



**FIFTH REGULAR SESSION**

Busan, Republic of Korea

8-12 December 2008

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**EXECUTIVE DIRECTOR'S CONTRACT TERM**

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**WCPFC5-2008-FAC2/12**

**8<sup>th</sup> November 2008**

**Paper prepared by the Secretariat**

1. Article 15(1) of the Convention establishes a permanent Secretariat for the Commission consisting of an Executive Director and such other staff as the Commission may require. Article 15(2) provides for the appointment of the Executive Director for a term of four years and that the Commission may consider re-appointment for a further term of four years.
2. The incumbent Executive Director's initial four year term commenced on 12<sup>th</sup> September 2005 and will therefore expire on 11<sup>th</sup> September 2009. Each year since his appointment the Executive Director has been subject to a performance evaluation undertaken by the Chairman. Each appraisal has been positive and, to the knowledge of the Secretariat, no serious concerns have been raised either formally or informally during the incumbent Executive Director's term that would reflect on the incumbent's reappointment.
3. As the incumbent's term will expire during the 2009 inter-sessional period the Committee is invited to recommend one of the following options to WCPFC5:
  - Offering the incumbent a further term of four years from 12 September 2009.
  - Advertising the position of Executive Director and establishing a formal process for the selection of a candidate for appointment;
  - Offering the incumbent an extension of his current contract, for a mutually agreed term of less than four years, on the basis that WCPFC6 (December 2009) will consider an appointment process and procedure for the selection of an Executive Director that it would adopt for the future; or
  - provide alternative direction..