

Fifteenth session of the Assembly  
Abu Dhabi, 12-13 January 2025

## Decision on the appointment of staff of the Office of the Director-General

The *Assembly*,

*Recalling* Article XI.C. of the IRENA Statute, which stipulates that the Director-General shall be responsible to the Assembly and the Council, inter alia for the appointment of the staff as well as the organisation and functioning of the Secretariat and that the paramount consideration in the employment of staff shall be the necessity of securing the highest standards of efficiency, competence and integrity;

*Recalling also that* article XI.C of the IRENA Statute further stipulates that in the employment of the staff due regard shall be paid to the importance of recruiting the staff primarily from Member States and on as wide a geographical basis as possible, taking particularly into account the adequate representation of developing countries and with emphasis on gender balance;

*Recalling further that* pursuant to staff regulation 5.3(a), the selection of staff shall be made without distinction as to race, sex or religion in a manner that ensures transparency of the process and as far as practicable, selection shall be made on a competitive process;

*Having considered* the recommendations made by the Council at its twenty-eighth meeting in relation to the appointment of the staff of the office of the Director-General;

*Noting that* pursuant to staff regulation 13.1, the Staff Regulations may be amended by the Assembly;

*Noting further that* pursuant to staff regulations 13.2 and 13.3, the Director-General shall provide and enforce such Staff Rules as necessary for the implementation of the Staff Regulations, and report to the Assembly such new and/or amended Staff Rules.

1. *Decides that* the discretionary authority of the Director-General to appoint staff members of his office outside the established procedures is limited to the positions of Chief of Staff and Adviser to the Director-General, it being understood that the Director-General shall exercise such discretionary authority with due regard to the requirements of Article XI.C of the IRENA Statute.
2. *Requests* the Director-General to announce all vacancies for the positions referred to in paragraph 1 above on the IRENA website, to attract a variety of qualified candidates for each position from a wide geographic and gender base.
3. *Adopts* the proposed amendments to the Staff Regulations required to implement this decision, as set out in Annex I to this decision (the “Revised Staff Regulations”) in line with staff regulation 13.1.

4. *Takes note of* the amendments to the Staff Rules proposed by the Director-General in accordance with staff regulations 13.2 and 13.3 for the implementation of the Revised Staff Regulations, as set out in Annex II to this decision (the “Revised Staff Rules”).
5. *Decides that* the Revised Staff Regulations and the Revised Staff Rules shall become effective as of the date of adoption of this decision.
6. *Requests* the Director-General to promptly update the Staff Regulations and Staff Rules to reflect the changes thereto adopted pursuant to paragraphs (3) and (4) above, take appropriate actions to implement this decision and to inform the staff accordingly.
7. *Requests* the Director-General to report annually on the implementation of this decision.

## Annex I – Revised Staff Regulations

### Regulation 5.3 Selection of staff members

- a) Selection of staff members shall be made without distinction as to race, sex or religion in a manner that ensures transparency of the process. As far as practicable, selection shall be made on a competitive basis. The requirement of selection on a competitive basis shall not apply for appointment to the positions of Chief of Staff and Adviser to the Director-General which shall be subject to the discretionary authority of the Director-General. The Director-General shall exercise such discretionary authority with due regard to the requirements of Article XI.C of the Statute.

## Annex II – Revised Staff Rules

### Rule 105.1 Recruitment policies

- a) The paramount consideration in the selection of staff shall be the necessity of securing the highest standards of efficiency, competence and integrity. For posts in the Professional category and above, due regard shall be paid to the importance of recruiting the staff primarily from Members, taking into account the adequate representation of developing countries and gender balance. For all vacant posts which are to be filled, a vacancy announcement shall be issued in accordance with established procedures.