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Informative Document

APPOINTMENT AND RENEWAL OF THE EXECUTIVE SECRETARY OF THE CIM

Relevant Regulations

The hiring process of the Executive Secretary of the Inter-American Commission of Women (CIM) is governed by its Statute,¹ specifically Chapter VII, articles 28 to 30, cited below:

Article 28. The office of the Executive Secretariat shall be under the responsibility of an Executive Secretary, who shall be a person of independence and recognized trajectory and competence in the field of human rights and gender equality.

Article 29. The Executive Secretary shall be appointed by the Secretary General of the Organization from the list of three finalists identified by the Executive Committee in accordance with Article 30. The term in office of the Executive Secretary shall be four years and her/his appointment may be renewed by the Secretary General, in consultation with the Executive Committee, for a subsequent four year term. The Executive Secretary may be removed from office by the Secretary General, in consultation with the Executive Committee and upon informing the Member States of the reasons for such removal.

Article 30. The Executive Committee shall undertake the following internal procedure to identify the best qualified candidates for the position of Executive Secretary to make up the shortlist of three candidates that it will transmit to the Secretary General:

a) At least six months before the conclusion of the mandate of the Executive Secretary, the Executive Committee shall open a public competition to fill the vacancy, publicizing the criteria and qualifications for the office and description of the functions and duties to be fulfilled. The notice of convocation of the competition shall be published for a period of thirty days on the Website of the OAS, under the section of Employment Opportunities and on the Webpage of the CIM.

b) The Executive Committee shall review the applications received and interview those candidates that it considers best qualified for the position. The curriculum vitae of each person interviewed shall be published on the Webpage of the CIM for a period of thirty days, with a view to receiving observations on the candidates from the Member States and civil society.

¹ Available at: <https://www.oas.org/en/cim/docs/CIMStatute-2016-EN.pdf>

c) The Executive Committee shall select, by majority, three finalists, whose applications shall make up the shortlist to be sent to the Secretary General, including all documentation presented by the candidates, cover letter, curriculum vitae, and any other relevant information, and with the observations that it considers pertinent.

d) Prior to and during their period of appointment, the Executive Secretary shall disclose to the Executive Committee any interest which may be considered to be in conflict with the exercise of her or his functions.

Background

The selection and appointment process of the current Executive Secretary was carried out between April and July 2019 in accordance with the aforementioned article 30 and under the coordination of the Executive Committee. On August 16, 2019, Alejandra Mora Mora began her first four-year term as Executive Secretary, which will end on August 15, 2023.

On the Renewal

In this context and in accordance with Article 29 of the CIM Statute, which stipulates that " The term in office of the Executive Secretary shall be four years and her/his appointment may be renewed by the Secretary General, in consultation with the Executive Committee, for a subsequent four year term," we are faced with the possibility of renewal, for which reason the matter is submitted for consultation in this session of the Executive Committee of the CIM, so that a recommendation can be transmitted to the Secretary General on the final decision of the renewal of the mandate of the Executive Secretary for a second period of four years (August 16, 2023 to August 15, 2027).