



Terms of Reference for the Search Committee for the Selection of the UNAIDS Executive Director

In accordance with the Decisions, Recommendations and Conclusions of the 22nd Meeting of the UNAIDS Programme Coordinating Board, the Search Committee for the selection of the UNAIDS Executive Director:

1. Shall elect a Chair from within its membership;
2. Will follow the code of conduct signed by all members.
3. Will refine and ensure that the process for submitting nominations and individual applications is duly adhered to according to an agreed upon timeline;
4. May use independent consultant(s) hired by the Secretariat in support of the process;
5. Will agree upon a scoring tool to evaluate candidates;
6. Will elicit and welcome candidates from the broadest diversity in terms of gender, nationality, culture and educational background, including regions from which an Executive Director of UNAIDS has not yet been appointed;
7. Will conduct initial interviews to screen candidates and evaluate them against the desired core competencies and experience as agreed in the 22nd Programme Coordinating Board Meeting;
8. Will send a short list of candidates to the PCB for consideration at an extraordinary meeting of the PCB; and
9. Will be responsible for submitting to the Chair of the Committee of Cosponsoring Organizations (CCO) a detailed report of the process and the outcomes including the short list of candidates in order of preference together with any comments and recommendations of the PCB. A full list of all candidates that had applied will also be provided to the CCO.

The Chair of the Search Committee will participate as an observer in the CCO interviews and nomination process and report back to the 23rd Programme Coordinating Board Meeting. The CCO may also meet in closed session.