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INTERNATIONALER VERBAND
ZUM SCHUTZ VON
PFLANZENZÜCHTUNGEN

UNION INTERNATIONALE
POUR LA PROTECTION
DES OBTENTIONS VÉGÉTALES

INTERNATIONAL UNION
FOR THE PROTECTION OF
NEW PLANT VARIETIES

COUNCIL

Sixth Session

Geneva, November 8 and 9, 1972

STAFF MATTERS

RECRUITMENT OF A TECHNICAL-ADMINISTRATIVE ASSISTANT

Report by the Secretary General

1. At its fifth session (October 13 to 15, 1971) the Council made provision for a post of technical-administrative assistant (at grade P.3 or possibly P.2 level) and that of a secretary (see the approved budget for 1972 (document UPOV/C/V/29) and paragraph 123 of the Report of the session (document UPOV/C/V/28 Add.)), subject to the drafting of a detailed job description for the assistant which would be circulated to the representatives of the member States.

2. After the said job description had been circulated to the member States, the post of technical-administrative assistant was advertised with the following indications of the required qualifications:

- (i) University degree in a relevant field of agriculture, horticulture, botany or a related science, or an equivalent qualification from a recognized institution for advanced studies in the fields referred to.
- (ii) Experience in matters relating to agriculture, horticulture or botany which will enable the incumbent to deal with relevant technical problems.
- (iii) Knowledge of problems relating to plant breeders' rights, including their international aspects (not essential but would be an advantage).
- (iv) Experience in office administration, including preparation of working documents.
- (v) Excellent knowledge of one of the working languages of UPOV (English, French or German) and at least a good knowledge of one of the other two and preferably some knowledge of the third.

3. Applications were received from 26 nationals of the following States: Belgium (1), France (11), Germany (Federal Republic) (4), Netherlands (4), United Kingdom (6).

4. The Selection Committee, under the chairmanship of the Vice Secretary General (as provided in Article 5 of the Administrative Regulations), was of the opinion that several candidates possessed the required technical and administrative knowledge. However, considering that UPOV is probably the only international

governmental organization having German as one of its working languages and that BIRPI/WIPO provides adequate linguistic assistance with respect to the other two working languages (English and French), a good knowledge of German was felt to be very important, and candidates who did not meet this requirement were eliminated.

5. On the basis of the applications received Dr. Max-Heinrich Wolfram Thiele-Wittig of German nationality appeared to be the candidate most suited to the requirements of the post. He was consequently called for an interview by the Selection Committee. He was born in 1940 and studied agricultural science at the Universities of Berlin and Göttingen, where he obtained, in 1966, the degree of agricultural engineer (Diplomlandwirt). His main thesis for this degree (die grosse schriftliche Hausarbeit (Diplomarbeit)) was on barley breeding. From 1966 to 1970 he worked, partly at the University of Göttingen, partly at the Inter-American Institute for Agricultural Science in Costa Rica, on a doctoral thesis concerning the nutrition of coffee plants, which he completed in 1970. At present he is employed by FAO as an associate expert on a two-year contract which expires in December 1972. In the course of this employment he worked at the headquarters of FAO in Rome where he prepared an analysis on plant production in Latin America, and later he went to Cameroon (where he is at present) to work on a fertilizer program. He is of German mother tongue. His knowledge of English is excellent, but his knowledge of French needs improving. Apart from that, he has a rather good knowledge of Spanish and some knowledge of Italian.

6. The information received from Germany (from Dr. Böringer and other sources) and from FAO on his scientific knowledge, working capacity, sense of duty, aptitude for cooperation with colleagues and character as a whole is very satisfactory.

7. On interview the Selection Committee formed a favorable impression of this candidate. He appeared to be of sound character and his replies to the Committee members confirmed the impression made by the information already received. The only possible reservation concerns his administrative experience, which is rather limited. However, in the light of his educational attainments and the reports produced on his present activities, the Selection Committee expressed confidence in his aptitude for meeting the requirements in this respect, in the relatively near future. In the circumstances the Selection Committee considered him suitable for the post.

8. Apart from his limited administrative experience, Dr. Thiele-Wittig is believed to fulfill all the requirements for grading at P.3 level. Consequently, in accordance with established practice, he will have the temporary grade of P.2 until such time as he has proved his administrative ability, after which he should be promoted to the grade of P.3.

9. On the recommendation of the Vice Secretary General, the Secretary General invites the Council to approve:

- (i) the appointment of Dr. M.-H.W.Thiele-Wittig as technical-administrative assistant of UPOV;
- (ii) the grading of his post during the two-year probationary period at P.2 level;
- (iii) the prospect of his promotion to P.3 grade on completion of his probationary period being held out to him, subject to satisfactory service during that period.

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