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Programme  
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Mundial  
de Alimentos

**Executive Board  
First Regular Session**

**Rome, 18–19 February 2013**

# **RESOURCE, FINANCIAL AND BUDGETARY MATTERS**

**Agenda item 5**

*For approval*



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## **APPOINTMENT OF THE INSPECTOR GENERAL AND DIRECTOR OF THE OVERSIGHT OFFICE**

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## NOTE TO THE EXECUTIVE BOARD

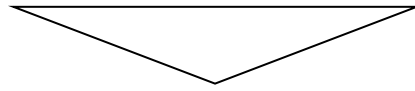
**This document is submitted to the Executive Board for approval.**

The Secretariat invites members of the Board who may have questions of a technical nature with regard to this document to contact the WFP staff focal point indicated below, preferably well in advance of the Board's meeting.

Deputy Executive Director and Chief Operating Officer:                      Mr A. Abdulla                      tel.: 066513-2401

Should you have any questions regarding availability of documentation for the Executive Board, please contact Ms I. Carpitella, Senior Administrative Assistant, Conference Servicing Unit (tel.: 066513-2645).

## DRAFT DECISION\*



Following the recommendation by the Executive Director, the Board approves the appointment of Mr David Johnson (United Kingdom) as Inspector General and Director of the Oversight Office for a term of four years from 1 April 2013 to 31 March 2017.

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\* This is a draft decision. For the final decision adopted by the Board, please refer to the Decisions and Recommendations document issued at the end of the session.

## BACKGROUND

1. The Charter of the Oversight Office states: “The Executive Director takes all decisions regarding the appointment and removal of the Director of the Oversight Office, on advice of the Audit Committee and with prior consent of the Executive Board. Termination should be for just cause, as per established procedures for WFP staff, and subject to the Board’s review and consent. The Inspector General’s tenure will be of a four-year term, renewable once, without the possibility of further employment within WFP at the end of the term.”
2. With the retirement of the current Inspector General and Director of the Oversight Office, Mr Suresh Sharma, effective 31 March 2013, a vacancy announcement was issued on 25 July 2012 (Annex A), and, according to standard recruitment procedures, posted internally and on the external website. It was also shared with the Permanent Representatives with a request to circulate it among the potential candidates in their respective countries. Concurrently, the announcement was advertised in *The Economist* and through other appropriate channels.

## SELECTION PROCESS AND RECOMMENDATION OF THE SELECTION PANEL

3. The Selection Panel set up for the selection of the Inspector General and Director of the Oversight Office comprised the following:
  - **Chair:** Mr Amir Abdulla, Deputy Executive Director and Chief Operating Officer
  - **Member:** Mr Jim Harvey, Chief of Staff and Director, Office of the Executive Director
  - **Member:** His Excellency Jostein Leiro, Ambassador and Permanent Representative of Norway to the United Nations Organizations in Rome
  - **Member:** Mr Antoine Antoun, Chairperson of the Audit Committee
  - **Member:** Mr Claus Andreasen, Director, Department of Internal Oversight Services, United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA)
  - **Secretary:** Ms Nanayaa Nikoi, Chief, Human Resources Policy and Staff Relations Branch, Human Resources Division
4. Among the 96 applications received, the Human Resources Division determined that 33 candidates were eligible/qualified based on the essential requirements in the vacancy announcement. The Human Resources Division further reviewed the 33 qualified candidates and identified 23 highly qualified candidates for consideration by the Selection Panel. The following areas were taken into account:
  - candidates’ current position level and their managerial capacity;
  - variety of candidates’ experience in the relevant fields; and
  - scale, scope and nature of candidates’ current and previous organizations.

5. The following selection criteria were established for the Selection Panel to review the applications of candidates:
  - i) evidence of leadership experience in large public- or private-sector organizations (experience in the United Nations system is an asset);
  - ii) evidence of strategic oversight management experience: proficiency in managing independent and objective oversight functions to improve processes and strengthen management throughout the organization;
  - iii) evidence of corporate governance experience: proficiency in evaluating and improving the effectiveness of corporate governance practices;
  - iv) evidence of risk management experience: proficiency in establishing risk management frameworks and developing strategies for strengthening risk analysis/assessment techniques;
  - v) evidence of strategic planning and action management: achievement of tangible results which have longer-term and/or far reaching organizational impact;
  - vi) evidence of strong diplomatic and communication skills: ability to represent WFP at high-level meetings, and to communicate to high-level committees/boards; and
  - vii) evidence of excellent analytical skills: ability to guide development of policies, resolve issues and implement changes on the basis of facts and analysis.
6. In view of the results of the review, as well as of gender and geographical representation considerations, the Selection Panel selected eight candidates for interviews, which were conducted during the week of 26 November 2012.
7. Based on the candidates' applications and performance at interview, the Selection Panel proposed three top-rated candidates to the Executive Director. The Executive Director, having met all candidates and after further consultation with the WFP Audit Committee, now recommends to the WFP Executive Board for its consent Mr David Johnson (United Kingdom), currently Deputy Director, Department for International Development (DFID), for appointment as the new WFP Inspector General and Director of the Oversight Office.
8. Mr Johnson has the necessary qualifications and training; he has strong technical audit experience; he is certified in internal audit, accountancy and counter-fraud; has experience in investigations as a part of an assurance programme; and has a well-rounded background suitable for this position. At interview he displayed energy and had comprehensive views on oversight issues. His responses to questions were clear, technically in depth and well-rounded. He has current exposure to audit and investigation in developing countries including in fragile contexts. He has experience of governing bodies of United Nations agencies which has given him insights into transparency and accountability that would be helpful in leading WFP's oversight function. Mr Johnson's curriculum vitae is provided in Annex B.

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## RECOMMENDATION BY THE EXECUTIVE DIRECTOR

9. On the basis of the vacancy announcement and of the above considerations and recommendation of the Selection Panel, the Executive Director recommends and requests that the Board give its consent for the appointment of Mr David Johnson to the post of WFP Inspector General and Director of the Oversight Office D-2.

**ANNEX A**

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**DIRECTOR, OVERSIGHT OFFICE D2**

1. The World Food Programme (WFP) is the world's largest humanitarian agency, fighting hunger worldwide. We aspire to the highest standards of accountability and transparency. We are currently seeking a Director, Oversight Office (OS) at D2 level, based at our Headquarters in Rome, Italy.
2. The Director of OS reports and is accountable to the Executive Director. She/he performs the functions of Chief Audit Executive and Inspector General. The Oversight Office consists of the Office of Internal Audit and the Office of Inspections and Investigations. The Director of OS is responsible for providing independent and objective oversight services and facilitating WFP's adoption and implementation of best United Nations and private-sector practices. Specific duties include:
  - directing the Oversight functions of internal auditing, investigation and inspection;
  - providing assurance to the Executive Director on governance, policy, risk, resources, operations and accountability by directing the verification and reporting on the integrity, efficiency and effectiveness of WFP's management, administration and operations;
  - reporting on the findings from internal audit, inspection and investigation to the Executive Director and making recommendations to the appropriate managers in order to improve processes and strengthen management throughout the organization;
  - keeping the WFP Audit Committee informed on significant oversight findings, implementation status of oversight recommendations, and changes to the work plan including modifications, scope restrictions or limitations; and
  - providing information to the Executive Board through an annual report of OS activities, including a summary of significant oversight findings, the implementation status of oversight recommendations, and status of the organizational independence of OS activities.

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## QUALIFICATIONS AND EXPERIENCE REQUIRED

### Education

- Advanced university degree in business administration, accounting, finance, economics, law or other relevant fields;
- Professional certification from an internationally recognized auditing or accountancy body.

### Experience

- Proven track record (at least 15 years) of progressively responsible professional experience including in audit, investigation or oversight with at least 10 years of experience at senior management and policy making level;
- Demonstrated competence and success in implementing change management and strategic improvements in organizational governance and oversight.

### Technical Knowledge

- Sound knowledge of international auditing and accounting standards and corporate governance, risk management and internal control practices, techniques and principles, including evolving best practice;
- Extensive knowledge of inter-governmental governing processes;
- Strong knowledge of UN system policies, rules, regulations and procedures is highly desirable.

### Competencies

- Excellent analytical, communication and diplomatic skills;
- Outstanding strategic planning and action management skills;
- Excellent management and leadership skills;
- Strong sense of impartiality and objectivity;
- Ability to work with people from a wide variety of backgrounds.

### Language

- Excellent English. Knowledge of another WFP working language (Arabic, French, Spanish, Russian, Chinese and Portuguese) is an asset.

### Appointment Terms

- The Director of the Oversight Office's tenure will be of a four-year term, renewable once, without the possibility of further employment within WFP at the end of the term.

**ANNEX B*****CURRICULUM VITAE*****Mr David Johnson**

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- Nationality: United Kingdom

**PROFESSIONAL PROFILE**

- Auditor and Accountant with over 17 years' international experience in oversight, risk management, governance and control systems. Strong technical competencies in internal audit, counter-fraud, financial management, corporate governance, risk management and control environments.
- Leader with proven experience of productive and constructive engagement at senior levels with governance bodies, governments, donor partners and international agencies to enhance and improve business processes.
- Extensive international, emerging economies, fragile/hostile country experience in a diverse range of organisations including international institutions, private sector, civil society and United Kingdom Government.
- Excellent knowledge of current development/humanitarian aid issues – aid effectiveness; transparency; results agenda; institutional review/benchmarking; and bilateral and multilateral aid modalities (budget/programme support, humanitarian, grant based transfers, technical assistance, cash transfer programmes, civil society).

**PROFESSIONAL EXPERIENCE**

**Deputy Director Acting and Head of Internal Audit and Counter-Fraud  
Department, UK Department for International Development (DFID),  
London, United Kingdom**

**November 2010 – Present**

- Providing leadership of audit and counter-fraud service for a US\$14 billion/2500 person/40-country organisation of 24 staff plus private-sector resource delivering risk management advice and audit opinion focused in developing and fragile countries based in multi-site office (London, Glasgow, Ghana and Ethiopia).
- Leading an Audit Service delivering a global risk-based audit programme of >40 products per annum, advice and consultancy and audit opinion.
- Leading a Counter-Fraud Service including United Kingdom law enforcement officers delivering investigations (internal and programme), fraud prevention and fraud intelligence in developing countries; jointly with other partners and with national governments.



- Leading a Policy and Accountability Service focusing on advice on safeguards, external audit, coordination with assurance bodies, audit systems, ex-post control and public financial management. Extensive coordination with senior management and partner governments/donors including joint collaboration with World Bank and United Nations organisations.
- Achievements include: development of oversight and integrity functions in developing countries; leading an internal audit transformation programme focused on enhancing effectiveness and efficiency; development of effective counter-fraud strategy and services; leadership of large/complex multi-country fraud investigations.

### **Group Leader, European Commission, Brussels, Belgium**

**January 2008 – October 2010**

- Internal Audit Capability and Governance. On secondment. Achievements include: Managed, lead author and negotiated with Member States a review of a Euro 2.7 billion development instrument with acceptance and approval from Commission and formal ratification by EU Member States through positive European Council conclusions. Commission Staff Working Paper. “Supporting democratic governance through the governance initiative: A review and the way forward” (SEC (2009) 58 Final).

### **Team Leader, United Kingdom Department for International Development (DFID), Islamabad**

**January 2006 – January 2008**

- Risk Management, Audit and Governance. Multi-Departmental team providing audit, governance, risk management and assurance function for spend of over £1 billion. Extensive ministerial and senior government contact and negotiation.

### **Team Leader, European Commission, Chisinau, Republic of Moldova**

**January 2002 – December 2005**

- Assurance, audit and technical assistance for targeted budget support operations to enhance food security in Eastern Europe and Asia.

### **Programme Director, CarlBro/Others, Brussels, Belgium**

**September 1995 – November 2001**

- Private-sector delivery of assurance and advice products on risk, assurance and audit systems, financial management and governance to major clients including United Kingdom, European Commission.

### **Programme Manager, European Commission, Kiev, Ukraine**

**August 1994 – August 1995**

- Governance, public finance management, risk and audit.

**Research Analyst – Risk Management, European Commission, Brussels,  
Belgium**

**August 1993 – August 1994**

- Project research, review, assessment and evaluation on risk management and assurance policy issues.

**Lecturer, University of Westminster, London, United Kingdom**

**November 1992 – August 1993**

- Lecturer. Law, risk and audit.

**Programme Manager, Civil Society Development Organisation (NGO),  
Banjul, the Gambia**

**October 1991 – October 1992**

- Finance, corporate and programme delivery of development and humanitarian relief.

**Solicitor, Harbottle and Lewis Solicitors, London, United Kingdom**

**September 1989 – September 1991**

- Qualified lawyer. International commercial and finance.

### **EDUCATION**

- Masters, Public Administration, United Kingdom, 1993
- University Degree, Law, United Kingdom, 1987

### **PROFESSIONAL CERTIFICATION**

- Accountancy – Chartered Institute of Public Finance Accountants (CIPFA)
- Internal Audit – Chartered Institute of Internal Auditors (CMAA)
- Law – Professional Association – Law Society United Kingdom

### **PERSONAL SKILLS AND COMPETENCES**

- Mother tongue English, good working knowledge of French.
- Knowledge analytics, audit and investigation software (e.g. Galileo).