

# Terms of reference of the Performance Oversight Committee

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This document contains the terms of reference as adopted by the Board in decision B.21/13, paragraph (b), and updated by the Board in decision B.BM-2020/04 paragraph (d), B.32/09 paragraph (b), and decision B.44/16 paragraph (a). The updated terms of reference were transmitted to the Board for consideration at B.44 in document B.44/16/Rev.01 titled “Review of Committees: Co-Chairs’ proposal for an updated structure for Board committees”.

All decisions and documents adopted at B.44 can be found in document GCF/B.44/21 titled “Decisions of the Board – forty-fourth meeting of the Board, 25 - 28 March 2026”.



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## **I. Role and functions**

1. The role of the Performance Oversight Committee of the Executive Director and Heads of Independent Units (“Committee”) is to assist the Board in discharging its responsibilities regarding the performance management of the Head of the Independent Evaluation Unit, the Head of the Independent Integrity Unit, the Head of the Independent Redress Mechanism and the Executive Director of the Secretariat of the Green Climate Fund (collectively referred to as “Board-appointed Officials”).
2. In fulfilling the role set out in paragraph 1 above, the Committee will perform functions consistent with decisions of the Board on performance evaluation for Board-appointed officials, including, but not limited to:
  - (a) Setting the objectives of Board-appointed Officials;
  - (b) Monitoring the performance of Board-appointed Officials;
  - (c) Evaluating the performance of the Board-appointed Officials;
  - (d) Making recommendations to the Board regarding the performance reviews of Board-appointed Officials;
  - (e) Making recommendations to the Board with respect to appointment renewal, and reviewing the Terms of Reference of Board-appointed Officials prior to their renewal of appointment being considered by the Board; and
  - (f) Considering any other matters related to the performance of Board-appointed Officials that the Board deems appropriate.

## **II. Membership**

3. The Committee will comprise:
  - (a) Current Co-Chairs of the Board;
  - (b) One Board member from developing country Parties; and
  - (c) One Board member from developed country Parties.
4. Members of the Committee will serve for a term of three years, aligned with the term of the Board membership with the exception of Co-Chairs who will serve on the Committee during their one-year Co-Chair term.

## **III. Duration**

5. The Committee is a standing committee of the Board.

## **IV. Guidelines for operation**

6. Provisions will be put in place to manage actual and potential conflict of interest, consistent with applicable Board decisions and policies.



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