

Appointment of the SEAMEO Secretariat Director

Introduction

The appointment to the post of the SEAMEO Secretariat Director is governed by the Charter and the SEAMES Staff Rules and Staff Regulations. The regulation 4.1 of the SEAMES Staff Rules and Staff Regulations states that:

- a). *As stated in Article IV, paragraph 3 and Article V, paragraph 3 of the Charter of the Organization, the SEAMES Director shall be appointed by the Council under such terms and conditions as the Council may approve.*
- b). *The SEAMES Director shall be appointed for a term of three years, but in exceptional circumstances, the said term of office may be extended subject to the terms and conditions adopted by the Council.*
- c). *The SEAMES Director shall be the Chief Administrative Officer and the Legal Representative of the Organization.*

As practised in the past, the post of the SEAMEO Secretariat Director is on a rotation basis among SEAMEO Member Countries, and it is the SEAMEO Council that will make the final decision. The existing rotation has been in the following order: Thailand, Indonesia, Philippines and Malaysia.

The general practice is that, the SEAMEO Secretariat requests for nominations from all SEAMEO Member Countries. Based on the rotation basis, the members of HOM will then consult the meeting to agree and confirm the SEAMEO Country next in line eligible to nominate candidates for the Director's post. The candidates nominated by the said country shall be subjected to further selection and shall be recommended for the Council's approval for appointment.

Selection Procedures

The 32nd SEAMEO Council Conference approved a recommendation from the Study on the Structure, Functions and Management System to allow a minimum of three plus one-year term for the post of the SEAMES Director.

Based on the previous practice and the existing rules and procedures, and on the recent recommendations approved by the 32nd SEAMEO Council Conference, the revised rules and procedures shall consist of four levels of actions as follows:

1. Agreement on the Rotation Basis

1.1 The consultation on the rotation practice shall be made during the annual or special HOM meeting or through a referendum among SEAMEO Member Countries.

1.2 The agreement can be reached by considering the existing rotation system and/or other developments that may arise.

1.3 The expected result is to reach an agreement and confirm on the next SEAMEO Member Country eligible to nominate the candidates.

2. Request for Nomination

2.1 The announcement for qualified applicants shall be made by SEAMEO Secretariat through the Ministry of Education of the SEAMEO Member Country confirmed to supply the candidates for the post of the next SEAMEO Secretariat Director.

2.2 The SEAMEO Member country next in line shall preliminarily select and nominate at least two potential candidates through SEAMEO Secretariat for further actions.

2.3 The applications along with the relevant documents of the nominated potential candidates shall be distributed to all SEAMEO Member Countries in advance for their information and assessment of the candidates in order to give input for the selection and endorsement later.

3. Interview and Recommendation for Selection

3.1 The Executive Sub-Committee of HOM, consisting of HOM Chair and other members elected by HOM, shall interview the two or more candidates nominated by the SEAMEO Member Country that is eligible to nominate the next SEAMEO Secretariat Director.

3.2 The Executive Sub-Committee of HOM shall prepare the report on their assessment, and recommend only one outstanding candidate or several candidates in the ranking order for the consideration of HOM.

3.3 The other High Official Members are encouraged to provide their inputs or assessments on the candidates upon receiving the information as in 2.3. The Executive Sub-Committee shall take these inputs into consideration and consultation before finalizing for HOM endorsement.

4. Endorsement of HOM for the Council's Approval

4.1 The endorsement of HOM can be immediately made if all members agree on only one outstanding candidate as recommended.

4.2 If there are two or more potential candidates that are not conclusive in selection, further consultation among High Officials with respect to the information as in 3.3 can be made in order to select only one candidate for the endorsement. The secret ballot for selection as approved by the Council in the Extraordinary Session on the matter in 1970 may also be used if necessary.

4.3 The endorsement of HOM on the selection as the result of 4.1 or 4.2 shall be submitted to the SEAMEO Council for approval.

Rotation Pattern of SEAMEO Secretariat Directorship

The 46th SEAMEO Council Conference in January 2011 approved:

- a) The rotation pattern of SEAMEO Secretariat Directorship is as follows:

The existing rotation pattern of Thailand, Indonesia, Philippines, Malaysia plus other SEAMEO Member Countries in alphabetical order:

Thailand, Indonesia, Philippines, Malaysia, Brunei Darussalam, Cambodia, Lao PDR, Myanmar, Singapore, Timor-Leste and Vietnam

- b) A Member Country may pass its turn if it is not ready or not willing to take it.

Amendment of SEAMEO Secretariat Director's Term of Office

The 46th SEAMEO Council Conference in January 2011 approved that the term of office of the SEAMEO Secretariat Director is four years, non-renewable.

Length of Transition Period for the SEAMEO Secretariat Director-Designate

The 46th SEAMEO Council Conference in January 2011 approved the transition period of the SEAMEO Secretariat Director-Designate to be 6 weeks before the end of the incumbent's term.

References

1. **List of SEAMEO Secretariat Directors**
2. **The Rotation of the SEAMEO Secretariat Directorship**
3. **Selection Procedures of SEAMEO Secretariat Director approved by the Council at the First Extraordinary Session of SEAMEC, 1970**
4. **RECOMMENDATION 4 regarding the Secretariat Director's term of office as endorsed by Special HOM on 25 February 1997 and approved by the 32nd SEAMEC Conference on 26-28 February 1997**
5. **Proposed Revised Rules and Procedures on the Selection of the New SEAMEO Secretariat Director (HOM-23/IC/WP/6b)**
6. **The Implementation of the Revised Rules and Procedures on the Selection of the New Director of SEAMEO Secretariat [HOM-23/IC/WP/6c]**
7. **Terms of Reference of the Executive Committee approved by the 37th SEAMEO Council Conference (MC-37/IC/WP/2)**
8. **Ministerial Committee's Directive to the Interim SEAMES regarding the Selection of SEAMES Director**
9. **Rotation Pattern of SEAMEO Secretariat Directorship (MC-46/IC/WP/6)**
10. **Amendment of SEAMEO Secretariat Director's Term of Office (MC-46/IC/WP/7)**

11. Length of Transition Period for the SEAMEO Secretariat Director-Designate (MC-46/IC/WP/8)