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Independent Office  
of Evaluation



# Selection and Appointment of the Director, Independent Evaluation - Review of practices in other IFIs

113<sup>th</sup> Evaluation Committee  
Rome, 30 June 2021

- In April 2021, the EB requested IOE to conduct a review of practices in other IFIs
- IOE sent a questionnaire to members of the Evaluation Cooperation Group of the Multilateral Development Bank
- Received feedback from: AfDB, AsDB, EBRD, IMF, World Bank

# Main items reviewed

- a) Details provided in the Evaluation Policy or other relevant document
- b) Role of the Evaluation Committee (or equivalent) and Executive Board in the process
- c) Composition of the selection panel
- d) Prescriptions on gender balance in the panel
- e) Role of the President of the organization

# Key points

- The selection process of Director independent evaluation is not codified in details in all organizations.
  - Most detailed in IFAD and AfDB evaluation policies
- Common ground in all IFIs: the Executive Board appoints the Director of independent evaluation

- **Selection panel composition**

- In other IFIs the panel includes members of the EC (or equivalent)
- At IFAD, the selection panel excludes EC members. The EC reviews the panel report at a later stage

- **Gender balance in the selection panel is not required in any IFI**

- **Role of the President of the organization**

- Consultation with the President happens in all IFIs reviewed
- At IFAD the evaluation policy foresees two interactions: (i) with the selection panel; and (ii) with the Board

# Summary

- IFAD Evaluation policy has most details on Director selection process, followed by AfDB.
- Key items from the review:
  1. Role of EC in the selection process
  2. Number of consultations with the President in the process (once in other organizations, twice at IFAD)
  3. Gender composition of selection panel (could be mentioned in Annex I)

# Comparison table

Item	IFAD	AfDB	EBRD	AsDB	IMF	WB
<b>Description of the recruitment in the evaluation policy</b>	Yes	Yes, with additional notes issued for members of the Board	Yes	Yes	Not very detailed	The WB has no formal evaluation policy. Ad hoc procedures were issued in 2018
<b>Gender balance in the recruitment panel composition</b>	Not mentioned	Not mentioned	Not mentioned	Not mentioned	Not mentioned	Not mentioned
<b>External evaluation specialists as members of the recruitment panel</b>	Yes, as panel members	Yes, as panel members	Not explicitly mentioned	Not explicitly mentioned	Not explicitly mentioned	Not mentioned
<b>EC/EB-equivalent members in the panel</b>	EB members that are not EC members	A combination of EC and EB members	A combination of EC and EB members*	EC (DEC) drives the process	EC drives the process	Chair and Vice Chair of the CODE, Dean of the Board, EB Budget Committee Chair
<b>Management representative in the panel</b>	Yes, without voting power	No	Yes, VP of HRD	No	No	Yes
<b>EC role in the process</b>	EC reviews the selection report but is no part of the selection panel	EC members involves in interviews along with EB members that are not EC members	EC members involves in interviews along with EB members	EC leads the process	EC leads the process	Chair and Vice Chair EC (CODE) are members of the selection committee
<b>Use of consulting firm for identification / background check of candidates</b>	Yes	Yes	Not required explicitly	Yes	Not required explicitly	Yes
<b>When does the President of the organization consult with the governing bodies on the selection of the candidate</b>	Twice: (i) with the Chair of the recruitment panel; and (ii) with the Board	Once: with the selection panel	Once: with the Executive Board	Once: with the Executive Board	Not detailed explicitly	Once, with the Selection Committee
<b>Approval of the appointment</b>	Executive Board	Executive Board	Executive Board	Executive Board	Executive Board	Executive Board