



## **United States Mission to the OSCE**

# **Response to the Secretary General's 2009 Annual Report on the Implementation of OSCE Recruitment Policies**

As delivered by Chargé d'Affaires Carol Fuller  
to the Permanent Council, Vienna  
February 25, 2010

Thank you, Mr. Chair, and allow me to welcome the Secretary General's presentation on the implementation of OSCE recruitment policies.

The United States continues to be a strong supporter of a transparent, merit-based, and bias-free recruitment policy to attract the best and brightest pool of candidates for the important work of this organization. I am proud to say the United States has been – and continues to be – a generous contributor of personnel to the OSCE, both contracted and seconded. This reflects our desire to revitalize the OSCE and ensure it is flexible, responsive, and most especially capable of addressing the need for specialized expertise in the numerous and diverse tasks it is called upon to deliver today.

The Secretary General pointed out in his report that he has had to make special pleas seeking qualified secondment nominations. We have responded with increased nominations where we have identified highly qualified candidates, and we will continue to try to increase our support to the ongoing work of the OSCE. We urge other participating States to answer the Secretary General's call for improvement in this area, to minimize the need to re-advertise or extend vacancy deadlines, as happened for 43 percent of the seconded vacancies in 2009.

The United States takes seriously the Secretary General's request for new ideas and ways to improve the recruitment process. We look forward, in particular, to examining ways to enhance the organization's gender balance while improving the recruitment, retention, and training of young, talented diplomats from across Europe, Eurasia, and North America. The Secretariat's Department of Human Resources is currently engaged in discussions with the Advisory Committee on Management and Finance, and we are actively participating in those robust discussions. We urge all participating States to do the same.

Thank you, Mr. Chair.