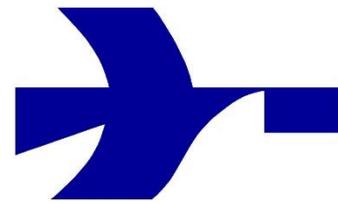


# **Selection of Secretary General**

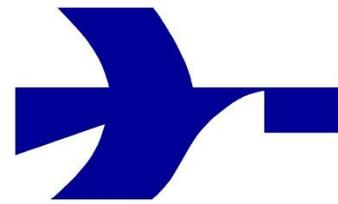
**Effective 1 January 2022**

**ASIAN-PACIFIC POSTAL UNION EXECUTIVE COUNCIL MEETING**  
**22 July 2020 , Online Session**



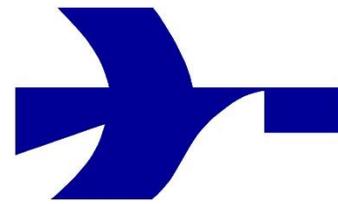
## Background

- The current Secretary General was appointed by the 2017 Tehran APPU Congress for a second and final term until 31 December 2021.
- It will be necessary to appoint a successor prior to 31 December 2021.
- In terms of rules regarding the APPU General Regulations, Article 107, § 4 states:  
**"The Director of the Bureau is chosen, from among qualified postal officials, by the Executive Council, or in Congress year by Congress. The tenure of office is fixed by the body which selects the Director."**



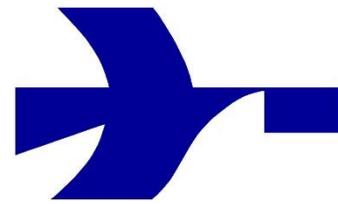
## Eligibility

- Apart from what is contained in Article 107 § 4, there are no other rules relating to eligibility, timing for applications, or other administrative procedures.
- However, given that the APPU generally bases its processes on those followed in the UPU, Article 126, § 2 of the UPU General Regulations specifies:
  - Invitations to submit applications are sent to members at least seven months before the opening of the UPU Congress
  - Applications must reach the IB at least two months prior to the opening of the UPU Congress
  - Applicants must be nationals of the member countries which put them forward



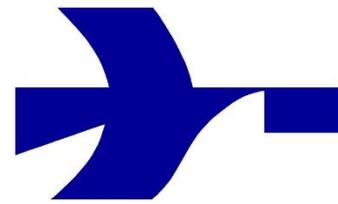
## Proposal for APPU selection process

- It is proposed that the letter to member governments inviting applications for the position of Secretary General should be sent:
  - **Once all pre-requisites for the process have been completed satisfactorily, particularly the role description (as covered in paragraph 3 of Doc 20)**
  - **Around 6-12 months prior to the meeting where the selection will take place**
- Members will be encouraged to submit applications two months prior to the opening of the meeting where selection will be made



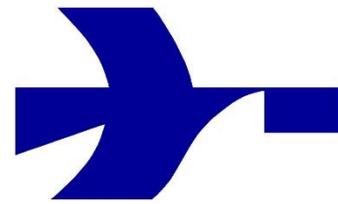
## Recruitment commentary

- The eligibility for nomination for the role of Secretary General is relatively unrestricted. Essentially, it is being a “qualified postal official”. However, this is not necessarily a weakness in terms of selecting a candidate. But it does mean we have to make sure the
  - Position Description reflects the skills and experience the Union needs
  - Candidates’ applications are thoroughly reviewed before being submitted to Bangkok
  - Members and their governments understand the type of person we are looking for
  - Delegates have no doubt about the skills and experience required when making the final selection
- The Position Description is currently being reviewed for completion by 30 September 2020. It will then be sent to members for review and comment.



## Decisions expected

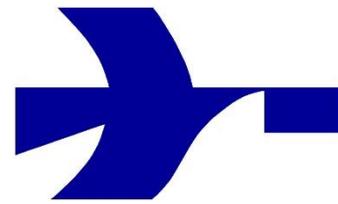
- The EC is asked to:
- **note** the background to the need to appoint a new Secretary General effective 1 January 2022, including the eligibility criteria
- **approve** the method and timing proposed to call for applications for the role
- **note** the points of focus in the application and recruitment processes to increase the possibility of the best candidates reaching the final selection phase
- **note** that the Position Description for the role is currently being reviewed to achieve the optimum “fit” between the successful candidate and the immediate strategic needs of the Union
- **note** that the final draft of the Position Description will be circulated to members for review and comment



## Decision expected - 1

The EC is asked to:

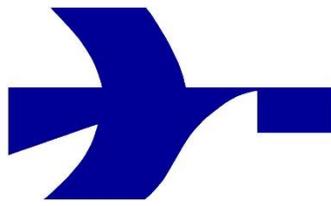
- **note** the background to the need to appoint a new Secretary General effective 1 January 2022, including the eligibility criteria



## Decision expected - 2

The EC is asked to:

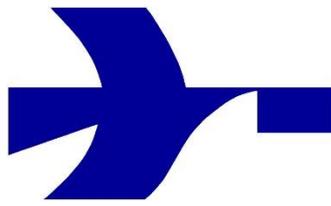
- **approve** the method and timing proposed to call for applications for the role



## Decision expected - 3

The EC is asked to:

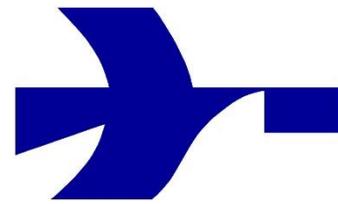
- **note** the points of focus in the application and recruitment processes to increase the possibility of the best candidates reaching the final selection phase



## Decision expected - 4

The EC is asked to:

- **note** that the Position Description for the role is currently being reviewed to achieve the optimum “fit” between the successful candidate and the immediate strategic needs of the Union



## Decision expected - 5

The EC is asked to:

- **note** that the final draft of the Position Description will be circulated to members for review and comment