



OR 54

CONFIDENTIEL

Genève, le 9 janvier 2014

A

Monsieur le Ministre des Affaires Etrangères et de la Coopération  
Rabat

Destinataires principaux : Cab - DG8.1 - DG8.3  
CC : MD - SG

Objet : Candidature de Mme Es-Slami au Groupe de travail sur les disparitions forcées ou involontaires.


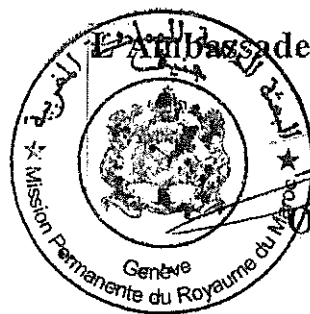
Réf. : M/F n° 49 du 9 janvier 2014.

Comme suite à mon fax cité en référence, j'ai l'honneur de vous parvenir, ci-joint, la version mise à jour de la liste confidentielles des questions qui seront posées à Mme Houria Es-Slami lors de son interview, prévu demain après-midi, pour le poste africain du Groupe de travail sur les disparitions forcées ou involontaires.

Les ajouts et les modifications aux questions transmises ce matin ont été apportés par les autres membres du Groupe consultatif.

Il convient de rappeler que ces questions sont strictement confidentielles et destinés uniquement aux membres du groupe consultatif.

Très haute considération

Ambassadeur, Représentant Permanent  
  
Omar HILALE  


## SPECIAL PROCEDURES SELECTION MODALITIES

Mis en forme : Police :Gras,  
Soulignement

Mis en forme : Centré

### 1. Pre – Sift

Consultative Group to mandate OHCHR to prepare an informal suggested pre-sift with an agreed number of candidates (e.g. 20 maximum per individual mandates / 10 maximum per region for Working Group vacancies) according to the requirements set out in the IB package.

### 2. Sift

Consultative Group members individually prepare a short list of up to 5 suitable candidates per vacancy for discussion in the Group.

### 3. Selection of short-list

Consultative Group agree a short list of up to 3 suitable candidates for individual mandates and up to 3 candidates per Working Group vacancy. Working Groups should reflect a range of skill sets and experience.

### 4. Interviews

Interviews ~~will occur once the should occur where~~ Consultative Group ~~has members cannot agreed~~ on prioritisation of the shortlisted candidates. OHCHR to arrange interviews of short-listed candidates by phone or skype (with telephone back-up).

Consultative Group will conduct interviews based on agreed questions to determine prioritisation of selected candidates. A minimum of ~~23~~ members of the Consultative Group shall participate in interviews. All members of the Consultative Group are free to participate in all interviews. Members of the Consultative Group may designate an individual to observe the interview and complete the marking sheet on their behalf. Designated alternates will not ask questions to interviewees, but will submit them in advance to the Chair.

The CG will await the outcome of the entire process before finalizing the list to be sent to the President.

Any interviewed candidates not meeting the required standard should be excluded from the short-list. Further interviews of additional candidates could be arranged if necessary on an exceptional basis.

#### Suggested Structure

- i) Questions 30-45 mins max
- ii) Initial ratings and write-up (5 mins)
- iii) Combined ratings (10 mins)
- iv) Prep for next interview (10 mins)

Mis en forme : Centré

## SUGGESTED QUESTIONS

Mis en forme : Soulignement

NB CG Members are free to seek further elaboration through follow-up questions

### Introduction (3 min)

Mis en forme : Police :Gras

- Welcome of the candidate and introduction to the panel by the Chair except in the context of regional appointments where the relevant colleague will lead off in welcoming the candidate and introducing the selection panel. The candidate should be given a sense of the aim of the interview (i.e. consistent with HRC resolution 5/1 and 6/102 want to ensure that the candidates for the mandates meet the necessary technical, professional and other requirements; you will be advised of Panel's decisions in due course).
- Chair will pose the questions - at least the initial question (subsequent follow-up can be pursued by colleagues)Introduce the candidate to the other interviewers / alternate attendees

Mis en forme : Avec puces + Niveau : 1 + Alignement : 0.63 cm + Retrait : 1.27 cm

*The purpose of the interview and its place in the overall selection process*

*Questions by different CG members on key requirements for SPs' as set out by relevant HRC decisions.*

**Note:** That all the questions will be asked at the beginning and that the candidate will have 20 minutes to then respond to all the questions, within that time. Suggest they take note of the questions when asked.

Commentaire [GE--1]: Colleagues – DO we agree with this; ie that all questions should be asked at the beginning or do we feel that we ask vision and follow-up from there?

Candidate should be advised that the duration of the interview is 30 mins, that they will have the opportunity-chance to ask questions or add any additional information at the end; that the panel will be taking notes; and that that if they interrupt the candidate at all, it is purely to try and make best use of the time available.

The expected duration of the interview (30 mins max)

And that the panel will be taking notes, and that if they interrupt the candidate at all, it is purely to try and make best use of the time available.

[ If using skype –Will use phone back-up should skype fail ]

### 1. Vision (max 515 mins), Motivation, and Expertise/Experience in the area of the mandate

Suggested question a): In 5 minutes, could you please could-explain you-give-your motivation for applying for this position and your vision of how you see the mandate working in practice if you were appointed?

Suggested question b): What do you think are the main challenges facing the position you have applied for and how you would overcome those challenges?

Prompter question if CG not satisfied with (a) and (b): Could you please explain the main objectives you would wish to achieve as a mandate holder if appointed, and would you achieve those goals?

### 2. Impartiality / objectivity (max 310 mins) and Integrity

Suggested question: Impartiality and objectivity are key requirements for mandate holders. Please describe a time when you have needed to demonstrate the ability to work objectively

Suggestion question: If you were appointed as a mandate holder, how do you see your role and responsibilities in terms of engaging multiple stakeholders who may have divergent views (eg. government and civil society), including where you may have access issues?

Suggested question for thematic mandate holders: You have a situation where a country general regarded as respectful of international human rights law and with a strong system of domestic legal and policy remedies is having a sensitive internal debate. You receive a lengthy and well researched set of allegations of human rights violations critical of the government and asking you to speak out publically. What do you do?

If necessary and applicable for country mandates: Given you are on the record as having been critical of the government that is the subject of the resolution, how will you approach the mandate in question in a manner that best exemplifies the objectives outlined in HRC resolution 5/1 and the Code of Conduct?

3. Integrity (max 3 mins)

*Suggested question: Please could you explain how you think you would need to demonstrate integrity as mandate holder if you were appointed, while working with a range of different actors?*

3.   

4. Availability and Motivation (3 mins)

4. Can you confirm that you would be able to give up the time necessary to perform effectively the functions of the mandate and to respond to its requirements, including attending Human Rights Council sessions. As part of your answer please explain what motivates you to apply for the mandate.

5. Independence

*Please can you also confirm that you do not hold a decision-making position in Government or in any other organization or entity which may give rise to a conflict of interest with the responsibilities inherent to the mandate.*

Questions: Any questions from candidate? ( 3mins)

Close

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+ Style de numérotation : 1, 2, 3, ... +  
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Retrait : 1.27 cm

**Commentaire [GE--2]:** As discussed, this has been covered in their paper application. If they are not prepared to devote the time, they have been screened out already.

**Commentaire [GE--3]:** This has also been covered in the application process

