



Secretariat of the Pacific Regional Environment Programme

TWENTY-FIRST SPREP MEETING

Madang, Papua New Guinea
6 – 10 September 2010

Agenda Item 10.6: Report by the Director on Staff Appointments Beyond Six Years

Purpose of Paper

1. To report to the SPREP Meeting the reappointment of Mr Clark Peteru to the position of Legal Adviser for another 3-year term after serving 6 years in the same post.

Background

2. Staff Regulation 13 (f) and (g) on Appointment Procedures state that:
 - “ (f) Subject to Regulation 13 (g), a fixed appointment of three years for professional staff is renewable, based on the needs of SPREP, and the merit and performance of the employee, for a further period not exceeding three years.
 - (g) When an aggregate period of six years has been served by professional staff it shall be mandatory for that position to be re-advertised. The incumbent is eligible to apply and should the Director decide to reappoint the incumbent on merit he/she may do so provided a report is made to the next SPREP Meeting.”
3. Clark Peteru’s second successive 3-year contract expired in February 2010. In accordance with the provisions of the Staff Regulations, the post was advertised widely some 5 months before the expiry of his contract. Mr Peteru reapplied for the position along with 16 other candidates from the international market.
4. The Secretariat constituted a selection panel comprising of the Deputy Director as Chair, and three other senior professional staff of the Secretariat from across the two programmes and professions in the Secretariat. The Panel successfully narrowed down the number of eligible candidates to a short list of 3 candidates who were interviewed by telephone. After a thorough and comprehensive telephone interviewing process lasting about 2 hours the Panel was unanimous in its view that Mr Peteru was the only candidate suitable to move to the next phase (face to face interviews). Given that Mr Peteru was the only candidate recommended for a face to face interview, the Panel recommended that Mr Clark Peteru be appointed to the position.
5. Mr Peteru has been reappointed for a final 3-year term.

Recommendations

6. The Meeting is invited to:
 - **note** the reappointment of Mr Clark Peteru to the position of Legal Adviser for a final 3 year term.
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28 June 2010