

Annex II: Guiding principles and methodology for the performance review of members of the Accreditation Panel of the Green Climate Fund

1. The Board per decision B.07/02, paragraph (g), established the GCF's Accreditation Panel (AP) as an independent technical panel to advise the Board on matters related to the accreditation of entities to the GCF. The AP is comprised of six expert members with balanced representation between developing and developed countries and the appropriate range of expertise, and each AP member is nominated by the Accreditation Committee for endorsement by the Board.
2. The scope of the AP's responsibilities are defined in the AP's terms of reference (annex V to decision B.07/02).
3. This document includes guiding principles and the methodology for the performance review of each member of the AP.

I. Guiding principles

4. The review should:
 - (a) Take into account the accountability of the AP to the Board of the GCF;
 - (b) Cover the entire period of each AP member's term, which commenced in accordance with relevant decisions B.08/20, B.BM-2015/01 and B.13/07; and
 - (c) Be conducted with a spirit of openness and positivity towards giving and receiving feedback.

II. Methodology

5. The performance review of AP members will be undertaken by an independent consultant or firm that will:
 - (a) Facilitate the self-assessment of the performance of AP members with regard to the duties adopted in annex V to decision B.07/02; and
 - (b) Develop and implement an online 360-degree assessment exercise eliciting feedback from:
 - (i) A sampling of members of the Board and alternate Board members;
 - (ii) Relevant individual staff members of the Secretariat;
 - (iii) Other AP members; and
 - (iv) A sample of accredited entities.
6. The 360-degree assessment exercise will collect qualitative and quantitative feedback on the AP members' performance, including their contributions within their technical expertise, in line with the AP's terms of reference in annex V to decision B.07/02:
 - (a) Governance systems, financial management, audit and control framework;
 - (b) Project management cycle and activity oversight;
 - (c) Transparency, investigation and anti-fraud provisions;

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- (d) Environmental and social safeguards and environmental and social management systems;
 - (e) Financial intermediation and/or financial sector supervision and oversight; and
 - (f) Experience in working in/with developing countries.
7. The assessment will also include evaluation of the essential competencies for the role – integrity, ethical behaviour, teamwork, communications, and ability to meet deadlines.
8. The independent consultant or firm will:
- (a) Collate and review the information from the self-assessment, 360-degree assessment exercise and interview;
 - (b) Provide feedback to the individual AP members, for validation of the results and to give them valuable feedback on how their performance is perceived by other AP members and stakeholders;
 - (c) Report to the Board, through the Secretariat, the collated information on the performance review of the AP members at the seventeenth meeting of the Board to enable the Board to reach an overall assessment of performance, taking into account the recommendation of the independent consultant or firm; and
 - (d) Keep all personal information absolutely confidential, disclosing only to those who have the agreed privilege to view the data.