



Extraordinary meeting of the IUCN Council

Virtual meeting, 11 April 2023

DECISION

The IUCN Council,

Having considered the letter received from Mr. Bruno Oberle, IUCN Director General, on 30 March 2023;

1. Accepts Mr. Oberle's resignation from his position as IUCN Director General;
2. Thanks Mr. Oberle for his contributions to IUCN during his tenure;
3. Decides to immediately initiate the search process for a new DG while, in the meantime, exercising increased oversight and guidance during the transition period, in close coordination with the President and the Bureau, in order to ensure stability and continuity of IUCN's operations;
4. Approves the timeline for the DG search process (Annex 1);
5. Establishes the *Search Committee for the DG* with the ToR attached herewith as Annex 2 and the following membership:
 - The President, Chair
 - The four Vice-Presidents
 - The Chairs of the Council's Standing Committees
 - A representative of the Chairs of the IUCN Commissions
 - The Council member from Switzerland.

IUCN DG search process 2023**Indicative Timeline**

(Approved by the IUCN Council, Extraordinary session EC2, 11 April 2023)

Steps	By (date)	Responsible
1. Appoint Search Committee	11 Apr 2023	Council
2. Select search firm	16 May 2023	Search Committee with Secretariat support
3. Revision of DG TOR and Job Description	24 May 2023	Search Committee for Council approval
4. Position advertised on all channels	13 Jun 2023	Search Firm
5. Short-list of candidates (first round of interviews)	15 Aug 2023	Search Committee
6. Final interviews	1 Sep 2023	Search Committee
7. Council approves selected final candidate	21 Sep 2023	Council
8. Sign contract with next Director General	30 Sep 2023	President
9. Installation of the next Director General	31 Dec 2023	President



Terms of Reference

Search Committee for the Director General, IUCN

(Approved by the IUCN Council, Extraordinary meeting EC2, 11 April 2023)

The Terms of Reference for the Search Committee are as follows:

1. Agree on a budget for the search process in consultation with IUCN support staff.
2. Select an executive search consultant or a search firm.
3. Review and revise for Council approval the Job Description for the Director General, IUCN, in cooperation with the search firm.
4. Ensure that the process to identify candidates take advantage of networking throughout the Union, that Council members, in particular, are invited to confidentially encourage candidates to apply, and that the position is widely advertised.
5. In collaboration with the search firm, ensure that candidates are carefully screened, résumés are robustly reviewed with reference to the fit with and ability to deliver on IUCN's needs, and a long and short list of potential candidates are identified and approved using the specified criteria.
6. Interview remotely a short list of candidates (in the order of 5-6).
7. Interview in person the final 2 candidates and prepare a confidential recommendation to Council, with one preferred candidate.
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 Council after each key step and advise Council on any necessary decisions relating to the transition to a new IUCN Director General.

By joining the Search Committee, each member agrees to declare any conflict of interest and to exercise the utmost discretion in regard to all matters pertaining to the recruitment of the Director general of IUCN and is bound to respect the privacy of candidates and to protect confidential information before, during and after the recruitment process.