

## Selection of Secretary General (effective 1 January 2022)

(Document prepared by APPU Bureau)

1. Subject	References/paragraphs
<p>Informing the EC of:</p> <ul style="list-style-type: none"> <li>- the expiry of the term of the current Secretary General on 31 December 2021 and the need to appoint a successor effective 1 January 2022</li> <li>- the rules regarding eligibility to apply for the role</li> <li>- the method and timing proposed to call for applications</li> <li>- recruitment commentary and suggested steps to ensure the best possible candidates are considered</li> </ul>	<p> §§ 1.1 – 1.2 § 1.3  §§ 2.1 – 2.2  §§ 3.1 – 3.2</p>
<p><b>2. Decisions expected</b></p> <p>The EC is asked to:</p> <ul style="list-style-type: none"> <li>- <b>note</b> the background to the need to appoint a new Secretary General effective 1 January 2022, including the eligibility criteria</li> <li>- <b>approve</b> the method and timing proposed to call for applications for the role</li> <li>- <b>note</b> the points of focus in the application and recruitment processes to increase the possibility of the best candidates reaching the final selection phase</li> <li>- <b>note</b> that the Position Description for the role is currently being reviewed to achieve the optimum “fit” between the successful candidate and the immediate strategic needs of the Union</li> <li>- <b>note</b> that the final draft of the Position Description will be circulated to members for review and comment</li> </ul>	<p> §§ 1.1 – 1.3  §§ 2.1 – 2.2  § 3.1  § 3.3  § 3.3</p>

### 1. Background

- 1.1 The current Secretary General was appointed by the 2017 Tehran APPU Congress for a second and final term until 31 December 2021.
- 1.2 It will be necessary to appoint a successor prior to 31 December 2021.
- 1.3 In terms of rules regarding the APPU General Regulations, Article 107, § 4 states:

**"The Director of the Bureau is chosen, from among qualified postal officials, by the Executive Council, or in Congress year by Congress. The tenure of office is fixed by the body which selects the Director."**

- 1.4 There are no other rules relating to eligibility, timing for applications, or other administrative procedures. However, given that the APPU generally bases its processes on those followed in the UPU, Article 126, § 2 of the UPU General Regulations contains the following provision.

**“At least seven months before the opening of Congress, the Director General of the**

**International Bureau shall send a memorandum to the Governments of member countries inviting them to submit their applications,** if any, for the posts of Director General and Deputy Director General and indicating at the same time whether the Director General and Deputy Director General in office are interested in a renewal of their initial term of office. **The applications, accompanied by a curriculum vitae, must reach the International Bureau at least two months before the opening of Congress.** The candidates must be nationals of the member countries which put them forward. The International Bureau shall prepare the election documents for Congress. The election of the Director General and that of the Deputy Director General shall take place by secret ballot, the first election being for the post of Director General.”

## 2. Proposal

- 2.1 It is proposed that the Secretary General (Mr LIN) sends a letter to member governments inviting applications for the position of Secretary General (Mr LIN’s successor). The letter should be sent once all pre-requisites for the process have been completed satisfactorily, particularly the role description (as covered in paragraph 3 of Doc 20). Final timing for the dispatch of the letter should be around 6-12 months prior to the meeting where the selection will take place (the reason for not having a specific date for the letter to be sent is due to the uncertainty of exactly when the 2021 APPU Congress might be held or, in its place, the timing for an APPU EC meeting in 2021).<sup>1</sup>
- 2.2 The invitation to submit applications should specify a close-off timing that is two months prior to the convening of the meeting which will select the successful candidate. In this regard, as it is unclear when a 2021 meeting will take place, the actual close-off date would be formally advised when the 2021 meeting schedule is known.

## 3. Recruitment commentary

- 3.1 As mentioned in paragraphs 1.3 and 1.4, the eligibility for nomination for the role of Secretary General is relatively unrestricted. Essentially, it is being a “qualified postal official”. However, this is not necessarily a weakness in terms of selecting a candidate. It simply places importance on five aspects as set out below.
- (i) Understanding the type of person (qualifications, skills, track-record) required for the future (where “future” might be a duration of anywhere up to eight years). As an example, if the Union has an urgent need for business growth, then a person proven in such a field might be selected for 2-4 years, followed by another person specialising perhaps in consolidation of gains and the development of human resources. Knowing the type of person required has a pre-requisite of understanding what the business strategy and business needs of the Union are.
  - (ii) Ensuring the Position Description is appropriately tailored to the type of person required, but not to the point where the recruitment process prevents a good range of applicants being considered.
  - (iii) Ensuring there is a process for the thorough vetting of nominees prior to a candidate’s application being forwarded to Bangkok.

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<sup>1</sup> Refer to EC 2020 Doc 18 regarding the options and timings for APPU meetings in 2021 and 2022.

- (iv) Emphasising the need for member countries to understand the type of person required in the event that consultation takes place through diplomatic channels, thus enabling members to work with respective governments on how to best respond to approaches.
  - (v) Reinforcing to delegates during the selection process the key requirements of the role in terms of the person best suited to the immediate needs of the Union.
- 3.2 If the Union can recruit according to the above process, it will select the best candidate presenting for the opportunity.
- 3.3 The Position Description is currently being reviewed for completion by 30 September 2020. It will then be sent to members for review and comment.