



General Assembly

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Sixty-eighth session

Fifth Committee

Agenda item 116 (e)

**Appointments to fill vacancies in subsidiary
organs and other appointments**

Appointment of members of the International Civil Service Commission

Note by the Secretary-General

1. As indicated in document [A/68/105/Rev.1](#), the General Assembly will be required, at its current session, to appoint five persons to fill the vacancies that will occur in the membership of the International Civil Service Commission beginning on 1 January 2014.

2. The members of the Commission whose terms of office expire on 31 December 2013 are:

Wolfgang Stöckl (Germany) (Vice-Chair);

Minoru Endo (Japan);

Luis Mariano Hermosillo (Mexico);

Lucretia Myers (United States of America);

Gian Luigi Valenza (Italy).

Thus, the members to be appointed should come from the following regions:

One member from the Asia-Pacific States;

One member from the Latin American and Caribbean States;

Three members from the Western European and other States.

3. Candidatures have been received from the following Member States:

(a) From the Group of Asia-Pacific States (one vacancy):

Minoru Endo (Japan);

(b) From the Group of Latin American and Caribbean States (one vacancy):

Luis Mariano Hermosillo (Mexico);



- (c) From the Group of Western European and other States (three vacancies):

Aldo Mantovani (Italy);

Curtis Smith (United States of America);

Wolfgang Stöckl (Germany).

4. The appointment of the members of the Commission is governed by the provisions of articles 3, 4 and 5 of its statute. Pursuant to those provisions, and in accordance with paragraphs 3 and 4 of section II of General Assembly resolution [43/226](#), the Secretary-General has undertaken consultations with Member States, through the chairs of the various regional groups, with the executive heads of the other organizations, with staff representatives through the Federation of International Civil Servants' Associations and the Coordinating Committee for International Staff Unions and Associations of the United Nations System and with the Advisory Committee on Administrative and Budgetary Questions.

5. Thus the Secretary-General hereby submits to the Fifth Committee for its consideration the list of candidates nominated for membership in the International Civil Service Commission for a four-year term of office beginning 1 January 2014:

- (a) From the Group of Asia-Pacific States:

Minoru Endo (Japan);

- (b) From the Group of Latin American and Caribbean States:

Luis Mariano Hermosillo (Mexico);

- (c) From the Group of Western European and other States:

Aldo Mantovani (Italy);

Curtis Smith (United States of America);

Wolfgang Stöckl (Germany).

6. The candidates' curricula vitae are set out in the annex.

Annex

Curricula vitae*

Minoru Endo (Japan)

Date of birth: 6 August 1932

Academic career

1957 Graduated from University of Tokyo, Law School

Professional career

1971-1973	Deputy Director of the Personnel Division, Minister's Secretariat, Ministry of Foreign Affairs
1973-1975	Director of General Affairs Division, Minister's Secretariat, Ministry of Foreign Affairs
1975-1976	Counsellor, Embassy of Japan in the United States of America
1976-1978	Counsellor, Embassy of Japan in Spain
1978-1983	Deputy Director-General, Economic Affairs Bureau Ministry of Foreign Affairs
1983-1986	Minister, Permanent Mission of Japan to the International Organizations in Geneva and Consul-General of Japan in Geneva
1986-1987	Envoy Extraordinary and Minister Plenipotentiary, Permanent Mission of Japan to the International Organizations in Geneva
1987-1990	Director-General, United Nations Bureau, Ministry of Foreign Affairs
1990-1993	Ambassador for International Economic Affairs
1993-1996	Ambassador Extraordinary and Plenipotentiary, Permanent Representative of Japan to the International Organizations in Geneva
	Permanent Representative, General Agreement on Tariffs and Trade and World Trade Organization
1997-2000	Adviser to Sakura Bank (later Sumitomo Mitsui Banking Corporation)

Major conferences and meetings

1988	Representative, third special session of the United Nations General Assembly on Disarmament
1988-1995	Adviser, United Nations General Assembly

* Curricula vitae are issued without formal editing.

1991-1994	Representative, Meeting of the Contracting Parties, General Agreement on Tariffs and Trade
1993-1996	Government delegate, International Labour Conference
1994	Representative, Trade Negotiations Committee at the ministerial level, Marrakesh, Morocco
1994-1996	Delegate, World Health Assembly
1996	Alternate Representative, ninth session of the United Nations Conference on Trade and Development
1996	Representative, second session of the Conference of the Parties, United Nations Framework Convention on Climate Change
1997	Chairman, Consultative Group on Policy Measures to Increase the Number of Japanese International Civil Servants
1999	Head of Government Delegation, International Conference of the Red Cross and Red Crescent Societies
2002-present	Member, International Civil Service Commission
2003	Head of Government Delegation, International Conference of the Red Cross and Red Crescent Societies

Languages

English, French and Spanish

Luis Mariano Hermosillo (Mexico)

Director General for Programme Planning, Budget and Organization, Ministry of Economy

Education

National Autonomous University of Mexico, B.A., computer science

Autonomous Technical Institute of Mexico, diploma in accounting and finance

Institute of Technical and Higher Studies of Monterrey, diploma in computer networking

Attendance in various courses in quality management systems, process reengineering and computer system tools development

Profile

Twenty-five years of professional experience in the federal Government of Mexico, including nine years as Director General of Programme Planning, Budget and Organization in the Ministry for Foreign Affairs and seven years in the same position in the Ministry of Economy

Experience

Budget planning and administration of funds in the federal Government, as well as in State-owned companies and their representative offices throughout Mexico and abroad

Implementation of quality management systems in order to identify, measure, control and improve the various core government processes that will ultimately lead to improved performance

Member of audit and control committees in different State ministries

Member of the board of state-owned companies under the coordination of the Ministry of Economy of Mexico

Software development intended for budget administration and public debt management

Member of the Board of External Auditors of the Organization of American States (2005-2007) (issuing annual reports on the external audits of the accounts and financial statements of the organization)

Member of the Committee on Contributions of the United Nations (2009-2010)

Member of the International Civil Service Commission (2012-present)

Professional experience

Ministry of Economy

Director General for Programme Planning, Budget and Organization (2013-present)

Duties:

- Responsible for planning the annual budget of the Ministry of Economy

- Budget administration and execution
- Overseeing the achievement of the Ministry's goals
- Address all audits, inspections, investigations and evaluations performed by the Ministry's inspector general
- Responsible for accounting and accountability reports
- Coordination of the regulatory improvement programme of the Ministry of Economy
- Identification of the most relevant risks in the administrative processes and the actions that should be implemented to reduce them
- Programme and budgetary coordination of funds, trust funds and State-owned companies
- Member of audit and control committees
- Member of the board of the State-owned companies

Ministry for Foreign Affairs of Mexico

Director General for Programme Planning, Budget and Organization (2003-2012)

Duties:

- Planning the yearly programme — budget for the Ministry for Foreign Affairs and its 155 diplomatic representations abroad
- Administration and execution of the Ministry's budget
- Overseeing the achievement of the Ministry's goals
- Overseeing the accomplishment of goals and budget execution of the 155 diplomatic representations abroad
- Conduct special reviews in the diplomatic representations abroad
- Address all audits, inspections, investigations and evaluations performed by the Ministry's inspector general
- Responsible for accounting and accountability reports
- Administration and control of consular income
- Coordination of the regulatory improvement programme of the Ministry for Foreign Affairs
- Identification of the most relevant risks in the administrative processes and the actions that should be implemented to reduce them

Accomplishments:

- Decentralization of the budget management
- Process reengineering and standardization of policies and procedures for the budget execution in the Ministry for Foreign Affairs and its diplomatic representations

- Establishment of a basic budget for all Mexican diplomatic representations that allows them to meet their annual goals
- High-level negotiations with the Ministry of Finance of Mexico in order to obtain the financial resources necessary for the operations of the Ministry for Foreign Affairs, as well as for its 155 diplomatic representations abroad
- Design and implementation of an administration and management system for the diplomatic and consular network of the Ministry for Foreign Affairs
- Implementation of a system to meet the administrative requirements of the representations abroad, based on workflows
- Contribution to enhance the administrative processes of the Organization of American States, participating as a member of the board of external auditors by:
 - Overseeing audits of the financial statements of the Organization of American States and related entities
 - Reviewing operations and identifying internal control issues and opportunities to improve efficiency
 - Assessing the resources, work and plans of the Office of the Inspector General
 - Issuing annual reports for 2004, 2005 and 2006
- Design and coordination of the installation and operation in 2010 of the “climate change village”, which, during the sixteenth session of the Conference of the Parties to the United Nations Framework Convention on Climate Change, received more than 128,000 visitors and hosted nearly 160 events involving non-governmental organizations

Ministry of Economy

Director General for Programme Planning, Budget and Organization (1996-2003)

Duties:

- Responsible for planning the annual budget of the Ministry of Economy
- Budget administration and execution
- Overseeing the achievement of goals
- Address all audits, inspections, investigations and evaluations performed by the Ministry’s inspector general
- Responsible for accounting and accountability reports
- Coordination of the regulatory improvement programme of the Ministry of Economy
- Identification of the most relevant risks in the administrative processes and the actions that should be implemented to reduce them
- Programme and budgetary coordination of funds, trust funds and State-owned companies
- Member of audit and control committees
- Member of the board of State-owned companies

Accomplishments:

- Implementation of budgetary management software
- Implementation of the quality management system for budget management with ISO 9000:1994 standards and subsequently migrating it to ISO 9000:2000 standards, which contributed to a complete transformation of the Directorate General for Programming, Organization and Budget, turning it into an efficient, transparent and organized government office
- Achievement of a more transparent and effective budgetary management, which resulted in seven years with no sanctions from any governmental audit offices

Ministry of Economy (1995-1996)

Director for Computer and Communications Infrastructure

Duties:

- Planning, acquisition and administration of infrastructure of computer and communications systems and needed for the operations of the Ministry of Economy

Ministry of Finance

Different manager and director positions responsible for:

- Coordination of 8 computer system centres and 64 offices for tax collections of the Undersecretary of Income
- Project development for computer infrastructure and information technologies for the diverse regional and local offices of the Undersecretary of Income
- Administration and operation of the computer centre, including planning and execution of tax collection processes and technical support
- Supervision of the computer systems in the local administrations of the Undersecretary of Income
- Software development for the Undersecretary of the Treasury including treasury management software, public debt analysis software, franchise control and investment societies management
- Database and operating systems administration of the Undersecretary of the Treasury
- Design and analysis of the system information of the Undersecretary of the Treasury

Computer skills

Word, Excel, PowerPoint and Access

Languages

Spanish and English

Aldo Mantovani (Italy)

Throughout his career, Ambassador Mantovani has accrued expertise in a broad array of fields, including organization and resource management, in addition to his background in international relations. As the head of the Department of Management at the Italian Ministry for Foreign Affairs for one budget cycle, he was responsible for the management of all the properties (owned and rented), including the allocation of resources needed for maintenance of the approximately 240 Italian embassies and consulates and 80 national cultural institutes worldwide.

Subsequently, he served for three years in the human resources department, where he was in charge of proposing, managing and supervising the movements of 900 diplomats and 2,500 employees. He was also in charge of negotiating, managing and supervising the contracts of 2,500 local staff hired outside of Italy. This involved addressing potential conflicts between Italian labour law and labour legislation in the countries where staff were hired and employed. In this capacity, he was also in charge of negotiating with the trade unions on a wide range of issues, from the general employment framework to specific situations.

In his capacity as Deputy Permanent Representative of Italy to the United Nations, Ambassador Mantovani was in charge of organizing and coordinating the Permanent Mission's multiple activities for five and a half years, overseeing the work of the diplomatic staff (which grew from 15 to 25 during Italy's term on the Security Council). During that period, he took part, *inter alia*, in the biennial United Nations budget negotiations and in the process leading up to the adoption of the Millennium Declaration. On the Security Council, he was one of the two official Italian representatives; in that role, he expressed the positions and promoted the interests of Italy on all the major critical issues unfolding on the international stage.

Details of career

- Born in Florence, Italy, in December 1945, Ambassador Aldo Mantovani received his degree in political science, with honours, from the University of Genoa
- After his mandatory service in the army, he won a one-year fellowship from the Italian Ministry for Foreign Affairs to specialize in international relations at the Johns Hopkins University centre in Bologna, Italy
- After entering the diplomatic career track, he served in the General Secretariat of the Italian Ministry for Foreign Affairs, the Italian Embassy in Paris, the Consulate General in Jeddah (Saudi Arabia), the Italian Embassy in Washington, D.C. (as Head of the Economic Section) and the Italian Embassy in Bern as Deputy Ambassador
- At the Ministry, in Rome, he headed the department for the management of assets worldwide. After his promotion to the rank of Minister Plenipotentiary, he became head of the department for the mobility of diplomatic and administrative staff
- In 2003, he was posted to New York as Deputy Permanent Representative of Italy to the United Nations with the title and rank of Ambassador

- In 2009, he was appointed Ambassador of Italy to Poland, where he served for three years, receiving the Commander's Cross of Merit of the Polish Republic from President Komorowski
- In December 2011, he returned to the Ministry in Rome and was assigned to the General Secretariat. Ambassador Mantovani has recently retired.

He is fluent in English and French and has a rudimentary knowledge of German, Spanish and Polish.

Curtis Smith (United States of America)

Professional experience: United States Government

Director of the Federal Executive Institute/Office of Executive and Management Development at the United States Office of Personnel Management (1994-1998)

Led three residential executive development centres, including the premier Federal Executive Institute, with an annual income of approximately \$20 million.

Instituted a curriculum review to coordinate offerings among the three centres and to refresh the courses and incorporate adult learning approaches; put all three centres on a sound financial footing, adding \$10 million to reserves by the end of 1998; led the procurement of permanent homes for the two management development centres in attractive and functional facilities after years of temporary arrangements.

Associate Director for Retirement and Insurance at the United States Office of Personnel Management (1989-1994)

Managed the major employee benefit programmes for federal employees: health insurance, retirement and life insurance. These programmes served up to 10 million people and made payments of \$50 billion a year.

Held health insurance premium increases at single digits all years by taking advantage of the efficiencies of managed care techniques and by insisting on cost savings (to both the Government and its employees) in lieu of improved benefit packages; improved the working environment for the 1,000 employees processing claims and thus improved the treatment of our clients.

Associate Director for Career Entry at the United States Office of Personnel Management (1986-1989)

Managed the recruiting, testing and hiring systems used by the federal Government to staff itself, with a budget of \$35 million and a workforce of 700.

Improved the efficiency of operations by delegating much authority to line agencies in the areas of hiring and promotion; undertook a study of future trends that would affect hiring in order to prepare for them; devised a new approach to examining for college graduate hiring to resolve long-standing issues of minority hiring complicated by court supervision.

U.S. Office of Personnel Management and the Office of Management and Budget

Major assignments included legislative and policy work on the new Federal Employees Retirement System and the effort to fundamentally reform the pay and classification systems used by the federal Government.

Professional experience: academia

Interim Director, the Federal Executive Institute (2011)

Returned to the federal Government's premier leadership development organization (served previously, 1994-1998) to restore confidence and morale and to hire faculty and lead search for a permanent director.

Malcolm R. Meyers Distinguished Chair in Public Service at Hampden-Sydney College and Associate Faculty at Indiana University and the Federal Executive Institute (2000-present)

Currently teaching public personnel policy to mid-career adults and undergraduates. Focused on the constitutional and political context in which such policy exists, with attention to the very practical problems that managers face in running their organizations.

Professional experience: consulting

Organizational consultant (1999-present)

Work with various United States government officials to help build cohesion and policy focus among new officials and designed and delivered a transition conference, as well as devised an operational strategy and executive education programme.

Education

- Bachelor of Arts, magna cum laude, California Lutheran College, June 1965
- Master of Arts, Ohio State University, June 1972, in English literature
- Doctor of Philosophy, Ohio State University, June 1975, in English literature

Honors and other activities

- President's scholarship, California Lutheran College, 1965-1969
- University fellowship, Ohio State University, 1969-1973
- Presidential Rank of Distinguished Executive, United States Senior Executive Service, 1989
- Fellow, National Academy of Public Administration, elected in 1998. As a fellow of the National Academy of Public Administration, served on several panels overseeing studies of contemporary public administration issues and chaired two such panels, one advising the Office of Personnel Management on its use of the performance assessment and review tool and one on the future hiring needs of the federal Government.
- Chair, Board of Trustees, American Shakespeare Center, 2011-present. Led the board in overseeing a non-profit \$3 million theatre and educational organization.
- Chair, Board of Directors, Wintergreen Partners, Inc., 2006-2008. Led the board in planning and overseeing the operations of a \$35 million year-round resort with ski, golf, lodging and restaurants. Further restored the owners' confidence in the board during a very difficult period in the resort's history and led the replacement of the chief executive of the resort and the stabilization of the resort's debt structure, preparing the way for the resort to design a better business model and secure better financing.

Wolfgang Stöckl (Germany)

Current position

Member and Vice-Chair, International Civil Service Commission, United Nations

Previous positions and activities

Since 2006	Member, International Civil Service Commission
2003-2006	Ambassador and Special Coordinator for German Personnel in International Organizations
2000-2002	Director of Economic and Development Affairs, United Nations and Global Affairs Department, Foreign Office of the Federal Republic of Germany
1997-2000	Deputy Permanent Representative of the Federal Republic of Germany to the Organization for Economic Cooperation and Development, the Public Management Committee and the Coordinating Committee on Remuneration
1997-2002	Member, International Civil Service Commission
1997	Chair, Committee for Programme and Coordination, United Nations
1995-1997	Member, Advisory Committee on Administrative and Budgetary Questions, United Nations
1991-1997	Counsellor, Permanent Mission of the Federal Republic of Germany to the United Nations, New York, in charge of United Nations reform, common system and human resources management issues
1990	Special Adviser for Management and Human Resources to the Minister for Foreign Affairs of the German Democratic Republic
1989-1991	Deputy Director, Organization and Management Division, Foreign Office of the Federal Republic of Germany
1985-1989	Head, Headquarters Inspection Unit, Foreign Office of the Federal Republic of Germany
1983-1985	Director, German-Saudi Arabian Liaison Office for Economic Affairs, Riyadh
1980-1983	German Consul in Cairo
1979-1980	Assistant Director, German Diplomatic Academy, in charge of the competitive entrance examination for the German Foreign Service
1977	Foreign Office of the Federal Republic of Germany
1976	Assistant Head of Division, Ministry of the Interior, Hesse, Germany
1973-1974	Assistant Judge and Assistant Prosecutor, Ministry of Justice, Hesse, Germany
1972-1980	Chair, City Council of Melsungen, Germany

Educational background

1977-1979	German Diplomatic Academy, Bonn, Germany
1975-1976	Postgraduate Degree in Public Management, German University of Administrative Sciences, Speyer, Germany
1975	Second State Examination in law (bar examination)
1972	First State Examination in law (Master's degree)
1967-1971	Studies of law at the University of Marburg, Germany

Publications

2012	Author of commentary on Article 101 in Bruno Simma and others, <i>The Charter of the United Nations: a Commentary</i> , 3rd ed. (Oxford University Press, 2012)
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