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The Pacific environment, sustaining our livelihoods and natural heritage in harmony with our cultures.

Twenty Fifth SPREP Meeting of Officials

Majuro, Marshall Islands
 30 September – 2 October 2014

Agenda Item 8.5: Report by the Director General on Staff Appointment Beyond 6 years

Purpose

1. To report to the SPREP Meeting the reappointment of the following staff for a further 3-year term:
 - a) Mr Clark Peteru - reappointed to the Legal Adviser position after 9.5 years in the same post;
 - b) Mr Anthony Talouli - reappointed to the Pollution Adviser position after 6 years in the same post;
 - c) Ms Alofa Tuuau - reappointed to the Finance & Administration Adviser position after 12 years in the same post;
 - d) Mr Stuart Chape - reappointed to the Director, Biodiversity & Ecosystem Management position after 9 years in the same post.

Background

2. Staff Regulation 6 (m) on the Six Year Rule outlines that when an aggregate period of six years has been served by an employee in an international position (EPAI), that position must be re-advertised internationally at the completion of the 6-years. The incumbent is eligible to apply and the Director General can reappoint the incumbent based on the merit based recruitment and selection process, provided a report is made to the next SPREP Meeting.

3. Mr Clark Peteru's third successive 3-year contract expired in August 2012 and was extended for a short term up to March 2013 to allow for the recruitment process to complete. In accordance with the provisions of the Staff Regulations and Staff Instructions, the post was advertised widely in the international market 6 months before the expiry of Mr Peteru's contract.

3.1 A total of 7 applications were received including Mr Peteru's application.

3.2 A selection panel chaired by the Director, Environmental Monitoring & Governance was constituted to carry out the selection process. Other members included the Director, Waste Management & Pollution Control and the HR Officer from the Secretariat with the Chief Executive Officer of the Samoa Ports Authority as the independent panel member.

3.3 The initial shortlist identified three potential candidates who were interviewed by telephone. Two outstanding candidates were invited for further interviews face-to-face. After a rigorous and comprehensive session of questions and answers including a presentation to the Panel, the Panel members were unanimous in their decision to recommend the reappointment of Mr Peteru for a further 3-year term. Mr Peteru's reappointment has been approved by the Director General for another 3-year term.

4. Mr Anthony Talouli's second successive 3-year contract expired in April 2013. In accordance with the provisions of the Staff Regulations and Staff Instructions, the post was advertised widely in the global market 6 months before the expiry of Mr Talouli's existing contract.

4.1 A total of 14 applications were received including Mr Talouli, who reapplied for the position.

4.2 A selection panel chaired by the Director, Waste Management & Pollution Control was constituted to carry out the selection process. Other members included the Director, Biodiversity & Ecosystem Management and the HR Adviser.

4.3 The initial shortlist identified two potential candidates who were interviewed by telephone. After a rigorous and comprehensive session of questions and answers, the Panel members were unanimous in their decision to recommend Mr Talouli for a further 3-year term. Mr Talouli's reappointment has been approved for another 3-year term

5. Ms Alofa Tuuau's fourth successive 3-year contract expired in July 2014. In accordance with the provisions of the Staff Regulations and Staff Instructions, the post was advertised widely in the global market 6 months before the expiry of Ms Tuuau's existing contract.

5.1 A total of 17 applications were received including Ms Tuuau's, who reapplied for the position.

5.2 A selection panel chaired by the Deputy Director General was constituted to carry out the selection process. Other members included the Director, Climate Change, the Hazardous Waste Management Adviser and the HR Adviser from the Secretariat with the Chair of the SPREP Audit Committee, who is the Principal Partner of the Su'a & Associates Accounting Firm based in Apia, as the independent panel member.

5.3 The initial shortlist identified five potential candidates who were interviewed by telephone. Four were outstanding in their telephone interviews and were invited for further interviews face-to-face. After a rigorous and comprehensive session of questions and answers including a presentation to the Panel, the Panel members were unanimous in their decision to recommend the reappointment of Ms Tuuau. The Director General has approved the reappointment of Ms Tuuau for another 3-year term.

6. Mr Stuart Chape's 3rd successive 3-year contract expired in September 2014. In accordance with the provisions of the Staff Regulations and Staff Instructions, the post was advertised widely in the global market 6 months before the expiry of Mr Chape's existing contract.

6.1 A total of 29 applications were received including Mr Chape's, who reapplied for the position.

6.2 A selection panel chaired by the Deputy Director General was constituted to carry out the selection process. Other members included the Director, Environmental Monitoring & Governance and the HR Adviser from the Secretariat with UNEP's Pacific Regional Focal Point & Task Manager as the independent panel member.

6.3 The initial shortlist identified six potential candidates who were interviewed by telephone. Three were outstanding in their telephone interviews and were invited for further interviews face-to-face. After a number of rigorous and comprehensive sessions of questions and answers including a presentation to the Panel, the Director General approved the reappointment of Mr Chape for another 3-year term.

Recommendations

7. The Meeting is invited to:

- **note** the reappointment of Mr Clark Peteru to the position of Legal Adviser, for another three year term;
 - **note** the reappointment of Mr Anthony Talouli to the position of Pollution Adviser, for another three year term; and
 - **note** the reappointment of Ms Alofa Tuuau to the position of Finance & Administration Adviser, for another three year term;
 - **note** the reappointment of Mr Stuart Chape to the position of Director, Biodiversity & Ecosystem Management, for another three year term.
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16 July 2014