

## **Staff Rules and Regulations**

### **8. Recruitment and Appointments**

8.1 Paramount in the appointment of staff, consideration shall be given to the necessity of securing the highest levels of competence, technical ability and integrity 1 available, and to do so by ensuring competition among candidates. The recruitment of professional staff will result in the selection of the individual judged to be the best person for the position, taking into account the criteria of equitable geographical distribution and gender balance. IFAD believes that such diversity contributes to its intellectual strength and effectiveness. The President's appointment decisions shall be final.

8.2 IFAD recruits staff and consultants only from Member States.

8.3 Recruitment and appointment procedures shall be developed that are transparent and consistent so as to ensure that applicants have an equal opportunity to fill job openings.

8.4 Recruitment and appointment at IFAD shall be conducted in accordance with the Agreement and procedures based upon open competition, merit, and respect for the following elements:

(a) adequate publicity – vacancies publicized to provide potential candidates with every reasonable opportunity to apply; 1 Article 6, Section 8(e), of the Agreement Establishing IFAD. 3

(b) absence of discrimination – selections for interview made impartially through a process that neither discriminates nor unduly favours candidates on the basis of ethnic, social or political background, colour, nationality, religion, age, sex, disability, marital status, family size or sexual orientation; and

(c) highest standards – candidates assessed on the basis of the highest standards of competence, integrity, and appropriate experience to carry out IFAD's objectives.