



World Food Programme
Programme Alimentaire Mondial
Programa Mundial de Alimentos
برنامج الأغذية العالمي

Executive Board
Annual session
Rome, 23–26 June 2025

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Agenda item 9

Date: 25 June 2025

WFP/EB.A/2025/9-D/Rev.1

Original: English

Organizational and administrative matters

For decision

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

Appointment of the Inspector General and Director of the Oversight Office

Draft decision*

The Board:

- a) recalls the need for all decisions regarding the appointment, renewal, non-renewal of the Inspector General to be made on advice of the Independent Oversight Advisory Committee with the prior consent of the Executive Board, and requests that rationale be provided in this regard;
- b) further recalls that, as stipulated in the Charter of the Office of the Inspector General, the Inspector General's tenure will be a four-year term, renewable once, without the possibility of further employment within WFP at the end of the final term;
- c) emphasizes the need to avoid a vacancy in the position of the Inspector General;
- d) takes note of the plan of the Executive Director to initiate a competitive process for the appointment of the Inspector General and Director of the Oversight Office in view of the upcoming end of the term of the incumbent, Ms Fabienne Lambert; and
- e) recognizing its decision 2021/EB.A/27, the subsequent delays in recruitment and the commencement of Ms Lambert's employment contract on 15 September 2021, consents to align her term to 14 September 2025, in accordance with the provisions of the OIG charter.

* 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:

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1. As stipulated in the charter of the Office of the Inspector General,¹ “[t]he Inspector General’s tenure will be a four-year term, renewable once, without the possibility of further employment within WFP at the end of the final term. The Executive Director takes all decisions regarding the appointment, renewal, non-renewal or dismissal of the Inspector General on advice of the Audit Committee and with prior consent of the Executive Board.”
2. In providing its consent to the appointment of the current Inspector General, Fabienne Lambert, the Board specified that her four-year term would run from July 2021 through June 2025; however Ms Lambert did not start her employment until 15 September 2021, and accordingly her end date was specified in her contract as being 14 September 2025.
3. After due consideration, and following consultation with the Independent Oversight Advisory Committee (IOAC), the Executive Director plans to initiate a competitive process for the appointment of the Inspector General. Pursuant to standard procedures, a vacancy announcement will be issued publicly and circulated to Member States, to other international bodies, and internally within WFP. The selection panel for the appointment of the Inspector General will contain, inter alia, representatives from the IOAC, the Executive Board Bureau and WFP management. The selection panel will recommend a short-list of candidates in order of priority to the Executive Director, who then shall, on the advice of the IOAC, seek the consent of the Executive Board to her decision. The procedure to be followed to seek the Board’s consent shall be consistent with the Rules of Procedure of the Executive Board and based on guidance from the Bureau.
4. In view of the discrepancy between the term specified by the Board in 2021 and that set forth in Ms Lambert’s employment contract, and to ensure continuity of coverage during the competitive process, the Executive Director proposes that the Board align her end date by consenting to the extension of her term to 14 September 2025, noting that this would allow the Inspector General to serve at least a complete four-year first term in the post. Every effort will be made to conclude the competitive process by that date. However, should that not be possible, it may be necessary to extend further the term of Ms Lambert or put in place another arrangement to ensure continuity of service beyond 14 September 2025; if so, the Executive Director will seek the Board’s consent to such extension or arrangement by correspondence employing the procedure set forth at Executive Board Rule of Procedure IX.8.

¹ [WFP/EB.2/2019/4-B/1](#).