



## WMO OMM

World Meteorological Organization  
Office of the President  
Organisation météorologique mondiale  
Bureau du Président  
Organización Meteorológica Mundial  
Oficina del Presidente

Всемирная метеорологическая организация  
Бюро Президента  
المنظمة العالمية للأرصاد الجوية  
مكتب الرئيس  
世界气象组织  
主席办公室

Our ref.: 23885/2023/CSG

31 October 2023

Annex: 1 (available only in English)

Dear Members of the WMO Executive Council,

As you are aware, we recently issued a call for expressions of interest for the positions of WMO Deputy Secretary-General and Assistant Secretary-General with a closing date of 7 November 2023.

The attached Legal Opinion outlines the process for selection and the role of the WMO Executive Council in this process and is summarized below:

- (a) The Secretary-General will bring to the Executive Council for its approval the names and qualifications of the proposed appointees for the posts of Deputy Secretary-General and Assistant Secretary-General before proceeding with the appointment;
- (b) The Secretary-General will also inform the Executive Council in writing of the names and qualifications of the other candidates;
- (c) In the case where the Executive Council does not approve the proposed appointees, the Secretary-General will propose other candidates for approval by the Executive Council; and
- (d) This procedure will be repeated, if and as necessary, until candidates acceptable to both the Secretary-General and the Executive Council are identified.

Given the experience of the Executive Council with online sessions since 2020, the organization of an online extraordinary session of the Executive Council would satisfy the respect of the procedures established by Congress through a speedy process that would also ensure institutional continuity at the Executive Management level.

According to Art. 15 (b) of the Convention, an extraordinary session of the Executive Council may be convened by agreement between the President and the three Vice-Presidents of the Organization.

The three Vice-Presidents have given in-principle approval for this approach.

To: Members of the Executive Council

WMO Secretariat – 7 bis, avenue de la Paix – Case postale 2300 – CH 1211 Genève 2 – Suisse  
Tel.: +41 (0) 22 730 81 11 – Fax: +41 (0) 22 730 81 81 – aalmandous@wmo.int – public.wmo.int

National Center of Meteorology (NCM), Ministry of Presidential Affairs, National Center of Meteorology, P.O. Box 4815, Abu Dhabi, United Arab Emirates  
Tel: +971 2 222 7777 – Fax: +971 2 666 1575 – Email: amandoos@ncms.ae

I am therefore writing to ascertain your views on this with respect to the convening of an extraordinary and virtual session of the Executive Council in January 2024 or if the matter should be held over until the planned EC meeting in June of next year.

I would appreciate to receive your views on this by return email to [aalmandous@wmo.int](mailto:aalmandous@wmo.int) preferably before 9 November 2023.

Thank you and I look forward to your response.

Yours faithfully,



Dr Abdulla Ahmed Al Mandous  
President of WMO

**Legal Advice on the Procedure for the appointment of Deputy Secretary-General (DSG)**

- 1) The procedure for the appointment of the DSG is governed by:
  - a. Ninth WMO Congress (Appointment of DSG - Para 10.1.15 of the Abridged Report with Resolutions of the Ninth World Meteorological Congress, page 101);
  - b. Article 21(b) of the WMO Convention; and
  - c. Staff Regulations.
- 2) In that regard the following procedure is mandated for the position of DSG:
  - a. The Secretary-General will bring to the Executive Council for its approval the name and qualifications of their proposed appointee for the post of Deputy Secretary-General before proceeding with the appointment;
  - b. The Secretary-General will inform the Executive Council in writing of the names and qualifications of the other candidates;
  - c. In the case where the Executive Council does not approve the proposed appointee, the Secretary-General will propose another candidate for approval by the Executive Council; and
  - d. This procedure will be repeated, if and as necessary, until a candidate acceptable to both the Secretary-General and the Executive Council is identified.
- 3) The following considerations should be taken into account when appointing DSG:
  - a. The necessity to secure the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting staff on as wide geographical basis as possible and with a view to achieving gender balance (Staff Regulation 4.2);
  - b. Selection shall be without regard to race creed, political belief or sex. So far as is practicable, selection shall be made on a competitive basis (Staff Regulation 4.3);
  - c. The desirability of a balance between qualified nationals from developed and developing countries in the posts of Secretary-General and Deputy Secretary-General (Abridged Report with Resolutions of the Ninth World Meteorological Congress, page 101); and
  - d. The desirability of either the Secretary-General and/or the Deputy Secretary-General having occupied a senior position with responsibility for operational meteorological services and having had experience in international meteorological activities (Abridged Report with Resolutions of the Ninth World Meteorological Congress, page 101).

**Legal Advice on the Procedure for the appointment of Assistant Secretary-General (ASG)**

- 1) The procedure for the appointment of the ASG is governed by:
  - a. Tenth Congress (Appointment of ASG (Para. 9.4.8 and 9.4.9 of the Abridged Report with Resolutions of the Tenth World Meteorological Congress, page 102);
  - b. Article 21(b) of the WMO Convention; and
  - c. Staff Regulations.
- 2) In that regard the following procedure is mandated for the position of ASG:
  - a. The Secretary-General will bring to the Executive Council for its approval the name and qualifications of their proposed appointee for the post of Assistant Secretary-General before proceeding with the appointment;
  - b. The Secretary-General will inform the Executive Council in writing of the names and qualifications of the other candidates;
  - c. In the case where the Executive Council does not approve the proposed appointee, the Secretary-General will propose another candidate for approval by the Executive Council; and
  - d. This procedure will be repeated, if and as necessary, until a candidate acceptable to both the Secretary-General and the Executive Council is identified.
- 3) The following considerations should be taken into account when appointing ASG:
  - a. The necessity to secure the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting staff on as a wide geographical basis as possible and with a view to achieving gender balance (Staff Regulation 4.2);
  - b. Selection shall be without regard to race creed, political belief or sex. So far as is practicable, selection shall be made on a competitive basis (Staff Regulation 4.3); and
  - c. The desirability of balanced appointments in the Executive Management of the Organization (composed of the Secretary-General, the Deputy Secretary-General and the Assistant Secretary-General) to reflect as far as possible the totality of WMO Membership and experience in the range of activities mentioned in Article 2 of the WMO Convention (Abridged Report with Resolutions of the Tenth World Meteorological Congress, page 102).

Given the experience of the Executive Council with online sessions since 2020, the organization of an online extraordinary session of the Executive Council would satisfy the respect of the procedures established by Congress through a speedy process that would also ensure institutional continuity at the Executive Management level.

According to Art. 15 (b) of the Convention, an extraordinary session of the Executive Council may be convened by agreement between the President and the three Vice-Presidents of the Organization to consider and approve the appointments of the candidates

proposed by the Secretary-General for the positions of Deputy Secretary-General and Assistant Secretary-General.

The agenda of an extraordinary session of the Executive Council will only contain those items for which the extraordinary session was convened.

Such extraordinary session of the Executive Council can be organized as a single *in camera* meeting with working methods suitable to the consideration of confidential matters through online means.