Process for Selecting the Vice President
Office for the Compliance Advisor Ombudsman (CAO)

Overview
The Office of the Compliance Advisor Ombudsman is the independent recourse and accountability mechanism of the International Finance Corporation (IFC) and Multilateral Investment Guarantee Agency (MIGA) for social and environmental concerns. The CAO is an independent post that reports directly to the President of the World Bank Group. The mandate of the CAO is to address complaints by people affected by IFC/MIGA supported projects in a manner that is fair, objective, and constructive, and to enhance the social and environmental outcomes of projects in which those institutions play a role.

The CAO’s mandate is articulated in its Terms of Reference, which includes the principles that guarantee the independence, credibility, and integrity of the CAO Office, including its leadership. In order to uphold these principles, the selection process for determining the CAO Vice President must be conducted in an independent, transparent and participatory manner. Furthermore, the appointment of the CAO Vice President will be of a candidate external to the World Bank Group.

Core Competencies
The position of CAO Vice President requires a high level of integrity, credibility and trust. The Vice President will also be a person of impeccable integrity, strong interpersonal skills, empathy, and sound judgment, and a proven record of respected international leadership. Furthermore, they must demonstrate a set of core competencies which include:

- Experience dealing with a broad range of civil society, including marginalized and vulnerable groups.
- Understanding and experience of dispute resolution practices, including mediation, dialogue, assisted negotiation, and consultative and participatory processes.
- Understanding and experience with environmental and social issues, including compliance with international best practice standards and legal requirements.
- Substantial understanding of, and experience in, the private sector business environment.
- Understanding and experience with international development organizations.
- Understanding of the role and function of institutional oversight and accountability mechanisms, including grievance mechanisms.

Establishing a Selection Committee
To ensure that the independence of the CAO Vice President is maintained, a Selection Committee will be established to conduct a participatory and transparent selection process that involves stakeholders from civil society and business communities. These stakeholders will be selected from diverse regional, sectoral and cultural backgrounds.

The CAO Office will solicit nominations for the Selection Committee from stakeholders and forward those nominations to the President of the World Bank Group. The President will appoint six people to form the Selection Committee, who may or may not come from the list compiled by the CAO office. The Selection Committee will be tasked with the responsibility of advertising for, interviewing, and selecting the candidates for the CAO Vice President. The Selection Committee will:

- Not include any individuals currently employed by, or with any history of employment by, the World Bank Group.
- Consist of senior representatives from the global business and civil society communities.
- Provide a balanced representation of the global business and civil society communities.

Candidate Selection
Procedural transparency is critical to upholding the independence of the CAO Office and will characterize the Vice President selection process. To that end, the Selection Committee will:

- Solicit applications from candidates that represent gender, cultural, and regional diversity. This will be conducted formally through external advertisements and through the Working Group’s networks.
- Select a short list of candidates and conduct interviews with the shortlisted candidates.
- Establish a process for receiving advice from IFC/MIGA senior management, the Chairman of CODE, and CAO staff and advisors, as noted below.
- Offer two final candidates, one preferred, to the President as their recommendations for the CAO Vice President position.

Candidate Appointment
As per the CAO’s Terms of Reference, the CAO Vice President will be appointed by the President and report to the President. The President will have final responsibility for choosing the CAO Vice President from the final two candidates submitted to him/her by the Selection Committee.

Vice President’s Term of Office
The CAO Vice President will serve for a term of five (5) years, once renewable by the President for an additional five (5) years (5+5 model). The CAO Vice President will not be allowed to rejoin the World Bank Group in any capacity after his/her appointment has ended.
Guidelines on the Role of the CAO Office, IFC/MIGA, and CODE

Role of IFC/MIGA and the Chairman of CODE
The CAO Vice President selection process reinforces the independence of the CAO Office, and helps secure both the legitimacy of the Office and the credibility of its leadership through the CAO Vice President. As such, IFC and MIGA senior management and the chairman of the Board’s Committee on Development Effectiveness (CODE) may be used in a formal advisory capacity by the Selection Committee. This advice will take the form of conducting independent interviews with each of the final candidates selected by the Selection Committee to assess them in the context of the institutional operations of the World Bank Group’s private sector activities. Feedback from the interviews by the IFC/MIGA management and the CODE chair will be submitted formally in writing to the Selection Committee for their consideration, and used at the Selection Committee discretion.

Role of the Existing CAO Vice President, CAO staff, and CAO advisors
CAO staff (not including the CAP VP) and external advisors may be used in a formal advisory capacity by the Selection Committee. This advice will take the form of conducting independent interviews with each of the final candidates selected by the Selection Committee to assess them in the context of the CAO’s mission and mandate. Feedback from the interviews by the CAO staff and advisors will be given to the Selection Committee for their consideration, and used at the Selection Committee discretion.

The Selection Committee will also have the opportunity to interview the existing CAO Vice President, senior CAO staff, and any external advisors used by the CAO in a formal capacity. The Selection Committee can consult these individuals at their discretion. These consultations would be held for the purpose of maintaining continuity between the outgoing and incoming CAO Vice Presidents by gathering advice relevant to institutional history, Terms of Reference, and operational practices of the CAO Office.