



CONVENTION ON MIGRATORY SPECIES

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Agenda item 18

SECRETARIAT MANPOWER & ORGANISATION

(Note by the Executive Secretary)

1. The 18 regular Professional and General Service Staff in the CMS Secretariat are our principal asset. Their work as a team complements the commitment of the Convention's 92 state Parties and valued partners including UNEP, the World Conservation Union (IUCN), CBD and the other conventions, scientific bodies like the Museum Koenig in Bonn and NGOs such as WWF, BirdLife International, Wetlands International, the Whale and Dolphin Conservation Society, the International Fund for Animal Welfare (IFAW) and the International Council for Game and Wildlife Conservation (CIC). Managing the Convention's work with a growing international network of partnerships is one of the Secretariat's main tasks.

Recruitment 2004-5

2. Immediately after the senior management changes in August 2004, the Convention had 11 staff in post at Headquarters and a 30% vacancy rate there, including half the complement of 6 professional posts. 3 of the 5 posts in the Administrative Unit we share with the co-located Agreements were also unoccupied. We worked hard, and in co-operation with UNEP and UNON, to fill the vacancies. Within 7 months, we had succeeded – since 4 April 2005, CMS and the Administrative Unit have had a 100% complement, with 18 staff now settled in post. This is now beginning to make a major difference to the effectiveness and morale of the Secretariat.

Staff Deployment

3. The Organogram at Annex A shows how we have combined existing and new staff resources in 4 main units – (i) Science and Conservation; (ii) Information and Capacity Building; (iii) External Relations, Partnerships and Media; and (iv) Administration – in addition to the executive and institutional management contributed by the Deputy Executive Secretary and the Executive Secretary. The main tasks to be carried out by each unit during 2006-8 are listed in a separate paper (UNEP/CMS/Conf 8.19 Addendum 1).

Teamwork

4. As I told the Standing Committee in April 2005, I am genuinely excited about the ability, balance and potential of the team we have at last been able to assemble in the UNEP/CMS Secretariat. We are still small, of course. CMS has 18 staff compared with about 26 in Ramsar, 34 at UNEP/CITES, 70 in each of the UNEP/CBD and UNCCD Secretariats and 140 in UNFCCC. However the critical mass now

achieved is sufficient to allow us to unlock some of the practical advantages of the theory that “Small is Beautiful”: amongst the most important are flexibility, creativity, cohesion and the ability to respond rapidly to changing events. Teamwork is vital – over the last 12 months we have held two Teambuilding Workshops at our Haus Carstanjen offices in Bonn which have been instrumental in creating a “can-do” approach within the CMS and Agreement Secretariats as well as allowing us to brainstorm on challenging issues such as teamwork, communications and outreach, partnership and sponsorship, and the cross-cutting areas of marine mammals and protected areas.

CMS “Family” Concept

5. The teambuilding events, re-inforced by monthly meetings of all professionals have emphasised the concept of the “CMS Family” of Secretariats co-operating for the conservation of migratory species. Securing internal synergies within the CMS Family is particularly important when we have such slim staff resources. We hope that Parties will support us, for example by offering to host future teambuilding events.

Conclusions

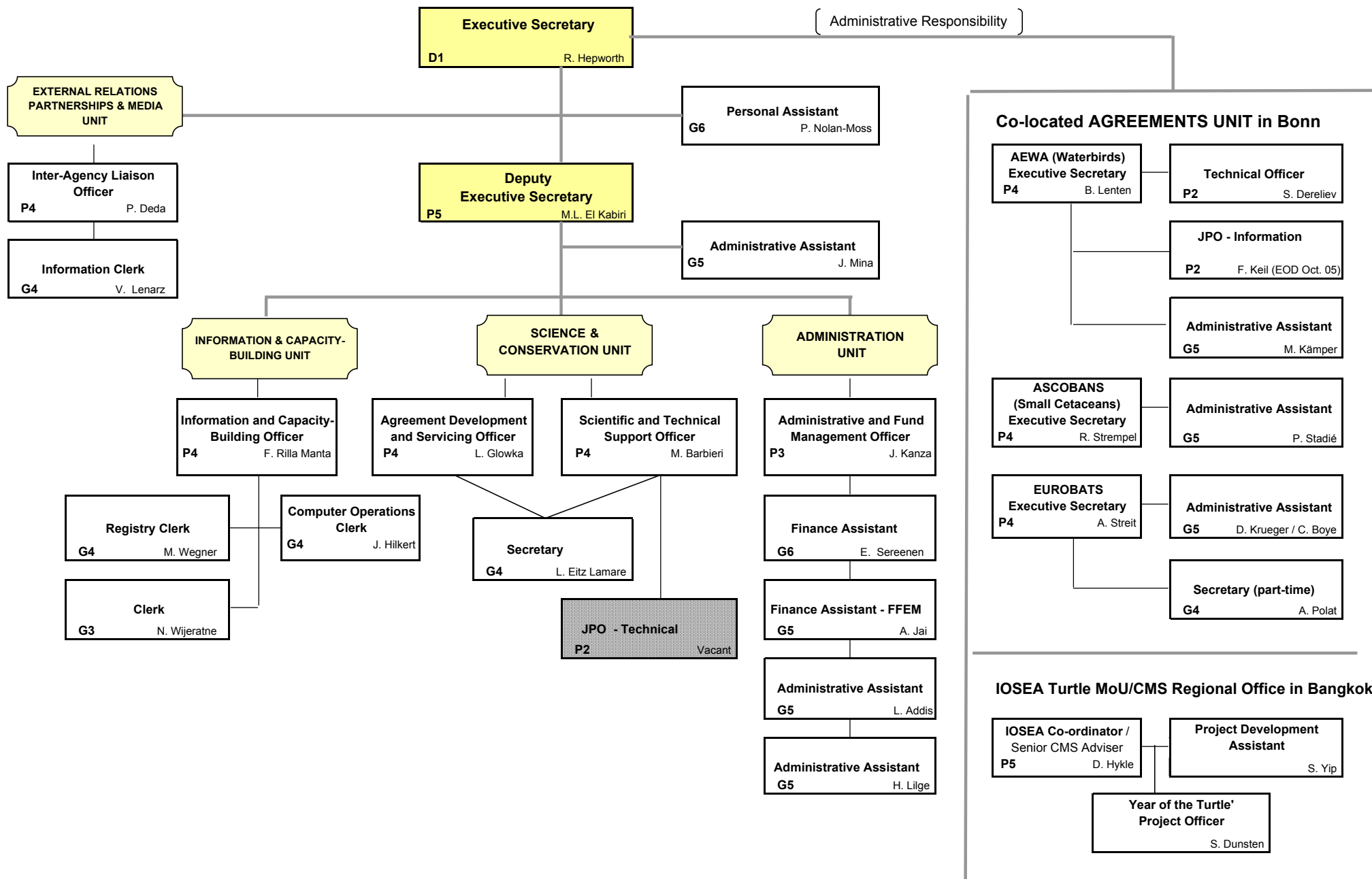
6. I would ask Parties to consider two important suggestions:

First, we need at the minimum to retain the modest and effective staff complement we have at least been able to assemble, which is a prerequisite to addressing seriously the aims and targets set out in the draft Strategic Plan for 2006-11 (UNEP/CMS/Res. 8.2). This will require a financial settlement at the level of budget Scenario 3 for 2006-8 (UNEP/CMS/Doc. 8.19).

Second, the addition of two additional posts (one P3 Technical Officer to support the Conservation and Science Unit and one GS7 (Senior Information Assistant) to support the Information, Capacity Building and Media Units) would allow us to get closer to full achievement of the Strategic Plan, and to make a greater contribution towards the ‘2010’ biodiversity targets. These two posts would cost approx. \$219,000 annually and are included in budget Scenario 4.

ORGANIZATION CHART FOR THE UNEP/CMS FAMILY OF SECRETARIATS (as at August 2005) **

UNEP/CMS/Conf. 8.17 Annex A



 Vacant post

** including all posts, 3 Agreements and 1 MoU staffed by UNEP. UNEP/CMS also provides secretariat services to 6 additional species MoUs developed under Article IV of the Convention.