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## **Annex II: Selection process for the Head of the Independent Evaluation Unit, the Head of the Independent Integrity Unit and the Head of the Independent Redress Mechanism**

The following steps are proposed for the selection of the heads of the three accountability units, based on the steps followed to hire the Executive Director:<sup>1</sup>

- (a) Procurement of a recruitment firm to assist the Committee in its work – expected time needed: 45 working days from publication of the request for proposal;
- (b) The Appointment Committee will submit a recommendation to the Co-Chairs for an in-between meetings decision by the Board on the selection of the recruitment firm;
- (c) Issuance of an advertisement for the three positions as soon as possible after the tenth meeting of the Board, which will be circulated as widely as possible, including through a notification to all governments (through national designated authorities/focal points and United Nations Framework Convention on Climate Change national focal points) and in leading international journals, with an application deadline of four weeks from the date of issuance of the advertisement;
- (d) Review of the applications by the recruitment firm, including: creation of a longlist of 20-25 candidates for each position, followed by more detailed information gathering on the candidates; development of a shortlist of approximately 6-10 candidates for each position; conduct of first interviews with a final interview list of approximately five candidates;
- (e) The Committee will make a recommendation of two final candidates for each position for consideration by the Board no later than its twelfth meeting, including a ranking by preference;
- (f) The Board, through the Co-Chairs, will make an offer to the selected candidates;
- (g) The Co-Chairs will engage with the selected candidates regarding agreement on a performance-based contract; and
- (h) Contracts to be signed by the Co-Chairs on behalf of the Green Climate Fund.

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<sup>1</sup> Document GCF/B.02-12/08.