
Report on the selection process for new members of the UNAIDS IEOAC

Agenda item 8

UNAIDS 54th Programme Coordinating Board

25-27 June 2024



UNAIDS Independent External Oversight Advisory Committee

Background:

- UNAIDS IEOAC established by the 47th PCB meeting in December 2020.

Purpose:

- Provide independent external expert advice on governance and oversight to PCB and UNAIDS Executive Director.

IEOAC role:

- Enhance accountability and oversight within UNAIDS.

Term details:

- 3 members = 3-year non-renewable terms ending 31 December 2024
- 4 members = 2-year renewable terms renewed during 53rd PCB in December 2023

53rd PCB decision point 11.3:

- “As per the terms of reference, requests the Executive Director, in consultation with the PCB Bureau, to initiate the process for selecting the new membership of the Independent External Oversight Advisory Committee for 2025–2026 and 2026–2027;”

Terms of reference of the IEOAC

Selection, Appointment and Term

18. Members of the IEOAC shall be appointed by the PCB following a selection process as set out in the following paragraphs.
19. The UNAIDS Executive Director shall in consultation with the PCB Bureau:
 - a) place a call for expressions of interest from suitably qualified and experienced individuals through advertisements in reputable international magazines and/or newspapers with wide geographical circulation, and on the Internet;
 - b) inform the PCB members and observers of the search process.
 - c) engage an external consultant or a professional search firm specialized in the recruitment for senior positions, to screen all applications, interview candidates deemed suitable, and prepare a shortlist of the most suitable candidate based on the criteria for recruitment. In finalizing the shortlist due regard will be given to the diversity referred to in Paragraph 10. The consultant shall provide a report containing a brief assessment of the unsuccessful candidates; and
 - d) constitute a selection panel; decisions of the selection panel will be made by consensus; if consensus cannot be reached, the issue will be referred to the PCB Bureau.
20. The PCB Bureau shall review the final selection of candidates and, if in full agreement, refer it to the PCB for final consideration and approval. If full agreement cannot be reached by the Bureau, the issue will be referred to the PCB.

Overview: Initial selection process in 2021

Professional Search Firm

- Oxford HR conducted interviews and shortlisted candidates.

Selection Panel

- Considered shortlist and selected 7 members with diverse backgrounds in finance, audit, governance, risk management, and senior-level management.

Given the number of qualified candidates, it was agreed that the 14 highly qualified candidates who were not selected in this round would be included on a **roster for future consideration**, subject to their agreement.

Final selection approved by the PCB in 2022

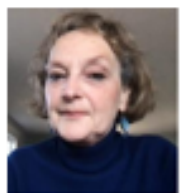
(OUTGOING DEC 2024)



Saad Bounjoua
(Morocco/USA)



**Ibrahim James
Pam** (Nigeria)



Hélène Rossert (France)

(REMAINING THROUGH 2025)



David Kanja (Kenya)



Bushra Malik (Pakistan)



Benoit de Schoutheete
(Belgium/Peru)



**Agnieszka Slomka
Golebiowska** (Poland)

2024 PCB Bureau meeting outcomes

31 January 2024

Consensus to use existing roster from 2021 for 2025–2026 selection.

New search process for 2026–2027 membership.

Bureau members requested the Secretariat to move forward with the search firm, Oxford HR, and start the selection process based on the existing roster of candidates from 2021.

16 April 2024

Selection Panel

Constituted by UNAIDS Executive Director through the PCB Bureau to select and appoint members to the IEOAC for 2025–2026.

A call for nominations for the selection panel was circulated to PCB stakeholders on **24 April 2024** based on the terms of reference developed by the PCB Bureau and Secretariat.

The role of the Selection Panel was to consider the shortlist provided by the search firm, Oxford HR, and provide a **final list of recommended committee members** for consideration by the PCB Bureau.

Composition of the Selection Panel

<p>Dr Beatriz Grinsztein Chief of the Laboratory for Clinical Research in ISTs, HIV from the National Infectiology Institute Evandro Chagas (INI/Fiocruz); President of the International Aids Society <i>Nominated by Latin American and Caribbean States</i></p>
<p>Ms Gracia Violeta Ross Quiroga Lead on HIV, Reproductive Health & Pandemics, World Council of Churches (WCC) <i>Nominated by PCB NGO delegation</i></p>
<p>Mr Ivan Tarutin Third Secretary, Permanent Mission of the Russian Federation to the United Nations Office and other international organizations in Geneva <i>Nominated by Eastern European States</i></p>
<p>Mr Jonathan Gunthorp Executive Director, SRHR Africa Trust <i>Nominated by PCB NGO delegation</i></p>
<p>Mr Matthew Gowaseb Principal Partner, Matthew Gowaseb and Associates, Inc (Consulting Firm) <i>Nominated by African States</i></p>
<p>Mr Sunil Raman Adviser to UNICEF's Director of Internal Audit and Investigations; Independent Secretary to the UNICEF Audit Advisory Committee, UNICEF <i>Nominated by Cosponsors</i></p>

Submission of outcome to PCB

Modalities and procedures:

- Panel met twice (17 and 29 May 2024) and unanimously nominated a chair, Mr Jonathan Gunthorp, from among its members.
- Prior to its first meeting, the selection panel received the final report of the professional search firm along with the CVs and statements of interest of the 11 short-listed candidates.
- First meeting: The selection panel received a presentation with an overview of the Joint Programme, including its unique governance model, followed by an introduction to the establishment of the IEOAC. The Secretariat provided an overview of the lessons learnt from the initial 2021 selection process of IEOAC members.
- Second meeting: Members discussed their individual scores of the 11 candidates, which had been consolidated prior to the meeting.
- Agreement to select 3 candidates to replace the 3 outgoing members:
- Ensuring a balanced committee with a diverse skill set; *and*
- Equitable distribution of the workload among the 7 IEOAC members.

Evaluation factors:

- IEOAC Terms of Reference
- Technical scoring tool
- Core competencies outgoing IEOAC members
- Additional considerations:
- Geographical representation and gender balance
- Specific skills: implementation HIV programmes, medical expertise, collaboration and partnerships for the HIV response, including rich working experience with communities

Final shortlist of candidates (in alphabetical order):

- Ana-Mita Betancourt (USA)
- Anuradha Gupta (India)
- Suresh Raj Sharma (Nepal)

