

## **Convention on Cluster Munitions: Intersessional Meeting April 2014**

### **Statement by Norway regarding the establishment of the ISU and recruitment of its director**

Thank you, Co-Coordiators

- First, we wish to thank the Zambian Presidency for the background documents that have been circulated. The documents set out a sensible and transparent process by which we can establish the ISU and recruit its director.
- This is important to ensure that all States Parties have confidence in the ISU and the future director, and is fully in line with decisions made at the three last Meetings of States Parties. We all recall that the 2MSP decided that the ISU shall conduct its work based on the principles of independence, inclusiveness, transparency, accountability, efficiency and effectiveness.
- These principles should also apply to the recruitment process.
- We continue to strongly believe that a certain element of formality should be introduced into the recruitment process to ensure that we proceed in accordance with the principles of transparency and accountability to the States Parties. Keeping in mind that the director is expected to serve all the States Parties, we believe that it is critically important that the process by which that person is recruited is endorsed by the 5MSP.
- We also think this can contribute to a sense of ownership to the Implementation Support Unit for all States Parties, so as to avoid a situation in which its political as well as financial support will rely on a very limited number of States.
- Today, most organisations hiring leaders make use of external professional advice. The purpose of seeking such advice is obviously to ensure that the best candidate is identified and hired. Noting that few of us are human resources experts, we believe that our common efforts to find the best candidate would be greatly assisted by outside advice, and therefore agree with the recommendation to hire an external recruitment provider. This will ensure much needed professionalism in this process, which in turn will produce greater confidence in the process, as well as the director recruited.
- We have no strong opinions on who should form the panel. It could be the Coordination Committee, but in practical terms we do not think that the Coordination Committee can serve as a secretariat to handle the applications.
- Like many others we are also impatient to put this issue behind us. We have more important issues to deal with. We nevertheless believe that we should conduct this process in an orderly manner that is likely to give us a director that we all can have confidence in. At the end of the day, the competencies of the person we recruit is more important than to be able to present the director in San Jose. And there is nothing in the Lusaka decision describing such a timeline.
- An orderly process will make it possible to have a smooth hand-over from the interim ISU to the permanent ISU well in time for the Review Conference in 2015.