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Agenda Item 10

WFP/EB.A/2017/10-F

Administrative and Managerial Matters

For approval

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

Appointment of the Inspector General and Director of Oversight Office

Draft decision*

Following the recommendation by the Executive Director, the Board approves the appointment of Ms Patricia Ann Kikuko (Kiko) Harvey (United States of America) as Inspector General and Director of Oversight Office for a term of four years from September 2017 to August 2021.

Background

1. The Charter of the Office of the Inspector General states: “The Executive Director takes all decisions regarding the appointment and removal of the Inspector General, on advice of the Audit Committee and with prior consent of the WFP 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. A vacancy announcement was issued on 1 March 2017 (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 through appropriate channels.

* 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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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
 - **Member:** Mr Jim Harvey, Assistant Executive Director
 - **Member:** His Excellency Dr. Hans Hoogeveen, Ambassador and Permanent Representative of the Netherlands to the United Nations Organizations in Rome
 - **Member:** Mr James Rose, Chairperson of the Audit Committee
 - **Member:** Mr Thierry Rajaobelina, Inspector General, FAO
 - **Secretary:** Mr John Aylieff, Director, Human Resources
4. Among the 203 applications received, the Human Resources Division determined that 29 candidates were eligible/qualified based on the essential requirements in the vacancy announcement. The Human Resources Division further reviewed the 29 qualified candidates and identified 17 highly qualified candidates for consideration by the Selection Panel. The following areas were taken into account:
 - 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;
 - demonstrated competence and success in technology or financial services organization in either management or audit and advisory services is highly desirable;
 - experience in United Nations and/or large governmental organizations, as well as private sector businesses is highly desirable;
 - sound knowledge of international auditing and accounting standards and corporate governance, risk management and internal control practices, techniques and principles, including evolving best practice;
 - strong knowledge of United Nations system policies, rules, regulations and procedures is highly desirable;
 - sound knowledge of information technology controls and oversight; investigative processes;
 - extensive knowledge of inter-governmental governing processes;
 - strong knowledge of private sector business practices;
 - strong knowledge of compliance and ethics frameworks and application;
 - excellent analytical, communication and diplomatic skills;
 - outstanding strategic planning and action management skills; and
 - excellent management and leadership skills.
5. The following selection criteria were established for the Selection Panel to review the applications of candidates:
 - 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.

6. In view of the results of the review, as well as of gender and geographical representation considerations, the Selection Panel selected seven candidates for interviews, which were conducted on 18 and 19 May 2017. It is noted that one candidate withdrew her application during the week prior to the interviews.
7. Based on the candidates' applications and performance at interview, the Selection Panel proposed two top-rated candidates to the Executive Director. The Executive Director, having interviewed the selected candidates, now recommends to the WFP Executive Board for its consent Ms Patricia Ann Kikuko (Kiko) Harvey (United States of America), former Vice President of Corporate Audit and Enterprise Risk Management at Delta Air Lines, for appointment as the new WFP Inspector General and Director of the Oversight Office.
8. Ms Harvey has extensive technical experience and leadership skills in Audit and Enterprise Risk Management from multinational, complex corporate environments. Her well rounded professional experience from Price Waterhouse, Yum Brands, Starbucks and most recently as Vice President of Corporate Audit and Enterprise Risk Management at Delta Air Lines will bring a new strategic perspective and expertise to the organization. Her experience employing data analytics and supporting senior and executive leadership in improving internal controls and compliance with corporate policies, regulations and technology will be an asset in leading the Oversight office. Ms Harvey's curriculum vitae is provided in Annex B.

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 that the Board give its consent for the appointment of Ms Patricia Ann Kikuko (Kiko) Harvey to the post of WFP Inspector General and Director of the Oversight Office D-2.

ANNEX A**Inspector General and Director of Oversight Office, D2**

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 an Inspector General and Director of Oversight Office at D2 level, based at our Headquarters in Rome, Italy.

The Inspector General and Director of Oversight Office reports and is accountable to the Executive Director. She/he performs the functions of Chief Audit Executive and Inspector General. The Office of the Inspector General (OIG) consists of the Office of Internal Audit and the Office of Inspections and Investigations. The Inspector General and Director of Oversight Office 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 Board and 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 Board, Audit Committee, and Executive Director in line with applicable policies 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.

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;

- Demonstrated competence and success in technology or financial services organization in either management or audit and advisory services is highly desirable;
- Experience in both United Nations or large governmental organizations as well as private sector businesses is highly desirable.

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;
- Sound knowledge of information technology controls and oversight;
- Sound knowledge of investigative processes;
- Extensive knowledge of inter-governmental governing processes;
- Strong knowledge of private sector business practices;
- Strong knowledge of United Nations system policies, rules, regulations and procedures is highly desirable;
- Strong knowledge of compliance and ethics frameworks and application.

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;
- Strong compliance and ethical leadership; and
- Ability to work with people from a wide variety of backgrounds.

Language:

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

Appointment Terms

The Inspector General and 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.

Terms and Conditions

WFP offers an attractive compensation and expatriate benefits package. Please visit the following website for details on the United Nations common system of salaries: icsc.un.org

WFP has zero tolerance for discrimination and does not discriminate on the basis of HIV/AIDS status.

Qualified female applicants and qualified applicants from developing countries are encouraged to apply.

ANNEX B***CURRICULUM VITAE*****Patricia Ann Kikuko (Kiko) Harvey**

Nationality: United States of America

PROFESSIONAL EXPERIENCE**Vice President, Corporate Audit and Enterprise Risk Management, Delta Air Lines, Inc., Atlanta, GA, USA****March 2009–September 2016**

Built and provided strategic leadership of the worldwide corporate audit and Enterprise Risk Management (ERM) activities for one of the world's largest airlines. Reported functionally to the Audit Committee and administratively to the Chief Financial Officer. Advised and supported Delta leadership in managing risk and developing control enhancements to improve operating efficiency and drive profits. Created and presented internal audit, ERM, and Sarbanes-Oxley status reports at Audit Committee and Board of Director meetings. Served as a voting member of Delta's Benefit Funds Investment Committee (BFIC), and was the executive sponsor of Delta's Asia Pacific Employee Network (APEN). Active member of Executive Steering Committees for several large system implementations.

Vice President, Internal Audit, Starbucks Corporation, Seattle, WA, USA**January 2001 – March 2009**

Founded the company's first global audit department reporting functionally to the Audit and Compliance Committee and administratively to the CFO. Led Starbucks enterprise risk assessment activities. Co-chaired the Enterprise Risk Council with the CFO and Chief Compliance Officer. Active participant on Starbucks Business Ethics & Compliance Council. Led financial due diligence and integration efforts for multiple acquisitions, both domestic and worldwide.

Director, Retail Accounting, Starbucks Corporation, Seattle, WA, USA**January 1998–December 2000**

Directed all retail accounting departments including sales audit, retail inventory, retail accounting, licensed stores and other non-coffee retail ventures. This department provided accounting and reporting shared services for all North American Retail locations comprising 85% of Starbucks revenue. Actively involved in merger and acquisition due diligence, including the acquisitions of the Seattle Coffee Company (UK), Seattle's Best Coffee, and other non-coffee and tea retailers.

Director, Franchise Revenue and Planning, Yum Brands - Taco Bell Corp., Irvine, CA, USA**July 1993–December 1997**

Created Taco Bell's annual franchise operating plan and overhead budgets and provided monthly and quarterly forecasts of franchise revenues and development fees. Responsible for financial reporting and analysis of franchise operations and improving collection of royalty and advertising fees. Owner of the financial approval process for franchisee new unit development and divestitures of Company restaurants. Held additional positions of Manager, Taco Bell Express Accounting and Manager, Internal Audit prior to promotion to director.

Senior Audit Manager, Price Waterhouse, Orange County and Century City, CA, USA**July 1985–July 1999**

Planned and executed financial audits of public and privately held global corporations in consumer products, travel and recreation, healthcare and medical devices, pharmaceutical, manufacturing and high technology industries. Experienced in initial public offerings, leveraged buy-outs, SEC reporting, and due-diligence related to mergers and acquisitions. Received early promotions to manager and senior manager while at the firm.

EDUCATION

- Master of Accounting, University of Southern California, 1984–1985
- Bachelor of Science – Accounting, University of Southern California, 1980–1985

PROFESSIONAL CERTIFICATIONS

- Chartered Global Management Accountant (CGMA), American Institute of CPAs, 2014 – Present
- Certification in Risk Management Assurance (CRMA), Institute of Internal Auditors, 2012 – Present
- Certified Public Accountant (CPA), State of California, 1987 – Present