



46th Executive Board Meeting
11-12 June 2025
The Forum, Global Health Campus
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Agenda item 12

Proposal Review Committee replenishment

For Information ☐ For Review and Advice ☐ For Decision ☒

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1 Introduction

In accordance with the revised PRC Terms of Reference (TOR) adopted in December 2024, the PSC Chair together with the PRC Chair and Vice-Chair have a lead role in the selection of the PRC members, with the PSC being the PRC Nominations Sub-Committee, as established by the EB resolution UNITAID/EB27/2017/R3.

During its 40th session in June 2022, the Board approved the appointment of the current PRC Members for the period July 2022 – June 2025 (resolution UNITAID/EB40/2022/R6). The Board decided to take a staggered approach for the selection of the PRC leadership in order to allow them to fully participate in the PRC member selection process and ensure continuity. The current PRC Chair and Vice-Chair were appointed during the 42nd session of the Board in June 2023 (resolution UNITAID/EB42/2023/R4). Their term would end in June 2026.

A full PRC member replenishment process has therefore been launched and carried out, based on the revised PRC TOR, the learnings from the previous replenishment occasions and in line with the recommendations of the Governance Working Group (GWG) regarding the PRC member selection and performance assessment processes in November 2024.

During its 32nd meeting on 15-16 April, the PSC were presented with the process for the PRC replenishment and reviewed the list of candidates shortlisted by the PSC Chair together with the PRC Chair and Vice-Chair. The resulting, recommended list of candidates is submitted to the 46th session of the EB for approval with the intention of having the replenished PRC fully functional by 1 July 2025.

2 Outreach methodology

The following outreach methodology has been employed for the 2025 call of the PRC member applications:

- A call for applications for PRC membership was issued on 14 February 2025 in both English and French.
- The call was published on Unitaids website under the news section.
- A message on the call announcement was sent to the target list of potential candidates identified through references from partner organizations and Secretariat colleagues.
- The message was sent to Unitaids Board Members, Alternates and Focal Points with a request to distribute the message through their networks.
- The call announcement was also sent to the partner organizations such as RBM, Stop TB, PMNCH, USAID, PEPFAR/OGAC, PMI, French network of regional advisers on global health (CRSM), CDC Africa and Unitaids Advocates Network with a request to distribute the message through their networks.
- The call announcement was published on social media and was sent to more than 10,000 recipients of Unitaids list serve e-mailing list.
- The current PRC Members were informed and encouraged to re-apply.

3 Candidate requirements

The candidates were required to submit a CV and a letter of motivation by the deadline specified in the call announcement, i.e. COB CET on 6 March. The applicants were requested to clearly state which area(s) of expertise outlined in the PRC TOR they could cover. Since PRC members are senior experts, it was specified that any claim of area of expertise had to be supported with evidence of at least 10 years of expertise in the specific area. For primary area of expertise at least 20 years of expertise (or alternatively documented outstanding qualifications or experience in the area of claimed expertise) were required. The call announcement noted that the work of the PRC is guided by strict conflict of interest rules and Unitaïd cannot engage experts who are currently or recently employed on a long-term basis as staff members or full-time consultants with an active Unitaïd grantee.

4 Rating of candidates

The PRC Chair and Vice-Chair together with the PSC Chair lead the PRC member selection process, with the support of the Secretariat. All **348 applications** were initially reviewed by the Secretariat using a systematic approach. A matrix of all candidates was produced (please refer to the document UNITAID/PSC32/2025/11/Annex1), capturing experience, nationality, gender, geographical work experience, potential for time commitment, knowledge of global health institutions and whether the applicant has been working for a Unitaïd grantee in the past 5 years. A 4-point scale was used to rate applicants in relation to disease-specific, access-specific and cross-cutting areas of expertise. The rating attributed to each candidate was cross-checked by the Secretariat and the PRC Chair and Vice-Chair.

5 Screen out criteria

Candidates were screened out if they did not show exceptionally strong knowledge, documented outstanding qualifications or experience or more than 20 years of experience in at least one expertise area. The successful candidates were then prioritized based on the total average score across the areas of expertise and the level of experience in scalability and country implementation, with the purpose of ensuring the highest cross-cutting level of expertise. The priority list of candidates was then adjusted to include candidates with profound expertise in less represented access-specific areas and potential younger disruptive thinkers (following the Board's guidance).

Candidates were excluded if they declared current long-term employment as staff members (both full- and part-time) or a long-term consultancy (both full- and part-time) with an active Unitaïd grantee. The Secretariat produced note for record on conflict of interest (COI) considerations of all candidates included in the shortlist and the analysis was cleared by the Senior Legal Officer of Unitaïd.

6 First screen-out by the PRC Chair and Vice-Chair

The full analysis of all 348 applications and the initially proposed screen-out was presented to the PRC Chair and Vice-Chair, who validated and adjusted the first proposed screen-out, taking into account the overall score of each candidate, as well as the PRC Chair's and Vice-Chair's screening of each particular CV and letter of motivation.

First, the PRC Chair and Vice-Chair made a shortlist of the current PRC members, who had re-applied, based on the results of the yearly performance assessment. This assessment was done in accordance with the PRC TOR that specifies that at least 50% of the current PRC members have to be retained at any given replenishment occasion to ensure continuity. All of the current PRC members had re-applied and the PRC Chair and Vice-Chair shortlisted 9 current members to continue. The revised composition of the PRC includes 16 members plus Chair and Vice-Chair. Therefore, the retained 9 current members represent 56% which complies with the 50% rule to ensure continuity.

The PRC Chair and Vice-Chair then selected 7 new prime candidates and 7 alternates. The objective of the PRC Chair's and Vice-Chair's screening was to ensure the highest level of coverage of all areas of expertise, the most balanced representation of nationality, gender, geographical work experience, the potential for time commitment and the candidates' knowledge of global health institutions.

7 Shortlisting by the PRC Chair, Vice-Chair and the PSC Chair

The PRC Chair, Vice-Chair and the PSC Chair met on 14 March to discuss and agree on a shortlist of candidates. The factors of complementarity of specific expertise of each candidate for coverage of full range of expertise as well as balanced gender and regional representation and conflict of interest considerations were given special consideration during the discussion.

The PRC Chair, Vice-Chair and the PSC Chair agreed on the shortlist of 16 prime candidates (9 current members and 7 new prime candidates) and 7 alternates. The alternates are recommended for approval in case the EB objects to any of the proposed candidates or candidates decide to withdraw themselves either during the selection process or at any time during their term.

The shortlist of 16 prime candidates was reconfirmed and the shortlist of alternates was adjusted down to 6 candidates following the Secretariat's detailed analysis of potential COI for each of the shortlisted new candidates with a view to limiting COI impact on the work of the PRC.

Overall, the 16 shortlisted candidates include equal number of female and male representatives and an equal number of candidates that represent the global South and North. Of the total number, 14 shortlisted candidates have work experience in Africa, 10 in Asia and 7 in Latin America and the Caribbean. All areas of expertise (except climate and health) are covered with at least one prime candidate with exceptionally strong evidence of expertise in the given area or more than 20 years of experience. The expert in climate and health has been included in the list of alternates, as the work in this area is scaled back in the short term in the light of the changing global health environment. The immediate engagement of an expert with a sole area of expertise in climate and health was considered to be of limited benefit for other calls for proposals, as this area encompasses a very wide range of considerations - from climate considerations in relation to the development and production of health technologies (such as avoiding the production of climate damaging intermediates or waste products) to efforts to reduce the climate impacts of health service delivery (not only in relation to project design, but in routine care, such as "green pharmacy" efforts to reduce packaging impacts and waste management). It is therefore suggested to engage *ad hoc* expertise in this area to ensure the necessary balance of the JRC discussions.

It is important to note that the areas of expertise of malaria, women and children's health, IP, market dynamics and health economics, product development, supply chain, regulation, scalability and country implementation and gender and human rights have been substantially reinforced with strong capacity.

8 PSC Recommendation

During its 32nd meeting on 15-16 April, the PSC were presented with the process for the PRC replenishment and reviewed the list of candidates shortlisted by the PSC Chair together with the PRC Chair and Vice-Chair. The PSC members expressed their appreciation for the detailed presentation and the thorough selection process undertaken for the PRC replenishment. They acknowledged the importance of having a diverse and well-balanced committee to ensure comprehensive coverage of all areas of expertise and appreciated the efforts made to include candidates with diverse backgrounds and expertise.

The following recommendation was agreed by PSC Members:

1. Notes with satisfaction the progress in the PRC replenishment process and the high quality of the candidates shortlisted for the PRC member function.
2. Recommends that the EB approves the appointment of the 16 PRC member candidates listed in the document UNITAID/EB46/2025/14/Annex1 for a period of 3 years and requests the Secretariat to enter into appropriate administrative arrangements for the 16 PRC member candidates to enable the replenished PRC to commence its functions as of 1 July 2025. Each appointment will be for a period of three years (renewable), ending on 30 June 2028.
3. In the event that a selected candidate is unavailable or vacates their position for any reason during the term of their appointment, the PRC Chair and Vice-Chair may select another appropriate candidate drawn from the list of Board-approved Alternates, for appointment by the Secretariat for the remainder of the term.

9 Next steps

The EB at its 46th meeting on 11-12 June 2025 is requested to review and approve the final selection of candidates as reflected in the document UNITAID/EB46/2025/14/Annex1 with the authorization to the Secretariat to engage the alternates in case of withdrawal of a principal candidate.