

## **WIPO Coordination Committee**

### **Seventy-Ninth (28<sup>th</sup> Extraordinary) Session Geneva, December 3, 2020**

#### **APPOINTMENT OF DEPUTY DIRECTORS GENERAL AND ASSISTANT DIRECTORS GENERAL**

*Document prepared by the Director General*

1. Article 9(7) of the Convention Establishing the World Intellectual Property Organization (WIPO) provides that the Director General shall appoint the Deputy Directors General after approval by the WIPO Coordination Committee. Regulation 4.8 of the WIPO Staff Regulations and Rules also provides that the Director General shall appoint the Assistant Directors General taking into account the advice of the WIPO Coordination Committee.
2. On August 3, 2020, the then Director General-Elect, Mr. Daren Tang, notified the Member States of WIPO, in Note C. N 4025, that he intended to seek the approval and advice of the WIPO Coordination Committee for the new appointments of Deputy Directors General (DDGs) and Assistant Directors General (ADGs) to take effect on January 1, 2021. In addition, the Director General-Elect invited governments wishing to nominate candidates to submit proposals by September 21, 2020. Nominated candidates were also requested to submit application materials through a dedicated WIPO recruitment platform, including their personal history, a motivation letter stating their requisite experience and how they intended to contribute to WIPO.
3. On September 25, 2020, following a proposal from the Director General-Elect for an exceptional short-term re-appointment of the incumbent DDGs and ADGs for three months, so as to allow them to assist the Director General-Elect in managing the transition until the new DDGs and ADGs take up their appointments (see document WO/CC/78/4), the WIPO Coordination Committee approved the exceptional re-appointments as DDGs of Mr. Mario Matus, Mr. John Sandage, Ms. Wang Binying and Ms. Sylvie Forbin and gave its advice on the exceptional re-appointments as ADGs of Mr. Minelik Getahun, Mr. Yoshiyuki Takagi, and Mr. Naresh Prasad for the period proposed. The terms of office of these seven DDGs and ADGs will therefore end on December 31, 2020.

4. The outgoing DDGs and ADGs are:
- (i) Mr. Mario Matus (Chile), Deputy Director General, Development Sector;
  - (ii) Mr. John Sandage (United States of America), Deputy Director General, Patents and Technology Sector;
  - (iii) Ms. Wang Binying (China), Deputy Director General, Brands and Designs Sector;
  - (iv) Ms. Sylvie Forbin (France), Deputy Director General, Copyright and Creative Industries Sector;
  - (v) Mr. Minelik Getahun (Ethiopia), Assistant Director General, Global Issues Sector;
  - (vi) Mr. Yoshiyuki Takagi (Japan), Assistant Director General, Global Infrastructure Sector;
  - (vii) Mr. Naresh Prasad (India), Assistant Director General, Chief of Staff and responsible for the support of the Director General's management; meetings of the Assemblies of the Member States; the Chief Ethics Officer; and WIPO's External Offices; and
  - (viii) For the purpose of completeness, it is noted that the post of Assistant Director General, Administration and Management Sector, which was held by Mr. Ambi Sundaram (Sri Lanka), was vacated as of September 30, 2020, with Mr. Sundaram's retirement on that same day.

### **Selection Process**

5. Following the invitation issued on August 3, 2020 by the then Director General-Elect for Member States to nominate candidates for the posts of DDG and ADG, a total of 49 applications were received, of which 26 per cent were female and 74 per cent were male. Each of these applicants were then invited to individual meetings with the Director General, which took place between October 13 and November 20, 2020. The applicants were considered carefully in order to evaluate their requisite experience, intended contribution to the Organization, technical and managerial competence, as well as leadership qualities and ability to work as a team, with due regard to equitable geographic and gender balance.
6. No list of applicants has been made public in deference to requests from a number of them for confidentiality.

### **Sectoral Portfolios and Proposed Appointments**

7. The successful candidates for the posts of Deputy Director General will take responsibility for the following sectors:
- (a) The **Patents and Technology Sector**, which will administer the Patent Cooperation Treaty (PCT) and the Organization's programs relating to the law of patents, as well as their full practical application. This Sector will be assigned to Ms. Lisa Jorgenson (United States of America).
  - (b) The **Brands and Designs Sector**, which will administer the Madrid System for International Trademark Registrations; the Hague System for International Design Registrations; the Lisbon System for International Registrations of Appellations of Origin; and the Organization's programs relating to the law of trademarks, industrial designs and geographical indications, as well as their full practical application. This Sector will be assigned to Ms. Wang Binying (China).

(c) The **Copyright and Creative Industries Sector**, which will cover the Organization's programs relating to copyright and related rights; and its work in supporting creators and the creative industries. This Sector will be assigned to Ms. Sylvie Forbin (France).

(d) The **Regional and National Development Sector**, which will cover the Organization's programs relating to the WIPO Development Agenda; the use of IP to support the growth and development, in an impactful manner, of developing countries and their relevant regions and sub-regions, and support, in particular, to least developed countries (LDCs). This Sector will be assigned to Mr. Hasan Kleib (Indonesia).

8. With regard to the posts of Assistant Directors General, work across the Organization has increased substantially since 2014, as evidenced by the growing demands from Member States for its services, as well as increased requests from Member States for the Organization to support them in using innovation and creativity as tools for economic and social development.

9. Member States are keen to tap into the expertise of the Organization for the development of their intellectual property (IP) and innovation ecosystems to drive enterprise growth, especially for Small and Medium Enterprises (SMEs), and more broadly as a catalyst for economic growth. As such, the Organization will need to develop a specific focus on programs that look at IP not just from a legal perspective, but also from the enterprise and economic perspectives, supporting the movement of ideas to the market. It is therefore proposed to regularize the fourth post of an Assistant Director General, with responsibility over these substantive areas.

10. The successful candidates for the posts of Assistant Director General will take responsibility for the following sectors:

(a) The **Infrastructure and Platforms Sector**, which will cover developing, implementing and maintaining the various databases, tools and platforms of the Organization that are targeted at and used by IP offices, IP professionals, researchers, and other specialized users in national, regional and global IP and innovation ecosystems. It will also include the use of technologies such as Artificial Intelligence to enhance and support the effectiveness and impact of these databases, tools and platforms. This Sector will be assigned to Mr. Kenichiro Natsume (Japan).

(b) The **Global Challenges and Partnerships Sector**, which will cover issues relating to traditional knowledge, traditional cultural expressions and genetic resources; lead efforts to work with other UN agencies and international organizations on cross-cutting global issues; build on and expand partnerships with stakeholders, including those from international, business and civil society sectors; and reach out to new stakeholders such as youths. This Sector will be assigned to Mr. Edward Kwakwa (Ghana).

(c) The **IP and Innovation Ecosystems Sector**, which will cover the issues highlighted in paragraph 9 above, including support for researchers and SMEs in commercializing IP and using it for business growth; the emergence of IP as an asset class; and the development of legislative and policy advisory expertise in these areas and beyond. This Sector will be assigned to Mr. Marco Aleman (Colombia).

(d) The **Administration, Finance and Management Sector**, which will cover key administrative functions that underpin the operational success and financial viability of the Organization, including: Legal; Finance; Program Performance and Budget; Information and Communication Technology, Digitalization and Data; Procurement and Travel Services; Conference and Language Services; Safety and Security; and Premises and Infrastructure. This Sector will be assigned to Mr. Andrew Staines (United Kingdom).

11. The curricula vitae of the eight proposed candidates are set out in the Annex to this document.

12. The assignment of roles is made subject to future changes at the Director General's discretion, taking into account the evolving operational needs of the Organization and further discussion with the eventual incumbents.

Term of Office

13. The Director General further proposes a term of office for these appointments that coincides with his mandate. On May 8, 2020, the WIPO General Assembly and the Assemblies of the Paris and Berne Unions appointed the Director General to a six-year term for the period of October 1, 2020 to September 30, 2026. It is therefore proposed that the term of office for each of the incoming Deputy Directors General and Assistant Directors General commence on January 1, 2021, or on a date thereafter as soon as practicable, and expire on September 30, 2026. However, should the term of office of the Director General come to an end more than six months before the end of its stated term on September 30, 2026, the terms of office of the Deputy Directors General and Assistant Directors General will end six months after the end of the Director General's term.

*14. The WIPO Coordination Committee is invited to approve the appointments as Deputy Directors General of Ms. Lisa Jorgenson, Ms. Wang Binying, Ms. Sylvie Forbin and Mr. Hasan Kleib for the period indicated in paragraph 13, above.*

*15. The WIPO Coordination Committee is invited to give its advice on the appointments as Assistant Directors General of Mr. Kenichiro Natsume, Mr. Edward Kwakwa, Mr. Marco Aleman and Mr. Andrew Staines for the period indicated in paragraph 13, above.*

[Annex follows]

CURRICULUM VITAE OF MS. LISA KEISER JORGENSON

Date of birth: July 30, 1956  
National of: United States of America

Education

1984 – 1987 Juris Doctor, Law  
The John Marshall Law School, Chicago, Illinois, USA

1979 – 1983 Master's degree in Management,  
Purdue University, Calumet Campus, Hammond, Indiana, USA

1974 – 1978 Bachelor of Science, Biology, Chemistry,  
St. Mary's College, Notre Dame, Indiana, USA

Work Experience

2014 – 2020 Executive Director, American Intellectual Property Law Association  
Arlington, Virginia, USA

1990 – 2014 Group Vice President, Intellectual Property and Licensing,  
STMicroelectronics (ST), Coppel, Texas, USA

1988 – 1990 Associate Attorney, Bickel & Brewer (now Brewer Attorneys and  
Consultants), Dallas, Texas, USA

1978 – 1987 Sales Engineer, Westinghouse Electric Corporation  
Elmhurst, Illinois, USA

CURRICULUM VITAE OF MS. WANG BINYING

Date of birth: December 28, 1952  
National of: China

Education

1985 – 1986 LL. M on US law including industrial property law, Law School of University of California, Berkeley, California, USA

1984 – 1985 Diploma in American Commercial Law, Columbia Law School, New York, USA

1972 – 1975 (B.S.) in English, Communication and Transportation, Zhongnan University, Changsha, China

Work Experience in WIPO

2009 – present Deputy Director General in charge of Brands and Designs Sector

2006 – 2009 Assistant Director General in charge of Administrative Support Services and General Assembly Affairs and WIPO security system

2003 – 2006 Executive Director of Administrative Support Services, Inter-agency and General Assembly Affairs

1999 – 2003 Director, Inter-office and General Assembly Affairs, Office of Strategic Planning and Policy Development

1997 – 1999 Senior Counselor, Office of Strategic Planning and Policy Development

1994 – 1997 Counselor and later, Senior Counselor, Office of the Director General

1992 – 1994 Senior Program Officer, Bureau for Development Cooperation for Asia and the Pacific

Work Experience Prior to Joining WIPO

1990 – 1992 Managing Director, China Trademark Service, State Administration for Industry and Commerce (SAIC), Beijing, China

1980 – 1990 Director and later, Acting Director General, Department for Registration of Enterprises and Foreign Companies, SAIC, Beijing, China

1975 – 1980 Secondment to Foreign Economic Services in Africa, and research fellow in the Ministry for Communication and Transportation, Beijing, China

CURRICULUM VITAE OF MS. SYLVIE FORBIN

Date of birth: May 16, 1956  
National of: France

Education

1982 - 1983 M.A. in International Economics, Foundation of Political Sciences, Paris, France  
1978 - 1980 M.A. in International Relations, Institut d'études politiques de Paris, Paris, France  
1974 - 1977 B.A. in Classics and Literature, University Paris Sorbonne, Paris, France

Work Experience in WIPO

2016 – present Deputy Director General, Copyright and Creative Industries Sector

Work Experience Prior to Joining WIPO

2001 - 2016 Senior Vice President for Public and European Affairs, VIVENDI, Paris, France  
1993 - 2001 General Manager of Eureka Audiovisual, Brussels, Belgium  
1990 - 1992 Diplomat, Vice Cultural Counsellor at the French Embassy, Rome, Italy  
1989 - 1990 Diplomat, Counsellor at the Permanent Representation of France to the European Union, Brussels, Belgium  
1986 - 1988 Diplomat, Head of the Communications and Press Services, French Embassy, Beijing, China  
1983 - 1986 Diplomat, Asia and Pacific Directorate, Ministry of Foreign Affairs, Paris, France

CURRICULUM VITAE OF MR. HASAN KLEIB

Date of birth: October 1, 1960  
National of: Indonesia

Education

1997 – 1998 Master's degree, Foreign Affairs and Trade, Monash University, Melbourne Australia

1979 – 1985 First level university degree, Political Affairs and International Relations, University of Padjadjaran, Bandung, Indonesia

Work Experience

2017 – present Ambassador/Permanent Representative of the Republic of Indonesia to the United Nations, World Trade Organization, and other International Organizations in Geneva, Switzerland

2012 – 2017 Deputy Minister for Multilateral Affairs, Ministry of Foreign Affairs, Republic of Indonesia, Jakarta, Indonesia

2010 – 2011 Ambassador/Permanent Representative of the Republic of Indonesia to the United Nations, New York, USA

2009 – 2010 Ambassador/Deputy Permanent Representative of the Republic of Indonesia to the United Nations, New York, USA

2007 – 2008 Ambassador/Deputy Permanent Representative of the Republic of Indonesia to the United Nations Security Council, New York, USA

2002 – 2004 Head of Political Division/Counselor, Embassy of the Republic of Indonesia, Washington DC, USA

2000 – 2002 Deputy Head of Political Division/First Secretary, Embassy of the Republic of Indonesia, Washington DC, USA

1996 – 2000 Head of Disarmament Section, Ministry of Foreign Affairs of Indonesia, Jakarta, Indonesia

1992 – 1996 Third/Second Secretary for Political Affairs, Permanent Mission of Indonesia to the United Nations, New York, USA

1988 – 1992 Head of Middle East Section, Ministry of Foreign Affairs of Indonesia, Jakarta, Indonesia

March 1987 Joined the Ministry of Foreign Affairs of Indonesia, Jakarta, Indonesia



CURRICULUM VITAE OF MR. KENICHIRO NATSUME

Date of birth: March 5, 1968  
National of: Japan

Education

1990 – 1992 Master of Engineering, Electronic Engineering, Tohoku University,  
Graduate School of Engineering, Sendai, Japan

1988 – 1990 Bachelor of Engineering, Electronic Engineering, Tohoku University,  
Sendai, Japan

Work Experience in WIPO

2019 – present Senior Director, PCT Legal and International Affairs Department

2014 – 2019 Director, PCT International Cooperation Division, PCT Legal and  
International Affairs Department

2012 – 2014 Head, WIPO Japan Office

Work Experience prior to joining WIPO

2010 – 2012 Director, Multilateral Policy Office, International Affairs Division  
Japan Patent Office, Tokyo

2009 – 2010 Administrative Judge, Department of Appeal, Tokyo, Japan

2006 – 2009 First Secretary, Permanent Mission of Japan to United Nations  
Organizations in Geneva, Switzerland

2005 – 2006 Patent Examiner, Japan Patent Office, Tokyo

2004 – 2005 Deputy Director, Examination Standard Office  
Japan Patent Office, Tokyo

2003 – 2004 Patent Examiner, Japan Patent Office, Tokyo

2001 – 2003 Deputy Director, First International Organization Division Ministry of  
Foreign Affairs, Tokyo

2000 – 2001 Deputy Director, Technology Research Division  
Japan Patent Office, Tokyo

1999 – 2000 Patent Examiner, Japan Patent Office, Tokyo

1998 – 1999	Assistant Director, International Affairs Division Japan Patent Office, Tokyo
1997 – 1998	Patent Examiner, Japan Patent Office, Tokyo
1996 – 1997	Visiting Associate, California Institute of Technology, Pasadena, California, USA
1996	Patent Examiner, Japan Patent Office, Tokyo
1992 – 1996	Assistant Patent Examiner, Japan Patent Office, Tokyo

CURRICULUM VITAE OF MR. EDWARD KWAKWA

Date of birth: April 19, 1961  
National of: Ghana

Education

2011 Admitted, International Law Institute (*Institut de droit international*), Geneva

1987 – 1990 J.S.D. (Juridical Science Doctor), International and Comparative Law, Yale University School of Law, New Haven, Connecticut, USA

1989, 1981 Admitted, Bars of the District of Colombia and Connecticut, USA

1986 – 1987 LL.M., International Business Transactions and Investment Law, Yale University School of Law, New Haven, CT., USA

1985 – 1985 LL.M., International Human Rights Law, Queen's University, Kingston, Ontario, Canada

1980 – 1984 LL.B. (with Honors), Law, University of Ghana, Accra, Ghana

Work Experience in WIPO

2016 – present Senior Director, Department for Traditional Knowledge and Global Challenges

2004 – 2016 Legal Counsel, Office of the Legal Counsel

2003 – 2004 Deputy Legal Counsel, Office of the Legal Counsel

1996 – 2003 Assistant Legal Counsel and Head, Legal and Constitutional Affairs

Work Experience Prior to Joining WIPO

1996 – 1996 Legal Affairs Officer, World Trade Organization (WTO), Geneva

1994 – 1996 Senior Legal Adviser, United Nations High Commissioner for Refugees (UNHCR), Geneva

1993 – 1994 International Legal Adviser, Commission on Global Governance, Geneva

1990 – 1993 Associate, O'Melveny & Myers, LLP, Washington, D.C., USA

1983 – 1984 Legal Research Assistant, State Insurance Corporation of Ghana

CURRICULUM VITAE OF MR. MARCO ALEMAN

Date of birth: February 28, 1969  
National of: Colombia

Education

2006 – 2012 Ph.D., Law, University of Alcalá de Henares, Madrid, Spain  
2002 – 2005 Diploma of Advanced Doctoral Studies, Law  
University of Alcalá de Henares, Madrid, Spain  
1995 – 1995 LL.M., Corporate Law, Javeriana University, Bogotá, Colombia  
1996 – 2001 Abogado (Juris Doctor), Law, Javeriana University, Bogotá, Colombia

Work Experience in WIPO

2017 – present Director, Patent Law Division  
2013 – 2016 Acting Director, Patent Law Division  
2010 – 2013 Deputy Director and Head, Legislative and Policy Advice Section, Patents and Innovation Division  
2009 – 2010 Deputy Director, Patent Division  
2006 – 2009 Deputy Director, Division for Public Policy and Development, Office of Strategic Use of Intellectual Property for Development  
1999 – 2006 Senior Program Officer, Regional Bureau for Latin America and the Caribbean

Work Experience Prior to Joining WIPO

1998 – 1999 Partner, Arango, Alemán & Arango, Bogota, Colombia  
Sep-Dec 2008 Visiting fellow researcher, Max Planck Institute, Munich, Germany  
1996 – 1998 Head, Industrial Property Office of Colombia, Bogota, Colombia  
1991 – 1996 Partner, Top Management Int, Bogota, Colombia  
1989 – 1990 Legal Assistant, Perez, Suarez & Asociados, Colombia

CURRICULUM VITAE OF MR. ANDREW STAINES

Date of birth: December 30, 1977  
National of: United Kingdom

Education

2003 – 2005 CFA Charterholder, Chartered Financial Analyst Institute,  
Charlottesville, United States of America

1999 – 2002 Member, then Fellow, Institute of Chartered Accountants in England  
and Wales, London, United Kingdom

1996 – 1999 Bachelor of Arts, Economics, Gonville & Caius College, Cambridge  
University, Cambridge, United Kingdom

Work Experience

2016 – present Ambassador and Deputy Permanent Representative (Economic),  
Foreign, Commonwealth and Development Office, Permanent Mission  
of the United Kingdom to the World Trade Organization, United Nations  
and Other International Organizations, Geneva, Switzerland

2016 – 2016 Director, Office of the Director General, World Intellectual Property  
Organization

2011 – 2016 Economic Counsellor, Foreign and Commonwealth Office, Permanent  
Mission of the United Kingdom to the United Nations Office in Geneva,  
Switzerland

2013 – 2013 First Secretary, Foreign and Commonwealth Office, Embassy of the  
United Kingdom, Washington, DC, USA

2008 – 2011 Head of Section, Foreign and Commonwealth Office, London, United  
Kingdom

2006 – 2008 Senior Executive, Corporate Finance, Anglo American plc, London,  
United Kingdom

2005 – 2006 Economist and Specialist Adviser, Treasury Committee, House of  
Commons, United Kingdom Parliament, London, United Kingdom

1999 – 2005 Manager, Deloitte, Sydney, Australia (2003-2005), and London, United  
Kingdom (1999-2003)

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