

Ms. Leo Lou  
Policy Associate  
Accountability Counsel

## **Hiring Process for MD, Complaints-resolution, Evaluation and Integrity Unit**

Dear Ms. Leo Lou,

Thank you for your letter regarding the recruitment process for the next Managing Director of the Complaints-resolution, Evaluation and Integrity Unit (MD-CEIU) here at the AIIB. We agree on the value and critical role of the CEIU and the Project-affected People's Mechanism (PPM) in ensuring that our operations uphold the highest standards of integrity, transparency, and social and environmental accountability.

Your insights regarding the desired qualifications for the role, and your suggestions for greater Board and stakeholder involvement in the recruitment process, are appreciated.

AIIB adheres to high international standards including the established procedures agreed upon prior to the launch of the recruitment process. These ensure a rigorous, balanced process that preserves the integrity and independence of the role. Furthermore, to support a robust selection process, the Bank has appointed an independent executive search firm to ensure transparency, impartiality and alignment with AIIB's governance framework.

The [terms of reference](#) for CEIU, including provisions for the appointment of the MD-CEIU in consultation with the Board of Directors, continue to guide the recruitment process. The outcome will be made public to all stakeholders once finalized.

We appreciate the thoughtful contributions of Accountability Counsel on this matter, and we value your continued engagement with AIIB to help strengthen accountability mechanisms that enhance the development impact of our projects.

We look forward to continuing constructive dialogue with you, including through CSO and stakeholder engagement opportunities at the upcoming Annual Meeting in Beijing.

Yours sincerely,

Jeffrey Hiday



Director General, Communications  
Asian Infrastructure Investment Bank (AIIB), Beijing