



Twenty Fourth SPREP Meeting

17th -19th September 2013
Apia, Samoa

AGENDA ITEM 8.6: Report by the Director General on Staff Appointment Beyond 6 years

Purpose

1. To report to the SPREP Meeting on the reappointment of Mr Espen Ronneberg to the position of Climate Change Adviser, Climate Change Division, for a further 3-year term.

Background

2. Staff Regulation 6 (m) on the Six Year Rule states that:

(m) When an aggregate period of six years has been served by an Employee in a Position Advertised Internationally (EPAI), that position will be re-advertised internationally. The incumbent is eligible to apply and the Director General can reappoint the incumbent based on the merit based recruitment and selection process, provided a report is made to the next SPREP Meeting.”

3. Mr Ronneberg’s second successive 3-year contract expired in October 2012. In accordance with the provisions of the Staff Regulations, the post was advertised widely and internationally 6 months before the expiry of Mr Ronneberg’s existing contract.

4.1 A total of 19 applications were received including Mr Ronneberg’s application.

4.2 A selection panel chaired by the Director, Climate Change Division carried out the selection process. Other members included the Deputy Director General and the HR Adviser from the Secretariat with Programme Manager, PACCSAP as the independent panel member.

4.3 The initial shortlist identified five potential candidates. One withdrew leaving four who were interviewed by telephone. Two outstanding candidates were invited for further interviews face-to-face. After a rigorous and comprehensive session of questions and answers including a presentation to the Panel, the Panel members were unanimous in their decision to recommend Mr Ronneberg for a further 3-year term. Mr Ronneberg’s reappointment has been approved by the Director General for another 3-year term.

Recommendations

4. The Meeting is invited to:

- **Note** the reappointment of Mr Espen Ronneberg to the position of Climate Change Adviser, Climate Change Division, for another three year term