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Agenda Item 12

WFP/EB.2/2016/12

Administrative and Managerial Matters

For approval

Executive Board documents are available on WFP's Website (<http://executiveboard.wfp.org>).

Appointment of the Director of Evaluation

Draft decision*

Following the recommendation by the Executive Director, the Board approves the appointment of Ms Andrea Cook (United Kingdom) as Director of Evaluation for a single non-renewable and non-repeatable term of six years, with no subsequent re-entry into WFP.

* 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.

Focal point:

Mr J. Harvey
Chief of Staff
tel.: 066513-2002

Background

1. The Charter of the Evaluation Office states: “A selection panel, appointed by the Executive Director with the composition described below and with the support of HR, will review the candidates in accordance with WFP recruitment policies and the post requirements. Based on their initial review, the selection panel will conduct interviews and recommend the two top-ranked candidates to the Executive Director in order of priority. The Executive Director will present her/his final selection to the Executive Board for approval.”
2. With the contract of the current Director of Evaluation, Ms Helen Wedgwood, ending on 7 January 2017, a vacancy announcement issued on 20 June 2016¹ was posted internally and on the external website. Concurrently, the announcement was advertised in *The Economist* and other appropriate channels.

Selection Process and Recommendation of the Selection Panel

3. The selection panel set up to select the Director of Evaluation comprised the following:
 - **Chair:** Mr Jim Harvey, Chief of Staff, WFP
 - **Member:** Ms Angélica Jacome, Permanent Representative of Panama to the Food and Agriculture Organization of the United Nations, the International Fund for Agricultural Development and WFP
 - **Member:** Ms Chiara Segrado, Deputy Permanent Representative of the United Kingdom to WFP
 - **Member:** Mr Amir Abdulla, Deputy Executive Director, WFP
 - **Member:** Ms Elisabeth Rasmusson, Assistant Executive Director, Partnership, Governance and Advocacy Department, WFP
 - **Member:** Mr Colin Kirk, Director, Evaluation Office, United Nations Children’s Fund
 - **Secretary:** Mr Alex Marianelli, Deputy Director, Human Resources Division (HRM), WFP
4. Of the 122 applications received, HRM, supported by Boyden, a specialized executive recruitment firm, determined that 25 candidates were qualified and eligible.
5. The following criteria were used to review these 25 applications:
 - demonstrated skills in leadership, strategic visioning, change management and delivery, communication and influencing, over at least 15 years of experience in increasingly responsible roles in evaluation and management of the activities of large, complex, international development organizations, preferably in the United Nations system;
 - knowledge of the most recent evaluation principles and methods discussed and formulated by professional groups;
 - excellent interpersonal, networking and partnership skills and the ability to work easily in diverse cultures and with government officials and the heads of other United Nations agencies and multilateral institutions; and
 - fluency in oral and written English with intermediate knowledge of another United Nations language.
6. Based on this review, and taking into account gender and geographical representation, four candidates – 75 percent women, and 25 percent from developing countries – were selected for interview, carried out by the selection panel on 1 and 2 September 2016.

¹ <http://i-recruitment.wfp.org/olcv/FileReqDesc?reqcode=16-0021580>

7. Following the interviews, the selection panel recommended the two top-rated candidates to the Executive Director for consideration. The Executive Director gave her approval to the overall top-rated candidate, Ms Andrea Cook (United Kingdom) – currently Director of the Evaluation Office of the United Nations Population Fund (UNFPA).
8. Ms Cook combines extensive technical expertise, organizational awareness and strong communication and presentation skills with an ability to condense complex information for presentation to a broad audience, which will be an asset when presenting to the Board. With her obvious passion for evaluation and years of institutional experience, she is well-placed to drive WFP's evaluation function and policy. Ms Cook's summarized curriculum vitae is provided as Annex I.

Recommendation by the Executive Director

9. Based on the above selection criteria and the input received from the selection panel, the Executive Director recommends to the Board that Ms Andrea Cook be appointed as Director of Evaluation, D2.

ANNEX I**Curriculum Vitae****Andrea Emily Cook**

Nationality: United Kingdom

Education

University of Nottingham: MA Environmental Planning for Developing Countries, 1992

Sheffield Hallam University: BA (Hons) Geography, 1987

Employment history

Director, Evaluation Office, UNFPA, New York, January 2014 ongoing

Head, Evaluation Department, United Kingdom Department for International Development (DFID), Glasgow, United Kingdom, December 2012–September 2013

Deputy Head, Evaluation Department, DFID, Glasgow, United Kingdom, August 2010–November 2012

Senior Policy Adviser, United Nations and Commonwealth Department, DFID, Glasgow, United Kingdom, March 2009–July 2010

Head, Equity and Rights Team, Policy and Research Division, DFID, London, April 2005–February 2009

Deputy Head, Policy, DFID Malawi, Lilongwe, August 2001–March 2005

Social Development Adviser, Overseas Territories Department, DFID, London, January 1999–July 2001

Freelance social development consultant, London, February 1998–January 1999

Field Manager, Urban Development and Community Planning, DFID India, New Delhi, February 1995–January 1998

Training and Advisory Programme Coordinator, DFID secondment to Asian Coalition for Housing Rights, Phnom Penh, June 1994–January 1995

Urban and Community Planning Specialist, Battambang Urban Water Supply and Sanitation Programme, DFID, Battambang, Cambodia, January 1993–June 1994

Researcher, Meru District Planning Office, Government of Kenya, Meru, Kenya, June 1990–October 1990

Memberships

United Nations Evaluation Group – Vice Chair Executive Group

European Evaluation Society