5TH REPORT FROM THE NOMINATIONS COMMITTEE OF THE SYSTEM COUNCIL (NCSC): AN UPDATE ON THE COMMITTEE'S WORK

Purpose

Paragraph 12 of the Nominations Committee of the System Council (NCSC) Terms of Reference requires that *"The Committee shall report to the System Council during each System Council Meeting. Such report shall include any ongoing changes in the IPB that require the attention of the System Council"*.

This report complies with the above requirement and provides the System Council with an update on the Committee's work since its last report to the System Council on 12 December 2024.

Action Requested

The System Council is requested to review this report in preparation for discussion under agenda item 15 of the System Council's 22nd meeting.

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Prepared by: Nominations Committee of the System Council

Meetings

1. The Nominations Committee has held two meetings since its last report to the System Council on 12 December 2024, as indicated in its terms of reference. The Subcommittee established to oversee the benchmarking review has held frequent meetings regarding the benchmarking process.

Membership

2. Paragraph 2 of the System Council (NCSC) Terms of Reference provides the composition of the NCSC. Unfortunately, in February 2025, one of the General Assembly of Centers (GAC) representatives passed away, Dr. Kanayo Nwanze, which reduced the membership level of the Committee, particularly the subcommittee on Honorarium Review. The GAC Secretariat was informed, and a process for nominating a candidate for the System Council approval commenced. The Nominations Committee of the System Council requests the appointment by the System Council of Prof. Matthew Morell, CIMMYT Board member and Chair of the Board's Audit, Finance and Risk Committee (AFRC), to serve on the Committee. Current membership of the Committee is indicated below:

Name	Category	Role
Ruben Echeverria	SC Member	Voting member
Gary Jahn[1]	SC Member	Voting member
Christophe Larose	**SC Member**	**Co-Chair (voting)**
Santiago Ruy Sanchez de Orellana	Host Country Representative	Voting member
Prof. Dato Dr. Aileen Tan Shau Hwai	Host Country Representative	Voting member
Dr. Fikru Regassa	Host Country Representative	Voting member
Cristina Rumbaitis del Rio	**GAC Representative**	***Co-Chair (voting)***
Akica Bahri	GAC Representative	Voting member
Vacancy	*GAC Representative*	*Voting member*
Andy Homer	Independent Member	Voting member
Lindiwe Majele Sibanda	IPB Chair	Ex officio non-voting member

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[1] Still waiting for formal information from USAID on member's departure from the organization in light of the ongoing changes in the USA federal government structures.

Honorarium Benchmarking Process

3.   Paragraph 9.6 of the Nominations Committee of the System Council (NCSC) Terms of Reference states, "*The Committee will also recommend to the System Council for approval the remuneration and travel policies of the IPB and its committees, and advise on any other IPB-related protocols, as requested by the System Council*".   The NCSC did set up a subcommittee to handle this task.   Andy Homer, the independent member of the NCSC, chairs the Subcommittee for Honorarium Review (SCHR).

4.   The SCHR developed the terms of reference for the benchmarking process and proposed them to the NSCS, who agreed to them and decided that the process would be best handled by a competent firm with significant experience and expertise in this field.

5.   The SCHR also advised that, to produce a robust report that will underpin its recommendation to the System Council, the honorarium benchmarking process should comprise two components: the benchmarking review, which is quantitative, and qualitative research, which involves obtaining feedback from stakeholders in the system on the subject matter. The NCSC agreed to this.

6.   The SCHR used lessons from the IPB nomination process to develop terms of reference, socialized them within the SO, and followed procurement policy to hire a firm for the process. Following SO Procurement policy and protocols (See Annex for a copy of the Bid Evaluation and Selection Report), SRI was selected after a selection process headed by the SCHR with the support of the SO Procurement Officer.

7.   While the SCHR recognizes the need for a swifter process, it also recognizes the impact of its report on the NCSC's recommendation to the CGIAR system as a whole. It is doing everything to ensure transparency and swift follow-through.

Integrated Partnership Board Assessment

8.   Paragraph 9.5 of the Terms of Reference tasks the NCSC with developing a process for assessing the IPB, with input from the GAC. This includes developing the metrics and key performance indicators to measure the IPB's performance. The NCSC Secretariat is working with the IPB Secretariat in this process.