



Code of Conduct for the Search Committee for the selection of the UNAIDS Executive Director

1. Members of the Committee, although nominated by the PCB constituencies, do not represent any particular constituency. They do not take instructions from, provide information to, nor act according to the particular interests of any constituency;
2. The actions and deliberations of committee members will be objective and impartial;
3. The members will weigh the merits of the candidates, in arriving at a recommended shortlist. The members will not come to meetings pre-disposed to advocate for a particular candidate;
4. Members will give full and thorough consideration to all candidates on the basis of merit and competencies, without regard to nationality, race or gender;
5. The meetings of the Search Committee will be closed. Members will observe the highest standards of impartiality, neutrality, confidentiality, respect for due process and selection based solely on merit;
6. Members are expected to attend all meetings (exceptions may be made in force majeure situations). Members will not be represented by alternates or substitute members;
7. Deliberations will be conducted in private and members will respect confidentiality, about the whole process both during and after the process. The views and statements of the different members will not be repeated, summarized or referred to by members outside the meetings;
8. Members commit not to quote any individual views of other members;
9. The overall Executive Director Selection process will be transparent. A summary report of each Search Committee Meeting will be published on the UNAIDS intranet site in English, French and Spanish.
10. The Committee as a whole is expected to adhere to the agreed timetable.

Agreed to by: _____ Date: _____
(Name and signature)