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EXECUTIVE OFFICE OF THE SECRETARY-GENERAL
CABINET DU SECRETAIRE GENERAL

REFERENCE:

28 February 2018

Dear Mr. Pace,

On behalf of the Secretary-General, I would like to thank you and Ms. Yvonne Terlingen for your letter dated 6 February 2018, on behalf of the 1 for 7 Billion Steering Committee, regarding senior leadership appointments in the United Nations.

The Secretary-General exercises the discretionary authority entrusted to him by the United Nations General Assembly with great care to ensure transparency and to maintain the institutional safeguards of the recruitment and selection process, while protecting the privacy of the applicants. In selecting the most suitable candidate for his senior management team, the Secretary-General strives to ensure that the candidate is a good fit for the United Nations and that the selection decision enhances the objectives of the Organization for gender parity and geographic diversity.

As you may know, upcoming vacancies are advertised through note verbales to all Member States and United Nations system organizations, and through a public vacancy announcement posted on the website of the Secretary-General (<https://www.un.org/sg/en/vacancies/index.shtml>). They are also advertised in various media such as *The Economist*, *Jeune Afrique* and *Le Monde*, professional organizations related to the position and other relevant networks. The Secretary-General makes a specific request to all Member States for the nomination of women candidates and through the web portal to encourage women candidates to apply to senior leadership vacancies.

An interview panel is established to evaluate short-listed candidates who meet the requirements for the position which are detailed in the note verbale and vacancy announcement. All screening, background and reference-checking of candidates, including human rights conduct and conflicts of interest, is conducted by the Executive Office of the Secretary-General. Following an evaluation by the panel, the Secretary-General is presented with at least three finalists, of whom at least one must be a woman.

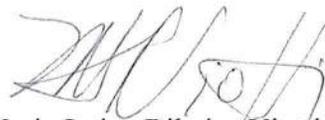
Mr. William Pace
World Federalist Movement-Institute
for Global Policy
New York

Since the start of his term in 2017, the Secretary-General has sought nominations from all Member States and applications from the general public for senior leadership vacancies. This effort supplemented the search and consultations by the Secretary-General and demonstrates his commitment to having an inclusive, transparent and objective senior leadership recruitment and selection process.

The Secretary-General also sought nominations from all Member States and applications from the general public during the period from February to May 2017 through a global call for the generic positions of Special Representative of the Secretary-General and Deputy Special Representative of the Secretary-General Political and/or for the Rule of Law in peacekeeping and special political missions. The objective of the global call is to enlarge the pool of potential candidates and supplement the search and consultations by the Secretary-General for senior field leadership positions.

I would like to express my appreciation for your continued interest and engagement with the United Nations, in particular in supporting the efforts of the Secretary-General to promote the core principle of merit, as outlined in the Charter of the United Nations for senior leadership appointments.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'MLR Viotti', is positioned above the printed name.

Maria Luiza Ribeiro Viotti
Chef de Cabinet