TOGETHER FIRST
A global system that works for all.

Yes	**Yegether First**	**Yes**
Deploys technology to protect against emerging risks	**Enables multilateral inclusivity or accountability**	**Short**
Global catastrophic risks mitigated	**Risk multipliers managed**	**Implementation timeframe**

Our international institutions need to be led by independent, principled, bold individuals

that reflect the people they serve in gender, age, nationality and race.

In February 2018, 120 members of the Non-Aligned Movement (NAM) and 25 members of the Accountability, Coherence and Transparency (ACT) group in the General Assembly issued a statement calling for the Ad Hoc Working Group on the Revitalization of the Work of the General Assembly (Ad Hoc WG) and its chair to address a number of issues, including the selection of the Secretary-General of the United Nations (UNSG). This selection process has been criticised for its lack of transparency and for the secretive lobbying of governments by candidates. Since the 1990s, civil society groups and some governments have been calling for reforms to the process to make it more open and accountable.

Some progress has been made. For the first time, candidates presented their visions to the General Assembly in informal dialogues in 2016. Informal meetings of the Security Council to consider candidates have been held since 2017. The Council has also begun to ask candidates to submit questionnaires setting out their vision for the role. Civil society groups have been able to organise hearings with candidates. Secretary-General António Guterres was appointed in 2016 by consensus, the first time a vote was not held.

But these changes have not been fundamental enough to overcome the ugly politics of the process. Candidates have been accused of lobbying governments (and each other) extracting promises of top positions from UNSG candidates in exchange for their support. In this regard and others, the work of reforming the UNSG selection process is far from complete. The full programme of reform of selections suggested by the 1 for 7 Billion campaign need to be implemented and institutionalised for future Secretary-General selections and - with variations as appropriate - for all senior appointments in all international institutions. Furthermore, the United Nations and other international organisations besides need to overhaul their human resources programmes - with more effective mechanisms of recruitment, appraisal, monitoring and evaluation to reestablish the notion of an international civil service independent from political interference.

Specifically, the following ideas have explicit state backing:

- setting a deadline for nominating candidates (for example, by NAM);
- for the Security Council to propose multiple candidates to the General Assembly to choose from (for example, by NAM);
- the need to clarify the presentation and withdrawal of candidacies and for the Security Council to promptly publish the outcome of straw polls (for example, by Chile)
- appointing the Secretary-General for a longer, single term of office (for example, by South Africa).

We need to build on this, by establishing the principle of merit-based appointments and transparent recruitment processes for all senior appointments. Every time a senior appointment is made to a candidate of the same nationality that had previously held that role it should be treated as a matter of scandal