
Report of the third External Peer Review of IFAD's Evaluation Function – Joint proposal from the Independent Office of Evaluation of IFAD and IFAD Management

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Useful references: Revised IFAD Evaluation Policy ([EB 2021/132/R.5/Rev.1](#)); Draft revised annex I of the IFAD Evaluation Policy ([EC 2026/134/W.P.6](#) + [C.R.P.1](#)); Report of the third External Peer Review of IFAD Evaluation Function ([EB 2026/148/R.15](#))

Action: The Executive Board is invited to consider the proposed revisions to annex I of the IFAD Evaluation Policy, as contained in this document.

Technical questions:

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I. Introduction

The external peer review recommended that the annexes of the IFAD Evaluation Policy be clarified to reiterate “that the Board is exclusively responsible for selecting and dismissing the IOE Director, and ... that the recruitment process should be merit-based, fully transparent, and free from external interference, including from IFAD Management, the President and the outgoing IOE Director”. In response, the Independent Office of Evaluation of IFAD and IFAD Management jointly proposed revisions at the 134th session of the Evaluation Committee. This joint proposal is hereby submitted to the Board for further consideration.

The Executive Board is scheduled to consider and make a recommendation on the successful candidate for the role of IOE Director at its upcoming December session.

The proposed changes to annex I of the Revised IFAD Evaluation Policy ([EB 2021/132/R.5/Rev.1](#)) respond to recommendation 6 of the peer review and are reflected as below: added text underlined and deleted text in strikethrough.

Detailed procedures to select, appoint and dismiss the Director, IOE

A. Selection and appointment of the Director, IOE

1. The Executive Board is exclusively responsible for selecting and dismissing the IOE Director. The selection process is led by a search panel consisting of three Executive Board members who, for the duration of the search panel process are neither members of the Evaluation Committee nor serving as Convenors of their respective Lists and/or sub-Lists (one each from Lists A, B and C and nominated by the Convenors of the respective Lists), and two independent experts identified by the Evaluation Committee with recognized evaluation experience (at least one of whom would have experience managing an independent evaluation department).
2. IFAD Management provides administrative and legal support and advice to the search panel. Such support and the recruitment process and procedures are consistent with established IFAD policies, rules and procedures to the extent that they are not superseded by the provisions of the evaluation policy.
3. The search panel develops the position description and ensures that the position is advertised. A professional headhunting firm may be engaged to help ensure that a number of well-qualified candidates are provided to the panel. The search panel decides whether to engage a professional headhunting firm and approves the selection of the firm.
4. From the applicants obtained either through advertising or a professional headhunting firm or both, the search panel draws up a shortlist of candidates, interviews and assesses them, and ranks them in order of merit.
5. The search panel requests the Human Resources Division to verify that the academic and professional credentials of those candidates shortlisted for further consideration are valid before proceeding with its assessment of the shortlisted candidates. Subject to their agreement, personal and professional references of shortlisted candidates are checked at this stage by the Human Resources Division or the professional headhunting firm at the search panel's direction. Otherwise, the search panel requests the Human Resources

Division or the professional headhunting firm to carry out reference checks after the search panel has identified its preferred candidate, with the results made available to the search panel before it completes its work.

6. After the search panel completes its work, the chairperson of the panel consults with the IFAD President ~~as needed to obtain her/his views with respect to the recommendations of the search panel.~~

7. The search panel then prepares a report on its work, which the chairperson of the search panel presents to a special/dedicated session of the Evaluation Committee. ~~This report clearly mentions the views of the President with respect to the suitability of the recommended candidates, the order in which they are ranked, and any other concern the President may have about the candidates.~~ Thereafter, the Evaluation Committee endeavours to arrive at a consensus on the ranking of candidates in order to present in the Committee's report to the Executive Board, as far as possible, the consensus views of Committee members. In the event the Evaluation Committee cannot reach a consensus, it provides, along with the list of candidates, a report setting out the different views expressed in the Committee and an explanation of why it has been unable to reach agreement or, if it deems none of the candidates qualified, why the search process should be restarted. This report, approved by all participating Committee members, constitutes the official record of the Committee's meeting. Reporting to the Board on this matter shall be governed by rule 2.3 of the Terms of Reference and Rules of Procedure of the Evaluation Committee. For the purposes of the Evaluation Committee meeting(s) dedicated to consideration of the search panel's report, rule 2.5 of the Terms of Reference and Rules of Procedure of the Evaluation Committee is suspended.

8. The Executive Board deliberates on the suitability of the candidates submitted by the Evaluation Committee ~~taking into due account the President's views.~~ The Executive Board may decide to endorse the recommendation of the Evaluation Committee, select a different candidate from among those proposed by the Evaluation Committee, or request the Evaluation Committee to restart the search process in case it concludes that none of the candidates are suitably qualified.

9. After the Executive Board has taken a decision on the candidate to select as Director, IOE, the President or his/her representative makes an employment offer to the candidate and the President will make the formal appointment.

10. In the process of recruiting and selecting the Director, IOE, search panel members must avoid any situation that poses an actual conflict or the potential for or the appearance of a conflict between their individual interests and the performance of their official duties. Considerations for identifying and handling conflicts of interest are set out in section C below.