

**Ad hoc Sub-Committee concerning the appointment of
a new Vice Secretary-General**

SC-VSG/1/2

**First meeting
Geneva, October 26, 2022****Original:** English
Date: October 27, 2022**REPORT***adopted by the Ad hoc Sub-Committee concerning the appointment of a new Vice Secretary-General**Disclaimer: this document does not represent UPOV policies or guidance*Opening of the meeting

1. The Ad hoc Sub-Committee concerning the appointment of a new Vice Secretary-General (SC-VSG) held its first meeting in Geneva on October 26, 2022 and on the morning of October 27, 2022.
2. The session was opened and chaired by Mr. Marien Valstar (Netherlands), President of the Council, who welcomed the participants.
3. The SC-VSG noted that Ms. Kitisri Sukhapinda had replaced Ms. Elaine Wu for the United States of America and that Ms. Minori Hagiwara had replaced Mr. Shuichi Matsumoto for Japan.
4. The SC-VSG noted that Spain and the European Union had withdrawn from the work of the SC-VSG in accordance with the decision of the Consultative Committee that a State proposing a candidate, or an intergovernmental organization endorsing a candidate from a member of the Union which was a Member State of that intergovernmental organization, should not participate in the work of the Ad hoc Sub-Committee.
5. The list of participants is presented in the Annex to this document.

Adoption of the agenda

6. The SC-VSG adopted the draft agenda, as proposed in document SC-VSG/1/1 Rev.

Recommendations on the applications received for the post of Vice Secretary-General

7. The SC-VSG considered the information provided in document CC/99/2.
8. On the basis of the information provided in the application forms in relation to the Qualifications, Experience and Nationality specified in the vacancy announcement for Vice Secretary-General (see document CC/99/2, Annex III), the SC-VSG considered that the following candidates, whose applications had been validly received, met the essential requirements as specified in the vacancy announcement:

Mr. Martin Ake EKVAD (Sweden)

Ms. Yolanda HUERTA-CASADO (Spain)

Mr. Leontino REZENDE TAVEIRA (Brazil)

Recommendation 1

9. The SC-VSG recommended to the Consultative Committee the selection of the following candidates, listed in alphabetical order, to be interviewed by the SC-VSG:

Mr. Martin Ake EKVAD (Sweden)

Ms. Yolanda HUERTA-CASADO (Spain)

Mr. Leontino REZENDE TAVEIRA (Brazil)

10. The SC-VSG requested the verification of the relevant qualifications of the selected candidates by WIPO Human Resources Management Department (HRMD).

Recommendation of Topic for a presentation to be made by the candidates selected for interview

Recommendation 2

11. The SC-VSG recommended to the Consultative Committee to request the candidates selected for interview to make a 15-minute presentation on “What are the main challenges for UPOV and how should they be addressed?” at an informal meeting of the Consultative Committee to be held in hybrid format in Geneva on January 31, 2023, and to request the Office of the Union to make the necessary arrangements for that informal meeting. The presentations would be made at 11:00 a.m., 11:30 a.m. and 12:00 p.m. (Geneva time).

12. The SC-VSG agreed that the topic of the presentation should be contained in the invitation letter sent to the selected candidates. The SC-VSG noted that interpretation would be provided in the four official languages of UPOV (English, French, German and Spanish).

Organization of the interview of selected candidates (document CC/99/2):

Recommendation 3

13. The SC-VSG recommended to the Consultative Committee that the interview panel be comprised of the members of the SC-VSG, noting that Spain and the European Union had withdrawn from the work of the SC-VSG, with the President of the UPOV Council acting as the Chair of the Panel. The interview would be conducted in English.

Recommendation 4

14. The SC-VSG recommended to the Consultative Committee to note that the Secretary-General would be present during the interviews of the candidates for the post of Vice Secretary-General but would not participate in the preparatory work concerning the conduct of the interviews or in the discussions of the SC-VSG.

15. The SC-VSG noted that the questions agreed by the SC-VSG at its first meeting would not be included in the report of the meeting and that the questions would be circulated only to the participants in the second meeting of the SC-VSG.

16. The SC-VSG noted that the transcription of the interviews would be included in the report of the second meeting of the SC-VSG, which would be transmitted to the Consultative Committee, by February 9, 2023. The SC-VSG further clarified that the panel would not make any recommendations to the Consultative Committee on the candidates.

Recommendation 5

17. The SC-VSG recommended to the Consultative Committee to invite the candidates to be interviewed by the interview panel at its second meeting on February 1, 2023, and to request the Office of the Union to make the necessary arrangements for those interviews in hybrid format. The interviews would start at 11:00 a.m., 1:00 p.m. and 3:00 p.m. (Geneva time).

18. The SC-VSG noted that all candidates would be given the opportunity to be in Geneva for the presentation and the interview.

Selection procedure (document CC/99/2 Add.)

Recommendation 6

19. To facilitate a consensus, the SC-VSG recommended to the Consultative Committee that:

(a) after the publication of the report of the second meeting of the SC-VSG, a straw poll be conducted by virtual means of each eligible UPOV Council representative to ascertain their first and second choices of candidate and that the results of that straw poll be shared with the countries that had proposed candidates;

(b) the straw poll be conducted by at least two of the following: President; Vice-President; former President, plus a representative of WIPO Human Resources Management Department (HRMD);

(c) the straw poll be conducted between February 16 to March 2, 2023; and

(d) each eligible UPOV Council Representative be offered a given date and time for the straw poll. In the absence of any request for an alternative date and time, non-attendance of the straw poll would mean that the UPOV Council Representative's choice of candidate would not be included in the straw poll result.

Recommendation 7

20. The SC-VSG noted that in the absence of a consensus, a vote would be required at the thirty-fifth extraordinary session of the UPOV Council, on March 23, 2023. The SC-VSG recommended the Consultative Committee to note that a vote by secret ballot¹ would not be possible in a hybrid or virtual meeting. The SC-VSG therefore recommended that provision be made for a physical meeting of the thirty-fifth extraordinary session of the UPOV Council, on March 23, 2023, in case a secret ballot is required.

21. The SC-VSG noted that, in the event of a vote being held at the thirty-fifth extraordinary session of the UPOV Council, on March 23, 2023, the right to vote for State members of the Union in arrears would be decided at that session, prior to the vote.

Date of next meeting

22. The SC-VSG agreed to hold its second meeting in a hybrid format on February 1, 2023.

23. This report was adopted by the Ad hoc Sub-Committee concerning the appointment of a new Vice Secretary-General at the close of its meeting, on October 27, 2022.

[Annex follows]

¹ See document [UPOV/INF/7](#) "Rules of Procedure of the Council", Rule 24:

"Rule 24: Voting by Secret Ballot

"(1) All elections and decisions concerning States or individuals shall be voted on by secret ballot if at least two delegations so request.

"(2) Voting by secret ballot is governed by special regulations, which form the annex to the present Rules of Procedure and are an integral part thereof."

LISTE DES PARTICIPANTS / LIST OF PARTICIPANTS /
TEILNEHMERLISTE / LISTA DE PARTICIPANTES

(dans l'ordre alphabétique des noms français des membres /
in the alphabetical order of the French names of the Members /
in alphabetischer Reihenfolge der französischen Namen der Mitglieder /
por orden alfabético de los nombres en francés de los miembros)

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[End of Annex and of document]