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Abu Dhabi, United Arab Emirates

Provisional agenda item 11

Addendum to the Background paper on the process for selecting the Executive Director of the Fund

This document is an addendum to document FLD/B.1/9 *Background paper on the process for selecting the Executive Director of the Fund*. It comprises of two annexes; annex 1 contains a clustered overview of common elements of terms of reference of the executive heads of comparator institutions, and annex 2 presents a compilation of the terms of reference of the executive heads of the Green Climate Fund; the Climate Investment Funds; the Climate Emergency Response Fund; and the Santiago Network, as well as available information on the requisite qualifications and experience; remuneration and contractual arrangements; term of office and length of duration of vacancy announcement.

Annex 1

Clustered overview of common elements of the terms of reference of executive heads of comparator institutions

	<i>Executive Director of the Green Climate Fund</i>	<i>Chief Executive Officer of the Climate Investment Funds</i>	<i>CERF- United Nations Emergency Relief Coordinator</i>	<i>Executive Director of the Santiago Network</i>
Relationship with Board / supervisory body / host country	• Accountability to the Board • Will be responsive to the Board, nurture and maintain open channels of communication and build effective relationship with the Board • Report to the Board at its regular meetings • Build effective relationship with the Government of the Republic of Korea in maintaining the support provided to the offices in Songdo and ensuring that GCF officials continue to enjoy the privileges and immunities associated with their official functions and status; • Lead the Secretariat's efforts in supporting the Board (in implementing its mandates)	• Report directly to the Vice President of the Sustainable Development Practice Group (SDPG), also accountable to the CIF Trust Fund Committees (TFCs) • Lead preparations for regular and extraordinary meetings of the TFCs and Sub-Committees	• Annual report for the Secretary-General on the coordination of humanitarian emergency assistance, including information on the central emergency revolving fund, to be submitted to the General Assembly through the Economic and Social Council.	• The director is accountable to the host organization for administrative issues relating to the administrative effectiveness and efficiency of the Santiago network secretariat and to the Advisory Board for the effective implementation of the functions of the Santiago network. • The Advisory Board endorses the appointment of the director of the Santiago network secretariat. • Serves as the secretary to the Advisory Board
Leadership, experience, management skills, innovation/best practice/standard setting, other skills, etc.	• Strong intellectual leadership, based on knowledge and experience of climate change, development, finance, and their interrelationships; • Sound political judgment and excellent strategic and analytical skills	• Provide strategic thought leadership • Exercise thought leadership on innovative climate solutions for developing countries. • Deep expertise, knowledge and experience in climate finance and an understanding of capital markets,		• Provides strategic leadership to the Santiago network and manages its Secretariat. • Leads the ongoing development and implementation of best practice and innovative approaches to maximize performance and sustain achievements.

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	which can be applied to complex problems; • Leadership and management experience within a large organization in an international context; • Strong values and ethics, with the ability to mobilize and engage people; • Sensitivity to political, gender, cultural, religious differences; • An impeccable reputation for honesty, integrity and expertise	ability to provide strategic leadership, strong management skills in people, processes, and financial resources, strong communications skills, including demonstrated ability to communicate with a wide range of stakeholders, strong diplomatic and relationship management skills (including the ability to facilitate consensus decisions) • Seek to build consensus and intermediate among CIF stakeholders with diverse views and incentives, including the MDBs • Demonstrated ability and political judgment to work at a strategic, political level to advance institutional goals and ability to manage situations with diverse stakeholders diplomatically including dealing sensitively in multicultural environments and building effective working relations with clients and colleagues • Ensure generation of strategic insights from across CIF's portfolio to inform decisions and strategies on priority topics for the CIF as well as climate finance community learning.		• Drives strategy development and implementation • Provides leadership to ensure cohesive and effective day-to-day operations
Stakeholder engagement/management	• Building effective relationships with stakeholders • Liaise with members, implementing entities, and cooperating bilateral and multilateral institutions and agencies	• Build consensus and intermediate among CIF stakeholders with diverse views and incentives • Advise and make recommendations to the TFCs, at the TFCs discretion and request, on any matters of concern raised by CIF stakeholders with the TFCs. • Ensure Secretariat supports the sharing and exchange of all information between the TFCs, the	• Actively facilitating, including through negotiation if needed, the access by the operational organizations to emergency areas for the rapid provision of emergency assistance by obtaining the consent of all parties concerned, through modalities such as the establishment of temporary relief corridors where needed, days and	• Represents the Santiago network and participates in meetings, conferences, expositions, knowledge fora, and training activities as well as sessions of the Subsidiary Bodies (SBs) and governing body/bodies of the WIM, as required. • Promotes and raises awareness of the Santiago network. • Leads the planning, implementation and organization of

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		MDBs, the Treasury Manager, and the Trustee necessary for them to carry out their respective responsibilities • Manage CIF's external relationships and partnerships including promoting the CIF's profile in the climate finance ecosystem for maximum impact, engagement with external stakeholders and the media, and convening external stakeholders in strategic dialogue on climate action key priorities. • Build and maintain strong working relationships with the TFC and TFC Co-Chairs and all CIF countries, observers, and other stakeholders.	zones of tranquility and other forms • Serving as a central focal point with Governments and intergovernmental and nongovernmental organizations concerning United Nations emergency relief operations and, when appropriate and necessary, mobilizing their emergency relief capacities, including through consultations in his capacity as Chairman of the Inter-Agency Standing Committee;	strategic capacity building of personnel, partners and stakeholders for strategic business development and engagement. • Develops and manages the network of member organizations, bodies, networks and experts (OBNEs) with expertise in topics related to averting, minimizing and addressing loss and damage approaches.
Human resource management	• Recruiting and retaining a cadre of international professional staff; • Effectively manage and develop staff; • Provide regular and structured performance feedback to Secretariat staff	• Lead the development of the annual strategic workforce plan for the Secretariat including identification of skill gaps. • Set goals for staff that are aligned with the strategic direction of the Secretariat, agree on measurable performance indicators, ensure constructive feedback is given to staff, and motivate them to achieve the agreed goals • Oversee recruitment and training of new staff, including selection of a Deputy CEO. • Lead the performance assessment of Secretariat staff and their talent and professional development.		• Provides leadership to the Santiago secretariat's professional and administrative staff to support them in meeting its responsibilities and performing its functions efficiently and effectively. • Promotes teamwork and collaboration across the Santiago secretariat, ensuring team members have clear direction, objectives and guidance to enable them to perform their duties responsibly, effectively and efficiently. • Fosters a positive work environment that is respectful of all. Ensures appropriate focus on team well-being, empowerment, diversity and inclusion and that the highest standards of conduct are observed.

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Administrative, financial management	- Organize and execute all administrative duties, including the preparation for meetings of the Board and its subsidiary bodies; - Develop annual work programme and administrative budget; - Prepare financial agreements related to the specific financing instrument to be concluded with an implementing entity	- Manage the Secretariat's work program, staff and budget. - Manage the budget of the CIF Secretariat and coordinate the preparation of the annual CIF Secretariat budget and business plan. - Collaborate with the Trustee on the financial management of the CIF trust funds. - Ensure compliance with the applicable World Bank Group Policies and Procedures, including those related to staff, budget, and communications management.		- Oversee the day-to-day operations of the Santiago network secretariat - Oversees the disbursement of funds
Projects / Programmes / emergency assistance / Work programme	Operationalize the project and programme cycle processes	- Develop and make recommendations to the TFCs on CIF investment programs - Ensure that decisions of the TFCs are implemented in a timely manner. - overall coordination of the CIF work program	- Processing requests from affected Member States for emergency assistance requiring a coordinated response; - Actively promoting, in close collaboration with concerned organizations, the smooth transition from relief to rehabilitation and reconstruction as relief operations under his aegis are phased out;	- Oversees the execution of the work programme approved by the Advisory Board. - Leads the effective implementation of all the functions of Santiago network.
Information sharing and knowledge management	- Report information on the GCF's activities - Prepare performance reports on implementation of activities - Effective knowledge management practices	- Ensure that comprehensive and accessible records and reporting on the implementation of the TFCs' decisions are maintained. - Ensure preparation and dissemination of annual consolidated reports on the CIF activities, performance, results and lessons - Ensure generation of strategic insights from across CIF's portfolio to inform decisions and strategies on priority topics for the CIF as well as climate finance community learning.	Providing consolidated information, including early warning on emergencies, to all interested Governments and concerned authorities, particularly affected and disaster prone countries, drawing on the capacities of the organizations of the system and other available sources;	- Oversees the preparation and delivery of reports for endorsement, approval or guidance of the Advisory Board and/or the co-hosts, including but not limited to, annual, progress and performance reports, financial reports, etc. - Knowledge Management and Innovation

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Monitoring and evaluation	• Monitor financial risks of outstanding portfolio • Monitoring and evaluation function	• implementation of the CIF communication strategy and knowledge and learning program. • Tracking, assessing, and reporting on the CIF portfolio risks. • Build and maintain programs and systems that allow for monitoring and oversight of CIF activities		• Oversees the development and maintenance of a monitoring and evaluation system to assess the timeliness, appropriateness and outcomes of technical assistance. • Facilitates the commissioning of an independent review of the performance of the Santiago network based on the parameters outlined by the governing body/bodies of the WIM.
Resource mobilization	• Support the Board in arranging replenishment processes	• Lead the CIF Secretariat's activities as a primary fundraiser with existing and potential contributors. • Lead development of overall CIF fundraising strategy and annual CIF fundraising plans in consultation with key CIF stakeholders. • Lead the pursuit of innovative approaches to mobilizing private sector investment	• Managing, in consultation with the operational organizations concerned, the central emergency revolving fund and assisting in the mobilization of resources;	• Leads the development and implementation of a resource mobilization strategy,
Complementarity and coherence		• Proactively share learning and support discussions and action that promote coherence and complementarity with the Green Climate Fund (GCF), the Global Environment Facility (GEF), the Adaptation Fund (AF) and other relevant institutions.	• Organizing, in consultation with the Government of the affected country, a joint inter-agency needs-assessment mission and preparing a consolidated appeal to be issued by the Secretary-General, to be followed by periodic situation reports including information on all sources of external assistance • Maintaining an overview of all emergencies through, inter alia, the systematic pooling and analysis of early-warning	• Develops and manages the network of member organizations, bodies, networks and experts (OBNEs) with expertise in topics related to averting, minimizing and addressing loss and damage approaches. Coordinates the work of the network with other relevant constituted bodies of the UNFCCC, particularly the Executive Committee (ExCom) of the WIM. • Facilitates collaboration, coordination, coherence and synergies to accelerate action by organizations,

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		information as envisaged in paragraph 19 above, with a view to coordinating and facilitating the humanitarian assistance of the United Nations system to those emergencies that require a coordinated response;	bodies, networks and experts (OBNEs), across communities of practice.

Annex 2

Compilation of available information on the recruitment of the executive heads of comparator institutions

	<i>Executive Director of the Green Climate Fund</i>	<i>Chief Executive Officer of the Climate Investment Funds</i>	<i>CERF- United Nations Emergency Relief Coordinator</i>	<i>Executive Director of the Santiago Network</i>
Job description	1. The Executive Director will be appointed by, and be accountable to, the Board of the Green Climate Fund. 2. The Executive Director, operating under the Board, will: a. Work to achieve the objective of the GCF by establishing and maintaining effective relationships with GCF stakeholders in order to mobilize resources, including partner Governments, its contributors, recipients, and other components of GCF, as well as the Trustee, the Conference of the Parties, relevant bodies under the United Nations Framework Convention on Climate Change (UNFCCC), observer organizations, multilateral, bilateral and development agencies, and other stakeholders; b. Establish and maintain effective relationships with the Government of the Republic of Korea in maintaining the support provided to the offices in	The CIF Chief CEO will provide strategic thought leadership on innovative climate finance and manage the Secretariat's work program, staff and budget. They will report directly to the Vice President of the Sustainable Development Practice Group (SDPG). They will also be accountable to the CIF Trust Fund Committees (TFCs) for the achievement of the CIF objectives. The essential qualifications for the candidate are deep expertise, knowledge and experience in climate finance and an understanding of capital markets, ability to provide strategic leadership, strong management skills in people, processes, and financial resources, and strong communications skills, including	UN General Assembly Resolution A/RES/46/182 Annex paragraphs 35-37: Under the aegis of the General Assembly and working under the direction of the Secretary-General, the high-level official would have the following responsibilities: a) Processing requests from affected Member States for emergency assistance requiring a coordinated response; b) Maintaining an overview of all emergencies through, inter alia, the systematic pooling and analysis of early-warning information as envisaged in paragraph 19 above, with a view to coordinating and facilitating the humanitarian assistance of the United Nations system to those emergencies that require a coordinated response; c) Organizing, in consultation with the Government of the affected country, a joint inter-agency needs-assessment mission and preparing a consolidated appeal to be issued by the	The incumbent of this position will lead the Santiago network secretariat to drive strategy development and implementation on behalf of the Advisory Board, and oversee the day-to-day operations of the Santiago network secretariat according to the roles and responsibilities determined by the governing body/bodies of the Warsaw International Mechanism on Loss and Damage (WIM). The incumbent will ensure that activities are developed and implemented in a timely manner and is responsive to past and future decisions made by the governing body/bodies of the WIM, and the Advisory Board of the Santiago network.

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Songdo and ensuring that GCF officials continue to enjoy the privileges and immunities associated with their official functions and status; c. Continue to recruit and retain a cadre of international and local professional staff for the Secretariat, ensuring that selection is open, transparent and based on merit, taking into account geographic and gender balance, in accordance with the organizational structure and administrative budget approved by the Board; d. Effectively manage and develop staff in order to maximize performance and promote an inclusive and healthy working environment; e. Provide regular and structured performance feedback to Secretariat staff, including direct reports; f. Lead the Secretariat's efforts in supporting the Board with the continued development and implementation of: i. The GCF's operational modalities, access modalities and funding structures; ii. Specific operational policies and guidelines,	demonstrated ability to communicate with a wide range of stakeholders, strong diplomatic and relationship management skills (including the ability to facilitate consensus decisions). Specific responsibilities of the CEO include: Strategic Leadership • Lead the development of CIF's strategic initiatives in partnership with the MDB Committee and following direction from the CIF Trust Fund Committees (TFCs). • Seek to build consensus and intermediate among CIF stakeholders with diverse views and incentives, including the MDBs. • Advise and make recommendations to the TFCs, at the TFCs discretion and request, on any matters of concern raised by CIF stakeholders with the TFCs.	Secretary-General, to be followed by periodic situation reports including information on all sources of external assistance; d) Actively facilitating, including through negotiation if needed, the access by the operational organizations to emergency areas for the rapid provision of emergency assistance by obtaining the consent of all parties concerned, through modalities such as the establishment of temporary relief corridors where needed, days and zones of tranquility and other forms; e) Managing, in consultation with the operational organizations concerned, the central emergency revolving fund and assisting in the mobilization of resources; f) Serving as a central focal point with Governments and intergovernmental and nongovernmental organizations concerning United Nations emergency relief operations and, when appropriate and necessary, mobilizing their emergency relief capacities, including through consultations in his capacity as Chairman of the Inter-Agency Standing Committee; g) Providing consolidated information, including early	In accordance with COP and CMA decisions (12/CMA.4 and 6/CMA.5), as well as the MOU between UNFCCC, UNOPS and UNDRR regarding the hosting of the Santiago network secretariat, which define the roles and functions of the Secretariat and the Director, the incumbent shall be accountable to the Executive Director of UNOPS, or their delegate, for administrative issues relating to the administrative effectiveness and efficiency of the Secretariat in accordance with relevant UNOPS regulations, rules and procedures, and to the Advisory Board for the effective implementation of the functions of the Santiago network. UNDRR may provide technical advice to the Director, as needed. The performance of Director of the Santiago network secretariat will be appraised through the performance management process of UNOPS by the Executive Director of UNOPS in relation to the

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	including for programming, the project cycle, administration and financial management, as necessary;	• Develop and make recommendations to the TFCs on CIF investment programs, in partnership with the MDB Committee.	warning on emergencies, to all interested Governments and concerned authorities, particularly affected and disaster prone countries, drawing on the capacities of the organizations of the system and other available sources;	administrative effectiveness and efficiency of the Secretariat in accordance with relevant UNOPS regulations, rules and procedures, and by the Advisory Board on the substantive work of the Santiago network secretariat, to implement the functions of the Santiago network.
iii.	Funding criteria, modalities, policies and programmes;	• Ensure that decisions of the TFCs are implemented in a timely manner.		
iv.	Environmental and social safeguards and fiduciary principles and standards that are internationally accepted as best practice;	• Exercise thought leadership on innovative climate solutions for developing countries.	h) Actively promoting, in close collaboration with concerned organizations, the smooth transition from relief to rehabilitation and reconstruction as relief operations under his aegis are phased out;	More specifically, the incumbent, with the support of the Secretariat team, will have the following responsibilities:
v.	Portfolio management and oversight;	Management of the CIF Work Program		
vi.	Criteria and application processes for the accreditation of implementing entities of GCF;	• Lead the overall coordination of the CIF work program between the TFCs, the MDBs, the Trustee, the Treasury Manager for the CIF Capital Market Mechanism or other CIF financial innovation, and other relevant stakeholders.	i) Preparing an annual report for the Secretary-General on the coordination of humanitarian emergency assistance, including information on the central emergency revolving fund, to be submitted to the General Assembly through the Economic and Social Council.	Strategic leadership and management
vii.	The arrangements for replenishment processes; and			
viii.	A framework for the monitoring and evaluation of performance and the financial accountability of activities supported by GCF and any necessary external audits; and	• Ensure Secretariat supports the sharing and exchange of all information between the TFCs, the MDBs, the Treasury Manager, and the Trustee necessary for them to carry out their respective responsibilities.	The high-level official should be supported by a secretariat based on a strengthened Office of the United Nations Disaster Relief Coordinator and the consolidation of existing offices that deal with complex emergencies. This secretariat could be supplemented by staff seconded from concerned organizations of the system. The high-level official should work closely with organizations and entities of the United Nations system, as well as the International	Provides strategic leadership to the Santiago network and manages its Secretariat.
	Lead the Secretariat's team of professionals responsible for the day-to-day operations of GCF to			Serves as the secretary to the Advisory Board, and provides support and facilitates its work, in accordance with the roles and responsibilities of the Advisory Board.
i.	Organize and execute all administrative duties, including the			Oversees the disbursement of funds provided for the Santiago network in accordance

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preparation for meetings of the Board and its subsidiary bodies; ii. Report information on the GCF's activities; iii. Liaise with members, implementing entities, and cooperating bilateral and multilateral institutions and agencies; iv. Prepare performance reports on the implementation of activities under GCF; v. Develop the work programme and annual administrative budget of the Secretariat and Trustee for approval by the Board; vi. Operationalize the project and programme cycle processes; vii. Prepare financial agreements related to the specific financing instrument to be concluded with an implementing entity; viii. Monitor the financial risks of the outstanding portfolio; ix. Work with the Trustee to support the Board to enable it to carry out its responsibilities; x. Carry out the monitoring and evaluation function, as may be required by the Board; xi. Support the Board in arranging replenishment processes; xii. Establish and run effective knowledge management practices; and xiii. Perform any other functions assigned by the Board.	• Lead preparations for regular and extraordinary meetings of the TFCs and Sub-Committees, including preparation of policy and strategic documents and reporting to allow the TFCs and Sub-Committees to exercise their oversight responsibilities. • Ensure that comprehensive and accessible records and reporting on the implementation of the TFCs' decisions are maintained. • Lead Secretariat's support of formal MDB Committee meetings and of related follow-up actions. • Ensure preparation and dissemination of annual consolidated reports on the CIF activities, performance, results and lessons, as well as tracking, assessing, and reporting on the CIF portfolio risks. • Lead coordination and consultation with the MDB Committee to discuss strategic	Committee of the Red Cross, the League of Red Cross and Red Crescent Societies, the International Organization for Migration and relevant non-governmental organizations. At the country level, the high-level official would maintain close contact with and provide leadership to the resident coordinators on matters relating to humanitarian assistance The Secretary-General should ensure that arrangements between the high-level official and all relevant organizations are set in place, establishing responsibilities for prompt and coordinated action in the event of emergency	with UNOPS financial rules and regulations fiduciary standards, legal and ethical integrity policies, and in accordance with relevant guidelines approved by the Advisory Board. Provides leadership to ensure cohesive and effective day-to-day operations of the Santiago network as per the terms of reference of the Santiago network. Develops and manages the network of member organizations, bodies, networks and experts (OBNEs) with expertise in topics related to averting, minimizing and addressing loss and damage approaches. Coordinates the work of the network with other relevant constituted bodies of the UNFCCC, particularly the Executive Committee (ExCom) of the WIM. Facilitates collaboration, coordination, coherence and synergies to accelerate action by organizations, bodies, networks and experts (OBNEs), across communities of practice.

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3. The Executive Director will report to the Board at its regular meetings. 4. The Executive Director will be responsive to the Board, nurture and maintain open channels of communication, and build an effective relationship with the Board.	priorities and all other strategic aspects of work including communications, fundraising, knowledge, and evaluation. • Ensure the Secretariat build and maintain programs and systems that allow for monitoring and oversight of CIF activities, including an Enterprise Risk Management Framework, a portfolio management system, and a results measurements system. CIF Representation and Partnerships • Manage CIF's external relationships and partnerships including promoting the CIF's profile in the climate finance ecosystem for maximum impact, engagement with external stakeholders and the media, and convening external stakeholders in strategic dialogue on climate action key priorities.		Leads the development and oversees processes for Santiago network to catalyze provision of demand-driven technical assistance in developing countries and communities particularly vulnerable to the adverse impacts of climate change. Coordinates the network's technical assistance with other relevant UN and non-UN OBNEs, , organizations and experts, including the fund and funding arrangements for responding to loss and damage and maximizes collaboration opportunities of these with the Santiago network. Oversees the execution of the work programme approved by the Advisory Board. Oversees the development and maintenance of a monitoring and evaluation system to assess the timeliness, appropriateness and outcomes of technical assistance. Leads the effective implementation of all the

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	• Build and maintain strong working relationships with the TFC and TFC Co-Chairs and all CIF countries, observers, and other stakeholders. • Lead the Secretariat in building and maintaining a close partnership with the MDBs (both the public and private sector arms of the MDBs). Communications and Knowledge • Ensure generation of strategic insights from across CIF's portfolio to inform decisions and strategies on priority topics for the CIF as well as climate finance community learning. • Ensure the Secretariat maintains a comprehensive database of CIF's activities, knowledge management system, results measurement systems and learning program. • Ensure collaboration and communication among the MDBs to inform them of progress achieved within the CIF and		functions of Santiago network. Facilitates the consideration in the work of the Santiago network of a wide range of topics related to averting, minimizing and addressing loss and damage approaches at national, regional and international levels. Leads the development and implementation of a resource mobilization strategy, under the guidance of the Advisory Board, for the Santiago network to secure long-term, sustainable financing for the technical assistance into the developing countries particularly vulnerable to the adverse impacts of climate change and the operations of the network. Oversees the preparation and delivery of reports for endorsement, approval or guidance of the Advisory Board and/or the co-hosts, including but not limited to, annual, progress and performance reports, financial reports, etc. Facilitates the commissioning of an independent review of the

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	issues requiring action at a senior level. • Ensure the implementation of the CIF communication strategy and knowledge and learning program. • Proactively share learning and support discussions and action that promote coherence and complementarity with the Green Climate Fund (GCF), the Global Environment Facility (GEF), the Adaptation Fund (AF) and other relevant institutions. Fundraising • Lead the CIF Secretariat's activities as a primary fundraiser with existing and potential contributors. • Lead development of overall CIF fundraising strategy and annual CIF fundraising plans in consultation with key CIF stakeholders. • Lead collaboration with the MDBs on agreed upon collective fundraising efforts. • Lead consultation with the TFCs and coordination with the		performance of the Santiago network based on the parameters outlined by the governing body/bodies of the WIM. Represents the Santiago network and participates in meetings, conferences, expositions, knowledge fora, and training activities as well as sessions of the Subsidiary Bodies (SBs) and governing body/bodies of the WIM, as required. People Leadership Provides leadership to the Santiago secretariat's professional and administrative staff to support them in meeting its responsibilities and performing its functions efficiently and effectively. Role-models UN values and behavioral competencies. Promotes teamwork and collaboration across the Santiago secretariat, ensuring team members have clear direction, objectives and guidance to enable them to perform their duties responsibly, effectively and efficiently.

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	Trustee on agreed upon collective fundraising efforts and the exploration of alternative financing mechanisms. • Lead the pursuit of innovative approaches to mobilizing private sector investment in climate change mitigation and adaptation, and relations with the TFC, and coordination with the Trustee, concerning such approaches. Human Resources Management • Lead the development of the annual strategic workforce plan for the Secretariat including identification of skill gaps. • Set goals for staff that are aligned with the strategic direction of the Secretariat, agree on measurable performance indicators, ensure constructive feedback is given to staff, and motivate them to achieve the agreed goals. • Oversee recruitment and training of new staff, including		Fosters a positive work environment that is respectful of all. Ensures appropriate focus on team well-being, empowerment, diversity and inclusion and that the highest standards of conduct are observed. Knowledge Management and Innovation Drives knowledge sharing and strategic communication with a broad range of stakeholders across the Santiago network and beyond, ensuring collaboration and continuous feedback as appropriate. Facilitates the development, provision and dissemination of knowledge and information on averting, minimizing and addressing loss and damage. Promotes and raises awareness of the Santiago network. Leads the planning, implementation and organization of strategic capacity building of personnel, partners and stakeholders for strategic

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Qualifications and experience		selection of a Deputy CEO. • Lead the performance assessment of Secretariat staff and their talent and professional development. Budget and Administration • Manage the budget of the CIF Secretariat and coordinate the preparation of the annual CIF Secretariat budget and business plan. • Collaborate with the Trustee on the financial management of the CIF trust funds. • Ensure compliance with the applicable World Bank Group Policies and Procedures, including those related to staff, budget, and communications management.		business development and engagement. Leads the ongoing development and implementation of best practice and innovative approaches to maximize performance and sustain achievements. In addition, the incumbent will conduct any other assignment that is required for the effective operation of the Santiago network secretariat, including giving effect to the decisions of the Advisory Board and of the governing body/bodies of the WIM
	1. The Executive Director will demonstrate: (a) Strong intellectual leadership, based on knowledge and experience of climate change, development, finance, and their interrelationships; (b) Sound political judgment and excellent strategic and analytical	• At least a master's degree or equivalent in environment/natural resources, business, economics, international relations, public affairs, climate, finance, or other related fields, and at	Designated by the UN Secretary-General	Education An advanced university degree (Masters or equivalent) in development studies, international relations, political science,

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skills which can be applied to complex problems;	least 15 years of relevant professional experience.		economics, social sciences, or related areas is required.
(c) Enhanced communication and advocacy skills to enable successful interaction with decision-makers at the highest level;	• Strong work experience in the field of climate change mitigation and adaptation, and its relationship to development.		A first level university degree in combination with two (2) additional years of qualifying experience may be accepted in lieu of an advanced university degree.
(d) Leadership and management experience within a large organization in an international context;	• Deep expertise, knowledge and experience in climate finance and an understanding of capital markets;		Experience
(e) Strong values and ethics, with the ability to mobilize and engage people;	• Strong management skills in people, processes, and financial resources.		A minimum of fifteen (15) years of progressively responsible professional management experience is required.
(f) A track record of robust and accountable management of financial resources at a senior level, preferably in a development finance context;	• Demonstrated ability and political judgment to work at a strategic, political level to advance institutional goals and ability to manage situations with diverse stakeholders diplomatically including dealing sensitively in multicultural environments and building effective working relations with clients and colleagues.		From overall fifteen (15) year experience, a minimum of three (3) years of professional experience in building and managing multidisciplinary and multicultural teams is required.
(g) Experience in working with a range of stakeholders in developing and developed countries;			From overall fifteen (15) year experience, a minimum of three (3) years of professional experience in building and managing multi-stakeholder partnerships is required.
(h) Sensitivity to political, gender, cultural, religious differences;			From overall fifteen (15) year experience, a minimum of three (3) years of professional management experience
(i) An impeccable reputation for honesty, integrity and expertise			
(j) Sufficient knowledge of the UNFCCC and the Paris Agreement;			
(k) Degree in a relevant field; advanced degree desirable;			
(l) At least 15 years of relevant experience, including experience in, or working with, developing countries; and			
(m) Fluency in English; knowledge of Arabic, Chinese, French, Russian or Spanish an advantage.			

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	and conflict-resolution processes across divergent interest groups. Experience in leading a network of institutions would be highly desirable. • Demonstrated relationship management skills and experience in handling effective relations with a wide range of stakeholders at a senior level (Governments, international organizations, multilateral and bilateral development agencies, developing country partners, NGOs, Indigenous groups, private sector, and scientific communities). Sound knowledge of the broad policies and general operational processes of Multilateral Development Banks. • Excellent oral and written communication skills, demonstrated ability to communicate with a wide range of stakeholders, and at global events, strong command of English.		working on climate change adaptation and/or disaster risk reduction and climate change processes is required. From overall fifteen (15) year experience, a minimum of three (3) years of experience working with developing countries is required. Professional experience dealing with topics relating to averting, minimizing and addressing loss and damage associated with the effects of climate change and familiarity with the UNFCCC and Paris Agreement is required. Language Fluency in oral and written English is required. Knowledge of another UN official language is an advantage.

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		Additional languages are desirable. • Experience in two world regions, or one world region and a global/corporate role is an asset, but not a requirement.		
Remuneration and contractual arrangements	1. Remuneration will be comparable to the level of a Vice President of the World Bank and an Assistant Secretary-General in the United Nations common system¹. 2. The Board will appoint the Executive Director with a performance-based contract. 3. The Executive Director's performance will be evaluated regularly in accordance with the performance criteria and measurement procedures approved by the Board in decision B.BM 2020/04.		United Nations pay and benefits at level of Under- Secretary General	United Nations pay and benefits at level of D1 / ICS 13
Term of office	Four years, with the possibility of reappointment once.	Four years, renewable for another term of 4 years	Four years, with possibility to renew. Guidance on limits to reappointment unavailable	One year contract initially, renewable subject to satisfactory performance and funding availability
Length of duration of vacancy announcement	21 November 2022 to 31 January 2023 (71 calendar days)		Not applicable	Announcement period from 22 April to 2 June 2024 (41 calendar days)

¹ As set out under the Administrative Guidelines on Human Resources, appendix 1, footnote 2, the Board may approve a salary of the Executive Director that is outside the range for IS10.