



**Governing Council
Sixty-fourth Session**

GC/64/15
31 March 2022

Lyon, 12–13 May 2022
By web conference

PROCEDURE FOR THE ELECTION OF THE IARC DIRECTOR IN 2023

In 2017, the Governing Council adopted a detailed procedure for the election of the Director (see [Resolution GC/59/R7](#)).

The purpose of this document is to remind Governing Council members of the existing procedure and annexes, so that the Governing Council may decide in a fully informed manner on the way to conduct the election of the Director in 2023. The procedure below is to be read in conjunction with Rule 46 of the Rules of Procedure of the IARC Governing Council, the text of which is reproduced in [Annex 1](#) for ease of reference.

Procedure: Part I – Submission of candidatures

1. Any WHO Member State may propose one or more candidates, and must attach to the proposal the curriculum vitae of the candidate(s). In addition, proposals with a curriculum vitae may be submitted directly by individuals. The Director holding office may be a candidate without having to be proposed if he or she so requests and is eligible for re-election.¹

(i) Criteria for appointment

2. The Governing Council has set the criteria for selection of the Director, IARC as specified [in Annex 2](#) below.

(ii) Curriculum vitae – standard form

3. The Rules of Procedure require candidates for the post of Director to provide a curriculum vitae (see Rule 46.2).

4. The Governing Council requires the use of the curriculum vitae standard form (see [Annex 3](#) below), supplemented with a Written Statement (see the section beginning “Please evaluate your qualifications and suitability...”) and with reference to the “characteristics and attributes” required for the post ([Annex 2](#)).

(iii) Curriculum vitae – serving Director, candidate for second term

5. The Governing Council asks all candidates to submit a curriculum vitae, including a serving Director. This also applies when a serving Director runs for a second term unopposed.

¹ Eligibility is determined under Rule 46.6 of the IARC Statute, Rules and Regulations.

(iv) Publication of names/curriculum vitae of candidates

6. The names and *curricula vitae* of candidates are made available to Governing Council members; they are not made available publicly.

Procedure: Part II – Short-list of candidates

7. Shortly after receipt of all the eligible candidatures (as described in Rule 46.3 of the Rules of Procedure) each Participating State conveys to the Chair of the Governing Council the names of up to five candidates whom it proposes to be interviewed for the position of Director.

8. Subsequently, the Chair in consultation with the WHO Director-General, identifies up to five candidates with the highest number of requests for interview and for whom at least four Participating States have expressed such request, to be interviewed by the Governing Council.

Procedure: Part III – Interviewing of candidates

9. Interviewing of candidates by the relevant governing body, or committee of the governing body, is the norm within WHO, including in IARC, where the Governing Council interviewed short-listed candidates in the previous two selections².

Interview modalities

10. The interview method used at IARC involves all Participating States participating in the interviewing of short-listed candidates. The interviews occur on the day preceding the election, and include each candidate giving a presentation setting out his or her vision for IARC followed by questions and answers. Procedures are put in place to ensure the fair and equal treatment of all candidates, e.g. concerning the order of interviews; the duration; and the method of choosing questions, which are all agreed by the Governing Council at the opening of the session at which the interviews take place.

11. The procedures are described in a letter from the Chairperson of the Governing Council to Participating States to be sent before the session at which the interview(s) are to take place.

Procedure: Part IV – Election of Director

12. Voting occurs on the day following the interviews, in closed session, and in accordance with Rule 46.5 of the Rules of Procedure.

13. The results of the vote are announced in open session and in accordance with Rule 46.6 of the Rules of Procedure.

² In 2013 the sole short-listed candidate (the serving Director) was interviewed; in 2018, five candidates were interviewed.

Annex 1 – Rule 46 of the Rules of Procedure of the IARC Governing Council

Rule 46

1. Not less than six months before the opening of a session of the Governing Council during which the Director of the Agency has to be selected, the Director-General of the World Health Organization shall inform each Member State of the Organization of the vacancy of the post.
2. Any Member State of the Organization may propose one or more candidates, attaching to each proposal a curriculum vitae. Proposals with curriculum vitae may also be submitted directly by individuals. Proposals shall be addressed to the Director-General of the World Health Organization so as to reach him not less than twelve weeks before the opening of the Session. If he has so requested, the Director of the Agency holding office may be a candidate without having to be proposed.
3. Not less than ten weeks before the opening of the Session, the Director-General of the World Health Organization shall send to each Participating State copies of all proposals, and their attachments, received within the period specified, and shall indicate whether or not the person holding office is a candidate.
4. If only one or no proposal has been received by the Director-General of the World Health Organization in time for transmission to Participating States in accordance with this Rule, he will inform the Participating States within the period specified in the preceding paragraph. In these cases, during its Session, the Governing Council shall itself establish a list of candidates composed of the names proposed by the representatives present, to which the curricula vitae should be attached. The same procedure will also be followed by the Governing Council in cases where the post of Director of the Agency falls vacant within the period of six months laid down in paragraph 1 of this Rule.
5. The selection of the Director of the Agency shall take place at a closed meeting of the Governing Council. The Governing Council shall elect a person by secret ballot from among the candidates proposed. If, in the first ballot, no candidate obtains the majority, additional ballots shall be taken and the candidate who obtains the least number of votes shall be eliminated at each ballot. If the number of candidates is reduced to two and there is a tie between these two candidates after three further ballots, the procedure established by this paragraph shall be recommenced. In this event the Governing Council may propose additional candidates.
6. The name of the person so selected shall be submitted to the Director-General of the World Health Organization to permit him to effect the appointment on such terms as the Governing Council may determine. The term of office of the Director of the International Agency for Research on Cancer shall be five years, and he or she shall be eligible for reappointment once only.

Annex 2 – Characteristics and attributes sought in candidates for the post of Director, International Agency for Research on Cancer (IARC)

- Substantial experience and outstanding scientific reputation in the field of cancer research, including an understanding of cancer genetics, epidemiology, public health research and health policy issues. Experience limited to clinical oncology would be insufficient.
- International experience:
 - good links with the international cancer research community;
 - experience of working with international organizations and Member States.
- Leadership:
 - ability to lead and motivate the Agency;
 - ability to set out a vision for the Agency and translate this into action;
 - ability to deal effectively with the media, academic groups, industry representatives, political leaders and public health specialists;
 - ability to build consensus effectively within IARC, with Participating States and more broadly.
- Managerial ability:
 - proven ability to manage a research organization, to coordinate studies in national and international settings, to analyse organizational problems and find solutions, to motivate and inspire staff;
 - excellent communication and advocacy skills.
- Integrity:
 - proven ability to withstand pressures from various interest groups which are contrary to the principles of sound science and public health administration;
 - sensitivity to cultural, social and political differences.
- Personal qualities:
 - genuine personal commitment to the aims of the Agency;
 - health record compatible with carrying out duties of the post.
- Languages:
 - excellent knowledge of English or French and preferably a good working knowledge of the other. Knowledge of other languages would be an asset.

Annex 3 – Standard form for curriculum vitae for candidates to the post of IARC Director

Family name (surname): Dr/Mr/Mrs/Ms/Miss				
First/other names:				
Place and country of birth:		Date of birth (Day/Month/Year):		
Present nationality:				
Has your nationality ever been changed or is it in the process of being changed: <input type="checkbox"/> No <input type="checkbox"/> Yes (explain)				
Address to which correspondence should be sent:		Telephone <hr/> E-mail <hr/>		
Degrees/Certificates obtained Please indicate a maximum of three degrees/certificates obtained – particularly in the field of public health – with dates and names of institutions.		1. 2. 3.		
LANGUAGE KNOWLEDGE		Speak	Read	Write
Mother tongue			
For languages other than mother tongue, enter appropriate number from code below to indicate level of your language knowledge	ENGLISH.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	FRENCH.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CODE: 1. Limited conversation, reading of newspapers, routine correspondence. 2. Engage freely in discussions, read and write more difficult material 3. Speak, read and write (nearly) as in mother tongue	OTHERS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<p>Positions held Please indicate below the positions held during your professional career, with the corresponding dates, duties and responsibilities, and your reasons for leaving these positions. Please attach additional pages as necessary.</p>			
Position	Date	Duties	Reasons for leaving
<p>Please state any other relevant facts which might help to evaluate your application. List your activities in civil, professional, public or international affairs.</p>			
<p>In view of the technical and scientific work carried out by the Agency and the latter's relationship with WHO, it is important to safeguard the impartiality and objectivity of the Agency. Therefore, the Director of the Agency must be perceived as impartial and acting in the exclusive interest of the Agency. For these reasons, it is important to have a clear picture of any interests you, your spouse and any dependent children may have which overlap or conflict with the mandate of the Agency, and which you are requested to list below. Please refer, for guidance, to the declaration of interests form for designated WHO staff annexed hereto, which the successful candidate to the post of Director will in any event be required to complete before appointment. While the information you provide below will be treated confidentially, such information will have to be taken into consideration by the Governing Council as part of the selection process.</p>			

Please attach a list of selected publications - most relevant to the position with a maximum of 20. (Do not attach the publications themselves.)

Please evaluate your qualifications and suitability for the post of Director, IARC, bearing in mind the description of IARC and its work as well as the following qualities: international experience; leadership; managerial ability; consensus building; communication and advocacy skills; integrity; sensitivity to cultural, social and political differences. Please make reference to specific elements of your curriculum vitae to support your evaluation.

I hereby certify that the statements made by me on this form are true, complete and correct. I understand that any false statement or required information withheld may provide grounds for the withdrawal of any offer of appointment or the termination of any contract of employment with the Organization.

Date and place: Signature:

By submitting this form and by signing below, I hereby consent to IARC processing my personal data as provided herein, for recruitment purposes. IARC will treat all provided information confidentially and in line with IARC's data protection framework.

I understand that at any time, I am entitled to withdraw my consent, or to request further information on how IARC is processing my personal data by contacting the IARC Data Protection Officer via dpo@iarc.fr.

I also understand that if I decide to withdraw my consent before the recruitment process has been completed, my application can no longer be processed by IARC and, consequently, it will not be considered for the selection and hiring process.

Date and place: Signature: