



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

Executive Board
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Other business

For approval

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

Proposed reorganization of WFP's senior leadership structure

Draft decision*

The Board approves the proposed reorganization of WFP's senior leadership structure, as set forth in WFP/EB.A/2020/12-F.

1. The Executive Director and the Executive Board have repeatedly highlighted the critical importance of human resources and workplace culture issues, as well as the timely completion and implementation of the Tone-at-the-Top audit recommendations. To facilitate this process, and to ensure that the senior leadership structures are optimally aligned in support of WFP's strategy, the Executive Director seeks to revise the organizational structure as outlined below and in the attached organigram.
 - At a time of significant growth in WFP's resources and activities and the extraordinary demands due to COVID-19, one of the Executive Director's top priorities is the duty of care and strengthened workplace culture for WFP's 18,500 employees.

* 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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- To ensure a holistic approach, the Executive Director wishes to reorganize the reporting lines of functions relating to employees. This is a continuation of the work launched with the appointment of the Senior Advisor for Workplace Culture (Senior Advisor) in January 2020. Under the proposed new structure, the Human Resources and Staff Wellness divisions, currently in the Resource Management Department (RM) will, with the Comprehensive Action Plan team, report to the Senior Advisor, who will have a direct reporting line to the Executive Director.
 - The Office of the Ombudsman and the Ethics Office maintain their independence and shall report directly to the Executive Director, with an administrative dotted line to the Senior Advisor. The Executive Director will also continue to oversee their substantive activities and approve their budgets and resource allocations.
 - The Executive Director will elevate the position of Senior Advisor for Workplace Culture by using the currently unutilized fifth Assistant Secretary-General (ASG) position, already in the approved 2020 programme support and administrative budget for this role, and thus there are no budget implications. A vacancy announcement will be issued soon after the completion of the June Executive Board session, following the agreement from the Secretary-General of the United Nations and the Director-General of the Food and Agriculture Organization (FAO), with the Senior Advisor acting as interim director until the position is filled. The selection and appointment of the new ASG shall be made by the Executive Director in agreement with the Secretary-General of the United Nations and Director-General of FAO.
 - The movement of Staff Wellness will be done shortly after the completion of the 2020 annual session of the Executive Board. Human Resources will be moved once the new ASG position has been filled.
 - In line with the recommendations from the Tone at the Top audit¹, the Chief of Staff will assume a more traditional role in which the office will mainly support the Executive Director and prioritize the work of the Leadership Group. Hence, the Information Technology Division (TEC) and the Innovation and Knowledge Management Division (INK) will move from the Chief of Staff reporting line to a line management function.
 - INK will move to the Programme and Policy Development Department in light of the importance of innovation and knowledge management to improve programme effectiveness, while TEC will be placed in the RM Department.
 - Recognizing that the Office of Evaluation (OEV) to a large extent operates like the Office of the Inspector General and Oversight with its independent evaluation function and basis in a policy and charter approved by the Executive Board, OEV will report directly to the Executive Director without a dotted line to a line management department, previously the Deputy Executive Director (DED).
2. Finally, the WFP Audit Committee was consulted about the proposal and stated that it is supportive of all the changes.

¹ Internal Audit of Tone-at-the-Top and WFP's Leadership Arrangements, Office of the Inspector General Internal Audit Report AR/20/01: Agreed Action [High priority], with timeline for implementation 30 June 2020, which stated "*The Executive Director should... Review the COS' existing job responsibilities and decide how best to separate the key role of ED support from other line management responsibilities to make space for a COS function that primarily supports the ED and introduces LG discipline and support.*"

