



Governing Body

352nd Session, Geneva, 28 October–7 November 2024

Institutional Section

INS

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Nineteenth item on the agenda

Report of the Director-General

Second Supplementary Report: The position of Chief Internal Auditor and Director of Internal Audit and Oversight

1. In accordance with article 4.2(d) of the Staff Regulations, the Director-General shall consult the Governing Body before filling the position of Chief Internal Auditor and Director of Internal Audit and Oversight (IAO).
2. In November 2011, the Director-General, after consultation with the Governing Body, appointed Mr Anthony Watson as Chief Internal Auditor and Director of IAO. After over 12 years in the position and 21 years of service in the Office, Mr Watson expressed interest in leaving the Office for personal reasons. Considering the interest of the efficiency of the work of the Office, the Director-General decided to grant Mr Watson an agreed termination of his appointment with a termination indemnity provided for in article 11.16 of the Staff Regulations, and given Mr Watson's service record, the Director-General also decided to grant him an ex-gratia payment under Financial Rule 7.90.
3. To fill the position without delay, the Director-General took the steps described below to ensure a rigorous and in-depth selection process before submitting the proposed appointment to the Governing Body for consultation.
4. An internal/external call for candidatures was made in respect of the position of Chief Internal Auditor and Director of IAO. A total of 127 applications were received. In keeping with standard procedures, all applications were reviewed in order to establish a list of candidates to be interviewed. Five candidates, four external and one internal, were interviewed by a panel of five members (the Chairperson of the Independent Oversight Advisory Committee, the Treasurer and Financial Comptroller, a Director from the Human Resources Development Department and two independent panel members from other agencies of the United Nations system), which then submitted its report and recommendation to the Director-General. The

Director-General is proposing Ms Sarah Bouaka (United Kingdom of Great Britain and Northern Ireland) to fill the position.

5. Ms Sarah Bouaka is the current Principal Investigator and Chief of the Investigation and Inspection Unit at the ILO. She has 34 years of professional experience in investigation, audit and management review, including in risk and compliance. Her experience includes seven years in the UK public service in border control, criminal policy, Metropolitan Police discipline and policy, and as an appeals caseworker for criminal injuries compensation cases. Ms Bouaka joined the United Nations system in 2007 and has worked at the ILO since 2017. She holds a Bachelor of Laws (Honours) degree, a postgraduate qualification in Legal Studies to qualify as a solicitor (Law Society finals) and a Master's degree in Audit and Management. She is a Chartered Member of the Institute of Internal Auditors and a Certified Fraud Examiner.

► Draft decision

6. **The Governing Body took note of the Director-General's decision concerning the agreed termination of the appointment of Mr Anthony Watson, and endorsed his proposal concerning the appointment of Ms Sarah Bouaka (United Kingdom of Great Britain and Northern Ireland) as Chief Internal Auditor and Director of Internal Audit and Oversight with effect from 15 November 2024.**