



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

Executive Board

Second regular session

Rome, 17–21 November 2025

Distribution: General

Agenda item 8

Date: 10 November 2025

WFP/EB.2/2025/8-A

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 Oversight Office

Draft decision^{*}

Following the recommendation by the Executive Director, the Board approves the appointment of Mr. Anthony Garnett (United Kingdom) as Inspector General and Director of Oversight Office, for a term of four years, from 15 January 2026 to 14 January 2030.

Background

1. The charter of the office of the Inspector General states: "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. 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. A vacancy announcement (annex I) was issued on 09 July 2025 until 21 August 2025 and, according to standard recruitment procedures, was posted internally and on the WFP external website. It was also shared with the permanent representatives with a request that they circulate it among the potential candidates in their respective countries. Concurrently, the announcement was advertised through appropriate channels. To support outreach and candidate quality, WFP contracted an Executive Search firm that conducted a targeted outreach, initial identification, screening, and early-stage evaluations to help identify candidates with the strongest alignment to the role.

^{*} 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 points:

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Chief of Staff
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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. Carl Skau - Deputy Executive Director
 - **Member:** Ms. Meghan Latcovich - Chief of Staff
 - **Member:** Dr. Balaji Jujavarapu, Minister (Agriculture) and Alternate Permanent Representative, India
 - **Member:** Mr. Darshak Shah, Independent Oversight Advisory Committee Member
 - **Member:** Ms. Suzette Schultz, UN Office of Internal Oversight Services, Director of Investigations
 - **Secretary:** Ms. Robosa Gbinoba, Director, Human Resources Division
 - **Observer:** Mr Bartolomeo Migone - General Counsel and Director, Legal Office
4. Among the 178 applications received, the Human Resources Division determined that 24 candidates were eligible/qualified based on the essential requirements in the vacancy announcement. The selection panel further reviewed and qualified 7 candidates for further consideration. The following criteria was sought for:
 - Advanced university degree in business administration, finance, accounting, economics, law, or related field
 - Professional certification in auditing/accountancy (e.g., CPA, ACCA); additional certifications in investigation, risk management, or internal controls an asset
 - Minimum 15 years of progressively responsible experience in audit, investigation, and/or oversight, including 10 years in senior management
 - Proven success in change management and governance improvements
 - Strong knowledge of audit, internal controls, investigations, and international standards
 - Experience in technology and financial services, including data-driven approaches
 - Background in international organizations (UN system desirable) or private sector
 - Familiarity with UN policies, rules, and governance processes desirable
 - Deep understanding of organizational independence and oversight roles
 - Ability to lead, coach, and motivate large, diverse teams
 - Strong financial management and commercial acumen
 - Proven ability to engage and influence senior leadership
 - Excellent analytical and problem-solving skills
 - High integrity, objectivity, and fairness
 - Strong communication and representational skills, including public speaking
 - Strategic vision and ability to drive oversight reforms

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, the selection panel selected five candidates for interviews, which were conducted from 8 to 10 October 2025.
7. Based on the candidates' applications and performance during the interviews, the selection panel proposed three top-rated candidates to the Executive Director. The Executive Director now recommends to the WFP Executive Board for its consent Mr. Anthony Garnett (United Kingdom), Inspector General at United Nations High Commissioner for Refugees (UNHCR), for appointment as the new WFP Inspector General and Director of the Oversight Office.
8. Mr. Anthony Garnett is a highly experienced international oversight and governance leader with over 28 years of service across complex global institutions. He currently serves as Inspector General at United Nations High Commissioner for Refugees (UNHCR), where he leads strategic oversight, investigations, and stakeholder assurance. His previous roles include Director of Internal Audit and Investigations at IFRC and Head of Internal Audit for the UK Government's Department for International Development, where he oversaw assurance and counter-fraud operations. Mr. Garnett is a Fellow Chartered Accountant (FCA) and holds an MBA with distinction from Durham University. He is also a Chartered Member of the Institute of Internal Auditors (CMAA) and holds multiple global certifications including CIA, QIAL, CRMA, and ITAC, alongside qualifications in investigations and project management (PRINCE2). He has served in governance roles such as Vice Chair of the Global Fund's Audit and Finance Committee, and held non-executive appointments in higher education, housing, and charitable organisations. Mr. Garnett's curriculum vitae is provided in annex II.

Recommendation by the Executive Director

9. Based on the vacancy announcement and the above considerations and recommendation of the selection panel, the Executive Director recommends that the Board consent to the appointment of Mr. Anthony Garnett to the post of WFP Inspector General and Director of the Oversight Office at the D-2 level.

ANNEX I



Inspector General and Director of Oversight Office, D2

WFP celebrates and embraces diversity. It is committed to the principle of equal employment opportunity for all its employees and encourages qualified candidates to apply irrespective of race, colour, national origin, ethnic or social background, genetic information, gender, gender identity and/or expression, sexual orientation, religion or belief, HIV status or disability.

About WFP

The World Food Programme is the world's largest humanitarian organization saving lives in emergencies and using food assistance to build a pathway to peace, stability and prosperity, for people recovering from conflict, disasters and the impact of climate change.

At WFP, people are at the heart of everything we do and the vision of the future WFP workforce is one of diverse, committed, skilled, and high performing teams, selected on merit, operating in a healthy and inclusive work environment, living WFP's values (Integrity, Collaboration, Commitment, Humanity, and Inclusion) and working with partners to save and change the lives of those WFP serves.

To learn more about WFP, visit our website: <https://www.wfp.org> and follow us on social media to keep up with our latest news: [YouTube](#), [LinkedIn](#), [Instagram](#), [Facebook](#), [Twitter](#), [TikTok](#).

Why join WFP?

- WFP is a 2020 Nobel Peace Prize Laureate.
- WFP offers a highly inclusive, diverse, and multicultural working environment.
- WFP invests in the personal & professional development of its employees through a range of training, accreditation, coaching, mentorship, and other programs as well as through internal mobility opportunities.
- A career path in WFP provides an exciting opportunity to work across the various country, regional and global offices around the world, and with passionate colleagues who work tirelessly to ensure that effective humanitarian assistance reaches millions of people across the globe.
- We offer an attractive compensation package (please refer to the Terms and Conditions section of this vacancy announcement).

Organizational context

The mission of the Office of the Inspector General is to provide WFP's stakeholders assurance on the adequacy and effectiveness of WFP's governance, risk management, and control processes aimed to detect and deter fraud, waste and abuse through the conduct of independent and objective oversight activities; to conduct inspections and investigations into allegations of wrongdoing and misconduct; and to facilitate the adoption and implementation of United Nations, humanitarian agency and private-sector best practices related to assurance and oversight.

The Office of the Inspector General (OIG) operates with full operational independence and reports functionally to the Executive Director. It has unrestricted access to records, personnel, and premises necessary to fulfill its oversight mandate. The OIG comprises the Office of Internal Audit and the Office of Inspections and Investigations, and provides assurance, advisory, and investigative services across all WFP operations.

As an organization of 21,700 staff worldwide, the WFP has a presence in over 120 countries and territories, making OIG's mandate critical to ensuring accountability and integrity across a complex and decentralized operational landscape.

Key accountabilities (not all-inclusive)

The Inspector General and Director of Oversight serves as both the Chief Audit Executive and Inspector General. The Office of the Inspector General (OIG), comprising the Office of Internal Audit and the Office of Inspections and Investigations, oversees a team of approximately 110 staff.

Specific duties include:

- Provide strategic vision and leadership in establishing and meeting the objectives and priorities of the Oversight functions.
- Uphold the independence, objectivity, and professionalism of the oversight function, ensuring adherence to international standards and ethical conduct.
- Maintain a quality assurance and improvement programme, including periodic internal assessments and external reviews to ensure the continued relevance and effectiveness of oversight activities.
- Lead the functional team in fostering an inclusive, equitable, service-oriented and collaborative work environment that aligns with WFP's values, ensuring employee well-being, safety, and promoting career development and capacity-building opportunities to enhance expertise and operational readiness.
- Engage with the Executive Board and Executive Director to provide strategic assurance and insight on governance, policy, risk, resource management, operations, and accountability by leading the verification, analysis, and reporting on the integrity, efficiency, and effectiveness of WFP's management and operations.
- Report on the findings from internal audit, inspection and investigation to the Executive Board, the Independent Oversight Advisory Committee, and the Executive Director in line with applicable policies and making recommendations to the appropriate stakeholders in order to improve processes and strengthen management throughout the organization.
- Keep the Independent Oversight Advisory Committee informed on significant oversight findings, implementation status of oversight recommendations, and changes to the work plan including modifications, scope restrictions or limitations.
- Provide 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.

- Actively participate in, lead or co-lead UN forums and clusters to ensure delivery of the broader UN mandate and effective WFP leadership in areas of specialization, while collaborating and sharing best practices with oversight entities, donor government counterparts, UN bodies, and international NGOs as appropriate.
- Hold accountability for transparent and efficient people management, and ensure the best use of financial resources for achievement of set objectives.

Qualifications and experience

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. Additional certifications in investigation (e.g., CFE), risk management (e.g., CRMA), or internal controls (e.g., COSO) are an asset.

Experience:

- Proven track record (at least 15 years) of progressively responsible professional experience including in audit, investigation and/or oversight with at least 10 years of experience at senior management .
- Demonstrated competence and success in implementing change management and driving strategic improvements in organizational governance and oversight.
- Advanced understanding of audit, internal controls, and investigative processes, with sound knowledge of international auditing and accounting standards and evolving best practices in corporate governance and accountability within complex or regulated organizations.
- Demonstrated competence and success in the areas of technology and financial services, whether through management, audit, or advisory capacities.
- Demonstrated leadership in advancing the use of technology and data-driven approaches.
- Relevant experience from either international organizations including in the UN common system, or from the private sector.
- Strong knowledge of UN system policies, rules, regulations and procedures, and inter-governmental governance is desirable
- Deep understanding of organizational independence and the role of oversight in safeguarding institutional integrity.
- Ability to lead, coach and motivate large and diverse teams and drive improving performance.
- Excellent financial management skills and commercial acumen, with the ability to leverage external partnerships to optimize resources for WFP.
- A track record of engaging and influencing senior leadership at the highest levels, internally and externally.
- Strong analytical and problem-solving skills, with the ability to synthesize complex issues and develop strategic policies and solutions.

Language:

- Fluency in English
- Intermediate knowledge (level B) of a second official UN language: Arabic, Chinese, French, Russian, Spanish, and/or Portuguese (a WFP working language)

Competencies

- Demonstrated high level of diligence, maturity, responsibility, integrity and ethics, objectivity, impartiality and fairness.
- Excellent communicator with strong interpersonal skills and good representational skills, including public speaking. Ability to articulate key messages and to deliver difficult messages with sensitivity and integrity.
- Proven ability to lead and manage diverse, multi-cultural and multi-disciplinary teams of diverse experts, with strong skills in inclusive leadership, collaboration, team building, and motivation.
- Excellent judgment with proven ability to deal with complex interrelated issues and strong analytical and problem-solving skills to develop solutions that address root causes of issues.
- Strategic vision to drive and influence oversight reforms within the Organization, proven ability to innovate and conceptualize complex issues, and formulate realistic and practical recommendations to address problems.
- Proven ability to navigate politically sensitive environments and manage complex stakeholder relationships at the highest levels, demonstrating diplomacy, strategic acumen, and sound judgment.

Terms and conditions

To ensure independence, the Inspector General and Director of the Oversight Office's tenure will be a four-year term and may be renewable once, without the possibility of further employment within WFP at the end of the term(s).

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

Deadline for applications:

Wednesday, 20 August 2025

ANNEX II

CURRICULUM VITAE

Anthony Richard Garnett

BA MBA (Dunelm) FCA CMIIA QIAL CIA CRMA

Summary

A managerially and commercially trained, highly experienced, qualified, international strategic leader, oversight professional, diplomat and systems thinker, with extensive experience in the international development system and UK Government, including direct experience of global good governance as Vice Chair of the Global Fund's Audit Committee. Holder of the premier qualifications in finance and accounting, business administration, IT, risk management, oversight leadership, and investigations. An extensive track record of the delivery of world-class oversight at scale, both assurance and investigations, and 22 years of experience as a chief audit executive.

Experience

- UN senior leader for a large-scale programmatic UN agency - Inspector General for UNHCR
- 28 years in increasingly complex and international organisations 12 years in the international development system, 6 in the UN
- Extensive board level experience, both presenter and member in the international system and UK governance, including not-for-profit sector
- Senior Board Member for the Global Fund (a healthcare fund)
- Government bi-lateral donor experience (UK Government)

Achievements

- Internal audit thought leader [Personal Blog \(Wordpress\)](#)
- Run one of the largest investigations function by volume and complexity in the UN system
- First fully independent Inspector General of UNHCR, including safeguarding/SEAH
- Coordinate UNHCR's integrity and oversight functions in a complex programmatic context
- Developed and early adopted AI solutions to investigations complaints intake and work
- Led the implementation of robust integrity changes to the International Federation of the Red Cross/Crescent globally
- Transformed the UK Government Department for International Development's internal audit function to be world-class and investigations

Qualifications

- KPMG qualified English Chartered Accountant (prizewinner)
- Durham University MBA (overall prize-winner)
- UK Chartered and Globally qualified Internal Auditor (CMIIA, CIA, QIAL)
- Qualified IT auditor (ITAC)
- Qualified Risk Management Auditor (CRMA)
- Qualifications in investigations and project management

Skills and expertise

- Experienced leader, manager and developer of diverse and harmonious international teams
- National and international governance, as a member and presenter
- Adept public speaker, in formal and informal stakeholder and donor fora
- Complex and fully risk-based development and humanitarian programme oversight in politically sensitive contexts
- Investigations and ethics investigations leadership and delivery
- Development of AI solutions in oversight
- Consultancy and business management
- Donor and stakeholder management systems, marketing and communications
- IT systems, processes and data governance and management
- Risk management and risk assurance
- International development and humanitarian programme management and oversight

Employment history and work experience

United Nations High Commissioner for Refugees (UNHCR), United Nations organisation March 2020–present

Role: Inspector General

Chief oversight officer for UNHCR over its c \$6.1bn global programme of refugee support, UNHCR being one of the UN's four largest programmatic organisations. Provision of strategic oversight, investigations and stakeholder assurance. Overseeing a team of 50 professional staff based globally. Provision of secretariat support to UNHCR's Independent Audit and Oversight Committee. Working as a senior diplomat in a complex governance and organisational setting. I increased transparency, partnership through combined assurance and integrity approach, and led the provision of the most advanced investigations function including actualisation of artificial intelligence.

International Federation of the Red Cross and Red Crescent Societies (IFRC), International humanitarian organisation, May 2018–March 2020

Role: Director of the Office of Internal Audit and Investigations

Director of OIAI providing the IFRC's independent assurance (internal audit and commissioned grant oversight audits), investigations work, consultancy, and governance support to the extensive federal RC/RC governance structure, its \$1bn pa of programming and support to RC/RC national societies' \$34bn pa global programming. Other services included the provision of risk

management consultancy support and advice and the secretariat service to the IFRC's Audit and Risk Commission (audit committee). Leading the 192 national societies on audit, risk and investigations issues. Leading the enhancement of the Federal system's controls and oversight of integrity matters globally.

UK Government Department for International Development, National government bi-lateral international development programmer and donor, March 2013–May 2018

Role: Head of Internal Audit (assurance and counter fraud)

Leading the provision of assurance and investigations work over the UK Government's bi-lateral aid spending, then totalling a programme of c£12bn pa, working to the Secretary of State for International Development and Department's Permanent Secretary. Overseeing and managing the Department's counter fraud function dealing with a portfolio of c.850 cases pa. Managing 45 fte auditors working across both the assurance and counter fraud sections, a number of professional services firms providing IT technical assurance and forensic investigation services, and a total departmental budget of over £2.3m. Working in partnership with the international community overseeing the UK's investments in multilateral organisations, through designing the central assurance assessment and ensuring audit professionals were represented on governing boards e.g. Global Fund. I created the UK Government's most advanced and fully risk based internal audit service, still today independent of the Government Internal Audit Agency on account of its advanced methodology.

Durham University, Higher education institution, February 2006–February 2013

Role: Director of Business Assurance (internal audit and investigations)

Director and chief audit executive aged 31. Provision of the assurance arrangements, investigations, counter fraud work, and risk management process in compliance with regulators (HEFCE and Charity Commission) and legislative requirements. This role encompassed the nuances and complexity of public and not-for-profit administration and delivery for a £330m annual turnover, international and complex business. Set up of a risk-based assurance service in a disproportionately and culturally complex organisation. Key skills gained included the development of a deep understanding of strategy, politics, culture, HR requirements, public policy and IT, data and project assurance. Also, the ability to lead a professional team as a first-time chief audit executive.

KPMG, Professional services firm, September 1997–January 2006

Role: Senior audit manager in the risk assurance services practice (also public sector practice lead for the North East of England)

Qualifying as a ICAEW chartered accountant as a prize-winner and training as a professional in the Big Four (then Big Six) environment. Managing a team of auditors (8 FTEs) working in KPMG's risk assurance practice with a range of national and international private sector (Plc), public sector and charity clients. Clients varied across geography, business types and assignment types, in a high-pressure, commercial, competitive, environment. Undertaking contract, billing and WIP management using ledger and accounting systems of c.£2m pa. Managing a team of auditors to deliver a portfolio of contracts and fees. This included internal audit across the public and private sectors, financial statements and external grants audit, due diligence and transactions work and acting as chief audit executive to a number of public bodies. All of the underpinning key skills of becoming an ethical, professional, commercial, managerially trained young professional were acquired at KPMG.

Non-executive appointments

Organization	Sector/Type	Role	Period
FFLAG	UK Charity	Co-opted member of the Risk and Finance Committee	December 2024–Present
The Global Fund (Geneva)	International multilateral development organisation	Member and then vice-chair of the Audit and Finance Committee	June 2016–May 2020
Royal Veterinary College (London)	Higher education institution	Non-executive member of the College's audit committee	2016–2018
National Youth Choirs of Great Britain (London)	National music charity	Non-executive charitable trustee of the board	2012–2018
Gateshead College (Gateshead)	Further education college	Non-executive member of the College's audit committee	2011–2013
Dale and Valley Homes (Durham)	Housing association	Non-executive member of the Board	2009–2013
Council for Higher Education Internal Auditors (CHEIA)	Representative body for HE IA	National executive member and chairperson 2007–2010	2006–2012

Education/Professional qualifications

Institution/body	Qualification/title	Result	Year
CHS Alliance	SEA investigations training	Certificate obtained	December 2018
Institute of Internal Auditors (Global)	Qualification in internal audit leadership (QIAL)	Certificate obtained	December 2015
Institute of Internal Auditors (Global)	Certified internal auditor (CIA)	Certificate obtained	December 2015
Institute of Internal Auditors (Global)	Certificate in risk management assurance (CRMA)	Certificate obtained	December 2015
Institute of Chartered Accountants for England and Wales (ICAEW)	Fellow Chartership (FCA)	Membership upgraded	2011
Institute of Internal Auditors (UK)	IT auditing certificate (ITAC)	Pass with merit	2010
APM	PRINCE 2 foundation	Pass	March 2007
Institute of Internal Auditors (UK)	Chartered member of the Institute (CMIIA)	Pass with merit	February 2007
HM Treasury	Government internal audit certificate (GIAC)	Awarded	April 2006
University of Durham (UK)	Master of Business Administration (MBA)	Awarded distinction and prizes	2006

Institution/body	Qualification/title	Result	Year
Institute of Chartered Accountants for England and Wales (ICAEW)	Associate Chartership (ACA)	Pass with prizes	2000
University of Durham (UK)	Bachelor of Arts (BA Hons)	Awarded 2 nd class honours	1996
Havant College (UK)	Advanced levels	Results A, A, C	1993
The City of Portsmouth Boys' School	General Certificate of Secondary Education (GCSEs)	Results 8 x A (including mathematics and English), 4 x B, 1 x C	1991

Personal details

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Languages	English – fluent; French – Studying at intermediate level
Websites	Anthony Richard Garnett - LinkedIn Personal Blog (Wordpress)