



DEVELOPMENT CENTRE

*Director*

DEV/LTK(2007)21

Paris, 4 April 2007

Dear Ambassador,

Further to the discussions in the meeting of the Heads of Delegation that took place on Wednesday 28 March, please find below the additional information that was requested:

**1) What are HRM formal requirements for filling project posts?**

Project staff posts may be created for a variety of reasons, the most common being to undertake work funded by voluntary contributions. Under the current Staff Regulations, Rules and Instructions applying to officials, project staff may be appointed without having to advertise the post or hold a selection process. Currently about half of project staff are appointed in this way, generally because the Director concerned considers that the appointment needs to be made quickly in order to get the project under way and/or the Director is able to identify a suitable person for the project post. Project staff appointed in this way are not eligible for transfer to regular posts.

**2) What has been the practice at the Centre?**

The Development Centre is advertising all its long-term posts for which voluntary contributions (VCs) are secured for more than a year. Short-term posts are usually not advertised if a suitable candidate is identified based on available information regarding a candidate's competencies (e.g. because of prior contract, strong recommendations, prior panel reviews etc).

**3) Project post for Mr. Ricardo Lopez**

Mr. Lopez applied for the Head of Central Management Unit post advertised by the Centre in January 2007. He was one of the 5 short-listed candidates by HRM out of a total of 135 applicants and completed with all other candidates a 3-hour written exam and a panel interview. Although Mr. Lopez was not retained for the post advertised, the panel appreciated his experience and competencies.

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His Excellency  
Ambassador Jiri Maceska  
Head of the Czech Delegation to the OECD  
Paris



As the Centre is looking for a Financial Coordinator to lead fundraising activities for 2008 and to provide financial support to the Centre's Regional Economic Outlook Activities (AEO, LEO, BSECAO) funded by VCs in 2007 as well as to develop further synergies with the private sector, the Director offered a short term project post contract to Mr Lopez. In view of his experience, background and knowledge of Spanish, he would be engaged primarily and funded mostly by VCs provided for the Latin American Economic Outlook.

I trust that these answers are satisfactory and would be happy to provide any further information that is necessary.

Prof. Louka T. Katseli