update on the main topics under preparation for consideration at the 97<sup>th</sup> Council meeting by the Chairs of the Standing Committees and the Secretary to Council</li> <li>• Update on the External Review of IUCN's Governance</li> </ul>   |
| <p><b>Item 8: Any other business</b></p>   |

**IUCN**  
**The International Union for Conservation of Nature**

**VACANCY ANNOUNCEMENT**  
**DIRECTOR GENERAL**

(Approved by the Bureau of the IUCN Council, 77<sup>th</sup> meeting, 19 July 2019)

### **1. The Organization**

IUCN - The International Union for Conservation of Nature was founded in 1948 as the world's first global environmental organization and has today grown into the largest global conservation network. It brings together 87 States, 127 government agencies, 1102 NGOs, 19 indigenous people organizations and 44 affiliates, and, through six global Commissions, some 15,000 voluntary scientists and experts from 181 countries in a unique worldwide partnership. Its mission is to influence, encourage and assist societies throughout the world to conserve the integrity and diversity of nature and to ensure that any use of natural resources is equitable and ecologically sustainable. IUCN's work builds upon the organization's niche as the world's leading authority on biodiversity conservation, nature-based solutions and related environmental governance. Within the framework of global conventions, IUCN has helped over 75 countries to prepare and implement national conservation and biodiversity strategies.

IUCN has approximately 900 staff, most of whom are located in its 42 Regional and Country Offices while 170 work at its Headquarters in Gland, Switzerland. IUCN operates on a current annual budget of approximately CHF125 million funded by membership dues, projects and unrestricted contributions from governments, foundations, development banks, and others. The Director General will be based in IUCN HQ in Gland, Switzerland and will oversee the work of the Union as a whole.

### **2. The Position**

- Appointed by the Council, the Director General is the CEO of the Union and head of the Secretariat. S/he is responsible and accountable to the Council, and the President between meetings of the Council, for the effective implementation of the policies and programmes of the Union.
- His/her most important tasks are to promote the mission of IUCN, and link this mission to the financial strategies that sustain the organization.
- S/he will shape and lead the implementation of the Union's Global Programme as established by the Congress and Council.
- With the President, s/he serves as an Ambassador and spokesperson for the Union on major platforms, promoting the mission of IUCN.

- The detailed description and specific responsibilities/tasks of the Director General are listed in the Statutes of IUCN (relevant extracts are attached hereafter). They include management of the executive team, programme development, budgeting and financing, reporting, promotion, external relations and general administration.

### 3. Priorities of the Position

- Manage and lead the Union by articulating its vision, mission and policies and implementing the Union's Global Programme.
- Work with Council, Regional Councillors and Commission Chairs to implement that Programme.
- Support the "One Programme Charter" which seeks to ensure that the different parts of IUCN – Members, Council, National and Regional Committees, Commissions and the Secretariat – work together to develop, implement and advance IUCN's Programme of work.
- Lead, manage and motivate staff both at headquarters and within the IUCN regions, including initiating and implementing major initiatives through the decentralized regional offices.
- Promote partnerships with relevant private, public, development and non-governmental sectors to enhance the reach and impact of the Union's Global Programme.
- Ensure financial sustainability by expanding and diversifying the sources of finance including through Framework Donors and by mobilizing new and innovative sources of revenue and funding to support the activities of the Union.
- Strive to enhance the global visibility and broaden the influence of the Union and represent and promote the nature conservation and ecologically sustainable development agenda in global public policy arenas.
- Communicate, coordinate and continuously engage with all parts of the Union, in particular with the Members and expert Commissions, to leverage their capacities and deliver targeted Programme results.
- Understand, and where needed mediate between, the diverse interests of NGO and State/government agency members of IUCN to further nature conservation and ecologically sustainable development goals, collectively and collaboratively.
- Ensure that IUCN's programme and conservation solutions remain relevant in the context of emerging global issues.

#### 4. Core Competencies of the Position

##### *Technical competencies, characterized by:*

- Graduate degree ideally in subject areas related to conservation, environmental protection and/or sustainable development.
- A thorough and clear understanding of the major conservation, environmental and sustainable development issues at the international policy level, in particular within the context of the evolving environment/development interface and IUCN's focus on conservation and nature-based solutions.
- A proven record in the management and implementation of conservation/sustainable development programmes in both the developed and developing parts of the world, and the ability to make short-term operational changes and long-term structural changes to strengthen the management and financial sustainability of the organization.
- A working knowledge of the science, law, policy and ethics underlying the Union's conservation programmes.
- A demonstrable ability to engage and operate effectively at the highest policy and political levels.
- Strong communication skills to reach out to the broader conservation and development communities, and to engage stakeholders across the Union.
- Fluency in English, both spoken and written. A good knowledge of Spanish and/ or French (other IUCN official languages), would be an asset.
- A demonstrable ability to enable, engage and facilitate the work of a diverse Membership and networks of expert Commission volunteers.

##### *Managerial, conceptual, organizational competencies, characterized by:*

- A proven record of leading and managing, at high / top administrator level, large multinational and multicultural institutions / organizations with widely recognized influence in the world.
- An ability to manage, steer, and coordinate complex programmes of a policy and/or conservation nature at the international level across diverse constituencies.
- A strong record of accomplishment in building consensus among stakeholders with varied or diverging points of view.
- Demonstrate successful experience in engaging with governments at the highest level.

- A demonstrated experience with managing nature conservation and ecologically sustainable development projects at different scales, including their financial and control management.
- An ability to lead, motivate and manage a decentralized organization through a process of distance management - delegation matched with performance monitoring.
- Demonstrated successful experience in the running and governance of a multinational and multicultural organization. Experience with conceptualizing and managing strategic change to deliver effective results.
- An ability to align the interest and expertise of Members in the strategic design and implementation of the Union's Global Programme.
- A good understanding and appreciation of the value of the IUCN Commissions and the commitment to fully engage and support these volunteer networks in design and delivery of the Union's Programme.
- A significant and proven trackrecord in fundraising from diverse public and private sector organizations.
- A clear understanding of financial and corporate governance aspects especially as they relate to the management of a non-profit organization.
- The ability to set priorities and organizational goals to achieve results and to apply judgment in respect of people and situations.
- A familiarity with the culture of civil society as well as experience of interaction with governmental organizations and the private sector.
- Sensitivity and exposure to dealing with growing conservation and environmental challenges in a changing world, in particular with the center of gravity of global development shifting South and East.
- A deep knowledge of global policy processes as well as multilateral institutions and governance especially as they relate to conservation, environment and sustainable development.

***Competencies of character and personality, characterized by:***

- Demonstrated commitment to nature conservation and ecologically sustainable development.
- Excellent leadership, written and verbal communication and interpersonal skills.

- Proven diplomatic skills coupled with familiarity and sensitivity to different cultures, genders, languages and countries and ability to convince, negotiate, build consensus and foster teamwork.

## **5. Compensation and Location**

- An attractive package will be offered in order to motivate candidates with superior qualifications.
- The Union is an equal opportunity employer.
- The DG will be based in the IUCN Headquarters in Gland (Switzerland).

## **Application**

Interested candidates should send a detailed Curriculum Vitae including a description of their main achievements in each of their previous functions. Candidates should also explain their motivations and how they see themselves matching the needs of the Union. The closing date for receiving the applications is

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Applications should be sent to:

**(ADD)**



## Terms of Reference

### Search Committee for the Director General, IUCN

(Approved by the Bureau of the IUCN Council, 77<sup>th</sup> meeting, 19 July 2019)

The Terms of Reference for the Committee are as follows:

1. Outline the Search Process
  - a. Set a timeline for the search process, including establishing how and when to communicate with major IUCN stakeholders, including Council and staff and the need for SC to meet electronically/physically.
  - b. Agree on a budget for the search process in consultation with IUCN support staff.
  - c. Agree on the staff support person to be used from within IUCN, as and when required by the Search Committee.
  - d. Outline the criteria for initial screening of candidates including, if appropriate, interview content and a set of uniform questions.
2. Decide on appropriate outside assistance
  - a. Select an executive search consultant or a search firm
3. Refine and approve Job Description for the Director General, IUCN, in cooperation with search firm if one has been chosen.
  - a. Liaise with IUCN's Human Resources Management Group, to approve salary and benefits.
4. Ensure that the process to identify candidates take advantage of networking throughout the IUCN family, that Council members, in particular, are invited to confidentially forward names of candidates, that the position is widely advertised, and that interest is solicited from possible candidates with the assistance of the executive search consultant.
5. Ensure that candidates are carefully screened, résumés are robustly reviewed with reference to the fit with and ability to deliver on IUCN's needs, references are checked, and a short list of potential candidates are identified and approved using the specified criteria (working with the executive search consultant)
6. Interview a short list of candidates (on the order of 3 to 5).
7. Prepare a confidential recommendation to Council, with one or (ideally) more preferred candidates.
8. Maintain absolute confidentiality on all aspects related to the identity of all candidates, any discussions with those candidates, and conditions of hiring
9. Reports regularly to the Bureau and the Council as appropriate.