ICANN 2012 NOMCOM
FINAL REPORT

INDEX

1. SUMMARY

2012 Nominating Committee (NomCom) started with two different changes to deal with, which had not been required of prior Nominating Committees; we had to implement and follow recommendations of the Accountability and Transparency Review Team (ATRT) (AoC) for NomCom and it was the first time NomCom had a Chair and Chair Elect to serve on the 2012 NomCom.

The 2012 NomCom was convened at the end of ICANN meeting in Dakar, Senegal. The Chair and Chair Elect also conducted interviews with ACs and SOs in Senegal as recommended by the ATRT. To increase the transparency and accountability to the community, the NomCom posted on their web page (http://nomcom.icann.org) several documents, respecting confidentiality of all candidates and a clear timeline which was constantly updated for the community to follow.

During ICANN meeting in Costa Rica the NomCom held interviews again with all ACs and SOs to refine the desirable skillsets for all leadership positions they received in Dakar and published in this report.

During those two cited ICANN meetings, NomCom made presentations about those desirable profiles at outreach speeches, including a presentation to the Fellowship participants. Statistics about candidates, outreach activities etc. are also presented in this report as well as some relevant additional recommendations the 2012 NomCom believes would be helpful for the general performance of the next NomCom.
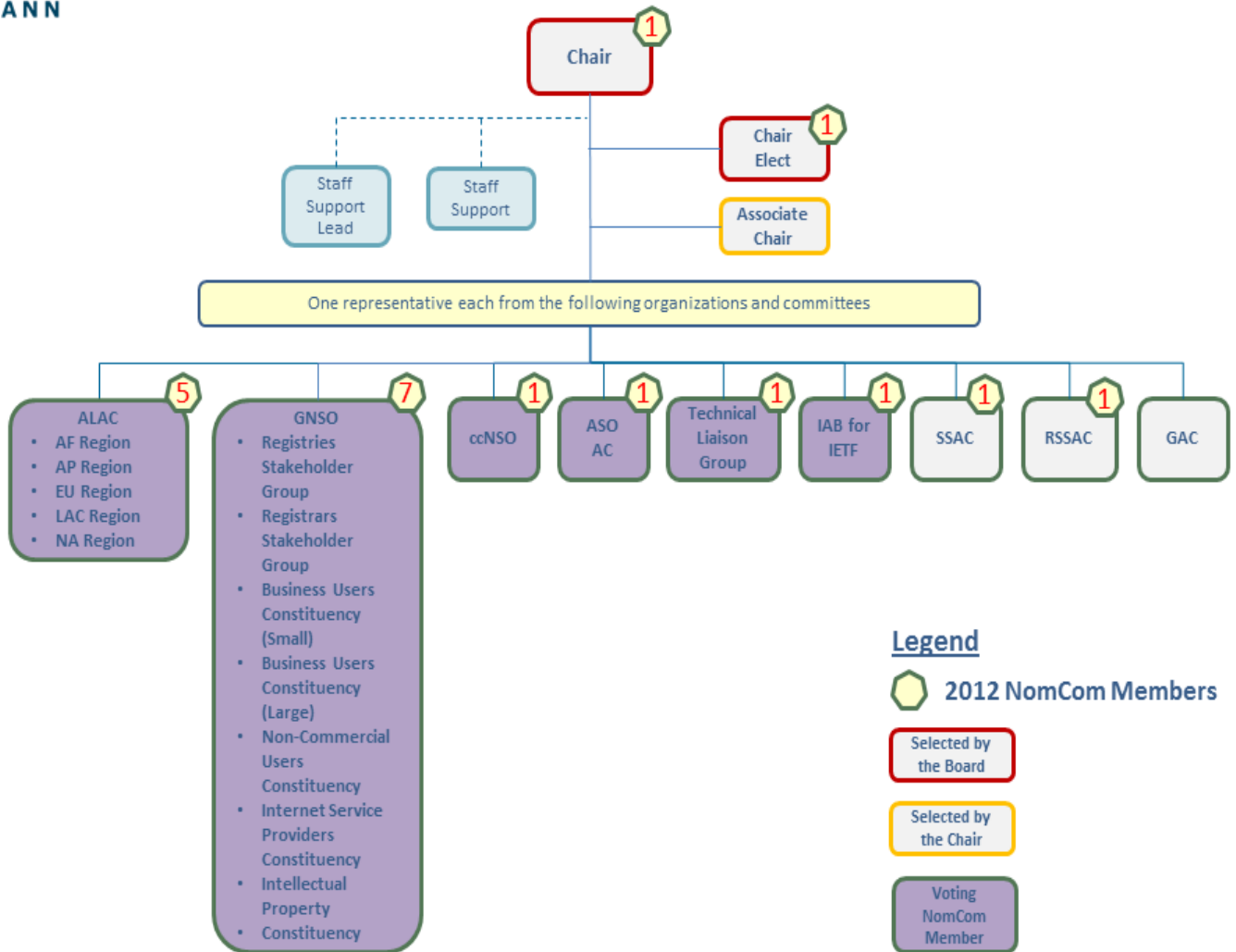
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2. NOMCOM 2012 COMMITTEE

The chart below shows the composition of the NomCom indicating each representative that has worked with the 2012 NomCom during this year.

Nominating Committee Organizational Chart

2012 NomCom was a group of members from different regions, multicultural and multilingual.

The following table lists the members of the 2012 NomCom by their position and respective group, country, voter or nonvoter member and if there is any special remarks. All members had full participation on the committee work, and those who resign have participated till the moment of such action. The Chair Elect restrains his participation from July.

2012 Nominating Committee Members

Group Represented	Name	Country	Special facts
2012 Chair	Vanda Scartezini	Brazil	Non-voting
2012 Chair Elect	Rob Hall	Canada	Non-voting
RSSAC	Joao Damas	Portugal	Non-voting
SSAC	Lyman Chapin	USA	Non-voting - Resign
ALAC - NA	Glenn McKnight	Canada	Voting
ALAC -EU	Yrjö Länsipuro	Finland	Voting
ALAC - AF	Mohamed El Bashir	Sudan	Voting
ALAC - AP	Siranush Vardanyan	Armenia	Voting
ALAC - LAC	Jacqueline Morris	Trinidad &Tobago	Voting
CBUC - Small	Waudo Siganga	Kenya	Voting
CBUC - Large	Sarah B. Deutsch	USA	Voting
gTLD Registry	Ken Stubbs	USA	Voting
Registrars	Krista Papac	USA	Voting
ccNSO	Jian Zhang	China	Voting
ISPCP	Anthony Harris	Argentina	Voting
IPC	J Scott Evans	USA	Voting
ASO	Hartmut Glaser	Brazil	Voting
NCUC	Maria Farrell	Scotland	Voting – Resign
IAB for IETF	Ole Jacobsen	USA	Voting
TLG – W3C	Jose M. Alonso	Spain	Voting

Members By region		
Africa	2 members	10%
Asia	2 members	10%
Europe	4 members	20%
Latin America & Caribbean	4 members	20%
North America	8 members	40%

Members By Gender		
Females	7 members	35%
Males	13members	65%

For the 2012 NomCom the Government Advisory Committee (GAC) decided not to appoint a representative to the NomCom.

The Committee had also two senior ICANN Staff Members: Ms. Joette Youkhanna (from USA – LA office) and Mr. Olof Nordling (from Belgium –Europe Office).

To accomplish its work the Committee had the full support from the following staff groups:

- Travel Constituency,
- Finance Team,
- Legal - General Counsel Office,
- Global Partnerships, and
- Board Governance Committee (BGC),

During the outreach period the Committee had also the full support of community members who helped to promote NomCom opportunities around the world.

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3. ATRT & 2012 NOMCOM

The ATRT has preserved the two fundamental points regarding NomCom:

- Its independence - the NomCom is an independent committee and
- NomCom's decisions are final.

The document below "Actions to Increase NomCom Transparency" outlines actions undertaken by the 2012 NomCom to follow ATRT recommendations for improving transparency. The document is also posted on NomCom's web page at: http://nomcom.icann.org/ for the the public to view.

Actions to Increase NomCom Transparency Multiple actions have been undertaken to follow the recommendations put forward by the ATRT regarding improved transparency of the Nominating Committee, with a view to improving the process for selecting ICANN Directors and addressing recommendations on Board composition:

1. The Nominating Committee (NomCom) annually consults with the ICANN community and public on skill set requirements to consider when making appointments to leadership positions. The community input for NomCom 2012 is available at http://nomcom.icann.org/board-skills-recommendations-2012.htm, and detailed at item 9 of this Report.

2. The Board annually provides the NomCom with information on the Board's skill sets. The Board input for NomCom 2012 is available at http://nomcom.icann.org/board-skills-advice-2012.htm.

3. New NomCom transparency guidelines were approved by the Board on 23 June 2012 (https://www.icann.org/en/groups/board/documents/minutes-23jun12-en.htm#1.6) and included in the NomCom documents, available at http://nomcom.icann.org/transparency-guidelines-26jun12-en.pdf. They stipulate timelines, requirements for consultations, publication of identified skill sets and reporting requirements.

4. The NomCom established new internal procedures, guidelines and a code of conduct, all available at http://nomcom.icann.org/procedures-2012.htm (see section 7a on transparency and section 8 on selection criteria) , http://nomcom.icann.org/guidelines-2012.htm (with a detailed, step-by-step process description and timeline, as well as stating transparency as one of NomCom's five core objectives) and http://nomcom.icann.org/conduct-2012.htm (through which NomCom members sign up to a number of provisions, including the Conflicts of Interest Policy referenced in 5 below), respectively.

5. The Board approved compensation to voting Directors for their services to ICANN, the resolution to that effect is available at http://www.icann.org/en/groups/board/documents/resolutions-08dec11-en.htm#3, and revised the "ICANN Conflicts of Interest Policy and ICANN Bylaws", available at

http://www.icann.org/en/groups/board/governance/coi. Both are used as reference material by NomCom when interacting with candidates.

6. The NomCom provides information about its timeline and process on the NomCom website and holds informational workshops at ICANN meetings, as exemplified by a Workshop and a Presentation at the Costa Rica meeting, with documentation available at http://costarica43.icann.org/meetings/sanjose2012/presentation-nomcom-workshop-14mar12-en.pdf and http://costarica43.icann.org/meetings/sanjose2012/presentation-nomcom-report-16mar12-en.pdf, respectively.

7. The NomCom justifies its selections at the conclusion of the selection process, as exemplified at this Final Report, available at http://nomcom.icann.org/#documents

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4. 2012 NOMCOM WORK

The 2012 NomCom was tasked to select candidates for the following open ICANN leadership positions:

- Three members for the Board of Directors – 3 year terms (one position must be filled from the Latin American/Caribbean region).
- Two members of the At Large Advisory Committee (ALAC), one each from Europe and North America regions – 2 year terms.
- One non-voting member for the Council of the Generic Names Supporting Organization (GNSO) – 2 year term.
- One member for the Council of the Country-Code Names Supporting Organization (ccNSO) – 3 year term.

Committee work can be understood as divided into five (5) phases:

- Phase I (preparatory phase) - begins at the conclusion of the ICANN Annual Meeting
- Phase II (recruitment phase) – ends when the application period closes
- Phase III (assessment phase) – ends at the final selection meeting
- Phase IV (selection phase) – ends when the selectees are officially announced
- Phase V (reporting phase) – ends at the ICANN Annual Meeting

Phase I started at the 2012 NomCom's first meeting after 42nd ICANN annual meeting in Dakar, Senegal, from October 28-29, 2011. Below is the meeting agenda:

Friday, 28 October
1. Goals of the Meeting
      Document 1: Nominating Committee Procedures
2. Getting acquainted and organized
      Document 2: Biographies of Nominating Committee members
      Document 3: Selected excerpts from Section 7 of the ICANN bylaws
3. Confidentiality, Code of Conduct and Conflict of Interest
      Document 4: Nominating Committee Code of Conduct
      Document 5: Nominating Committee Conflict of Interest Process
      Document 6: Conflict/Potential Conflict of Interest Policy
      (http://www.icann.org/en/committees/coi/coi-policy-30jul09-en.htm)
4. Review of open positions and paths to leadership positions
5. Invited Presentations
      John Jeffrey, ICANN General Counsel (16:00)
      Xavier Calvez, ICANN CFO (tentatively 16:30)
      Steve Crocker, ICANN Board of Directors, Chairman (17:00)
      Rod Beckstrom, ICANN President and CEO (17:30)
      ALAC Executive Committee, (18:00)
Saturday, 29 October
6. Draft Timetable of Committee work
      Document 7: Milestone Chart
7. Obtaining sufficient qualified candidates
      Document 8: Leadership Positions
      Document 9: 2012 Formal Call for Statements of Interest and Suggestions for Candidates
      Document 10: Statement of Interest Form (web based online form)
8. Carry-over candidates from 2011

9. Candidate information management
10. Evaluation of Individual Candidates
11. Historical process for selection: discussion
12. Due Diligence process
13. Public information to be provided by the NomCom
   Document 11: Nominating Committee website, nomcom.icann.org (on ICANN website)
14. Administrative matters
   Document 12: ICANN Travel Support Guidelines for the NomCom
   (http://www.icann.org/en/topics/travel-support/draft-travel-support-guidelines-fy12-14apr11-en.pdf) and (http://www.icann.org/en/topics/travel-support/travel-summary-dakar-oct11-en.pdf)
   Document 13: ICANN Expense Report Form
   Document 14: Current tentative list of committee *members and contacts*
15. Other business
16. Conclusion, summary of committee assignments, action items.

During the Dakar meeting, the 2011 chair Adam Peake, the 2012 Chair and Chair Elect met with ACs and SOs and its constituencies, following the ATRT recommendations to listen to the community, in order to have, as guidance, the best profile for Board members that we should look for in candidates. We also asked about their desired skillsets for their own leadership positions.

2012 Chair and Chair Elect also participated at the public NomCom Workshop session to use the opportunity to outreach and attended the public session for the presentation of the 2011 NomCom report. The 2012 Chair also spoke to the Fellowship and DNS Women meetings to encourage them to participate and outreach in their countries.

After the Dakar meeting the committee work followed through exchange of emails and conference calls. From November till beginning of March we had 6 (six) conference calls. The work was focused on process, selecting organization, up to date and publishing documents. We also defined the new SoI (Statement of Interest) document for candidates, and the new Flyer.

During Feb 23 & 24 the Chair with the support of Olof Nordling met withRegina Köhler and Gabriela Stahl, ODGERS BERNDTSON (O&B) directors to define better criteria to analyze pre-selected candidates for the Board positions. A contract was signed by ICANN with O&B for the task to conduct phone interviews with each of the pre-selected candidates being considered to for the three (3) Board positions.

Outreach work was done by all members and it is better detailed at section 8 of this report.

Phase II

The committee attended 43rd ICANN Costa Rica Meeting from March 11-16th with two main purposes: to outreach, using the full presence of the community and get feedback from ACs and SOs about the summary of the skillsets we collected in Dakar. The intention was to guarantee such summary reflected their suggestions, and if not what needed to be added or withdraw to become the formal requirements for NomCom selecting work. (item 10 of this report shows the final desired profiles)

Committee had also a daily meeting to debate strategy, process, exchanges their feeling about the outreach process and agreed with the methodology to follow.

During the public meeting the Committee had shown the required profiles the Committee were looking for from candidates and announced the end date for application as April 2nd. Due the end of new gTLD application process at March 30th and with the attention of the community to this event, the Committee decided to extend the time for applicants to send their Statement of Interest (SoI) till April 16th and published that date and respective alert at ICANN front page.

After Costa Rica all documents debated in that meeting was posted at NomCom webpage. Committee main focus for this second phase of the work was on outreach final push and on the selecting process, defining pairs among members to have a deep dive analysis of each candidate and similar issues. From April to beginning of June the Committee had 8 (eight) conference calls, and had defined all preselected candidates for Board and all other leadership positions.

A list with the preselected candidates to the Board was then sent to O&B to allow then to start interviews and send back a detailed parameterized sheet with evaluation of each of those candidates. The deep dive work continued using now the O&B evaluation of each candidate to define who the Committee will interview face to face during 45thICANN Prague Meeting.

The committee also agreed to have 16 candidates interviewed during Prague, due the higher number of qualified candidates for those positions and this decision demanded an extended time for Face to Face interviews.

Phases III – Phase V

The Committee attended the 44th ICANN Prague meeting and interviewed all 16 candidates during Tuesday, Wednesday and Thursday paying attention on the logistic issues to avoid any accidental encounter among candidates. O&B director attended all interviews as an expert support for the Committee. The selecting sessions took place on Friday, Saturday and Sunday till early afternoon when we closed the selecting session with the final slot completed.

Once selected the Chair and the Staff started a list of administrative activities required to guarantee the selectees names could be published at the end of August. On August 31st it was announced at ICANN webpage, with the names and resumed biography of each position selectee (the announcement and the links are part of this Report - item 11)

While the post selecting process was running the Committee worked to finalize several documents to send to BGC. The following documents were finalized: General Information letter about the Committee work, Procedure Recommendations (also part of this Report - item 14) and a survey to attend ATRT.

The Chair and Staff worked to complete this Report and respective slides, which will be posted and presented during 45th ICANN Toronto Meeting, at session "Nominating Committee Update" on Wednesday from 11:30 – 13:00hs at Pier 2&3 room. It was also organized the agenda for the new Chair and Chair Elect to meet with ACs and SOs during Toronto meeting.
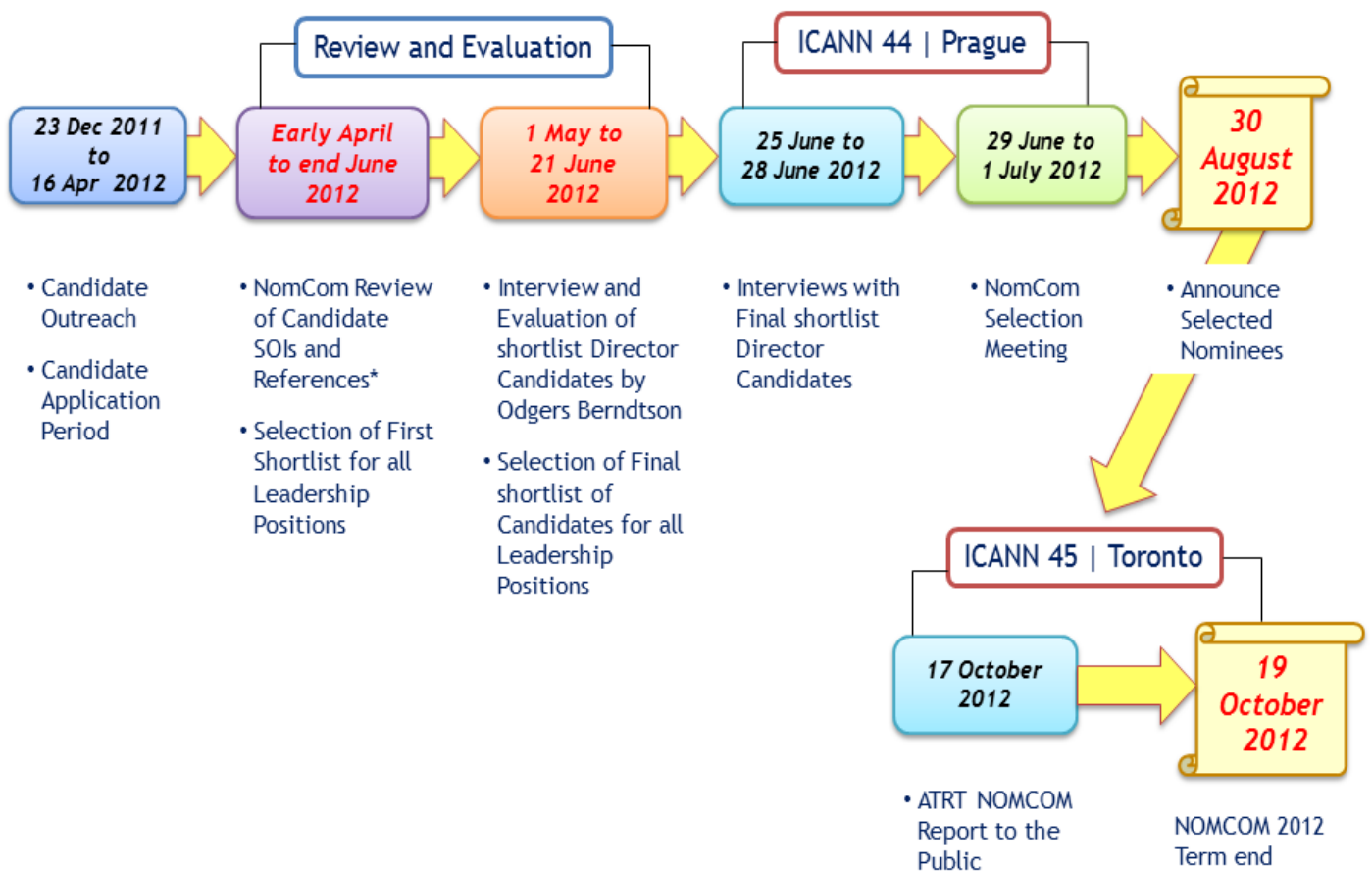
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5. PUBLISHED TIMELINE

The Committee has published its work timeline to allow community to follow its progress and help on the outreach process. The timeline was updated during the whole process.

The figure below shows the timeline as it appears at NomCom website:
http://nomcom.icann.org
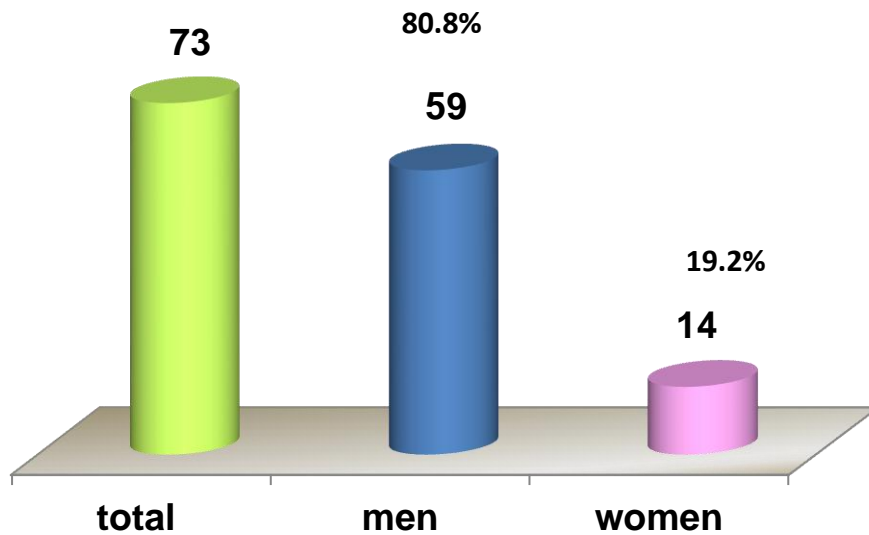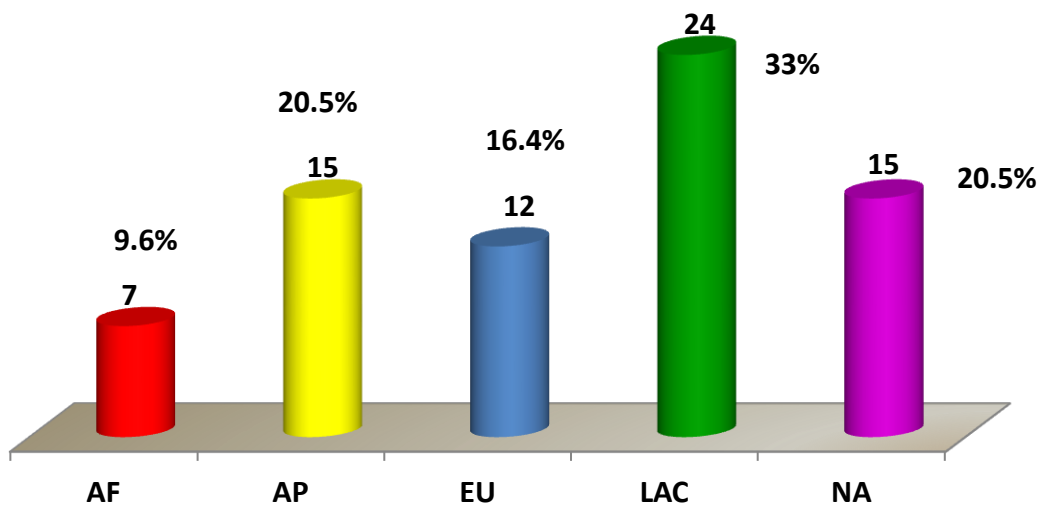

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6. STATISTICS

2012 NomCom received 73 Statements of Interest from candidates all over the world (14 female and 59 male) during its open nomination period from 23 December 2011 to 16 April 2012. The graphics below show different breakdown of this year candidate's diversity and the final results:

2012 Candidates X Gender

2012 Candidates X Regions

This graphic deserves some comments: the reduced participations of Africans (9.6%) compared with 2011(19.3%) may be explained for the inexistence of ALAC positions for the region, which normally raises more interest. But at same time raises a question that we may need to improve the outreach for this region. At the same time LAC huge number of candidates (last year its participation represented 20.5% of candidates) can be explained by the opportunity the geographic rule to not allow less than one board member from each region, was the case for 2012 NomCom. For this reason also the Committee made a special outreach effort dedicated to this region. European and North America participation remained similar but could be expected more participation due the ALAC vacancies for these regions. Asia Pacific dropped about 8 percentage points and even there was no position for ALAC this year, may demanded a better outreach focus on the region, using the opportunity to have 46th ICANN meeting in 2013 in China.

2012 Candidates Options
ALAC- only Europe & NAmerica
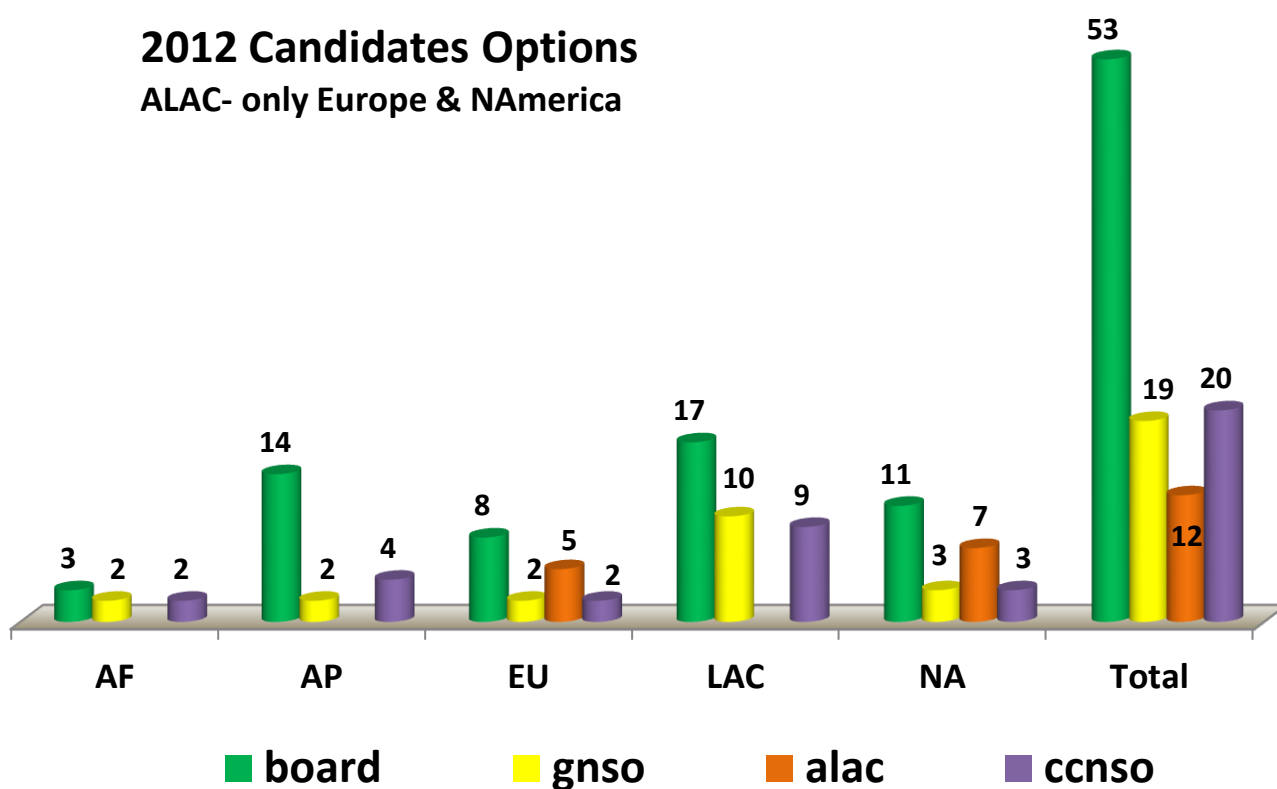
Comparing with 2011 the options of all candidates last year, presented a better distribution among all vacancies than in 2012. The number of open leadership positions in 2011 was eight (8) and in 2012 were seven (7) but still there are several points to pay to be noted. The table below compares the candidates' application options: (candidates can have multiple options)

| Vacancy	2011	2012
ALAC	42%	16,4%
BOARD	65%	72,6%
ccNSO	31%	27,4%
GNSO	36%	26%

It was expected to have more LAC candidates in 2012 for Board positions as explained above, but the huge interest, in general, in Board position may also be due to two other factors: compensation of Board members and the existence of one more position available in 2012 than 2011, then a better chance.

The reduced number of candidates from North America and Europe for the open ALAC positions, normally of huge interest of the community, shows a clear option from these regions for other positions in ICANN.

In 2011 ALAC vacancies were for Asia Pacific, Latin America & Caribbean and Africa and for those regions the number of candidates was above 10 candidates for each position. For Europe in 2012 we had only 5 candidates and 7 for North America, and though we had very good candidates, even making it difficult to choose among them, these numbers deserved some time to discuss the issue with ALAC itself and with the Global Partnership.

For GNSO though less candidates had focused on this position this year, may be due the number of vacancies - one instead of two in 2011- and not lack of interest on that position. Candidates´ interest on ccNSO remained similar to 2011.

Final results for 2012 NomCom is shown below:
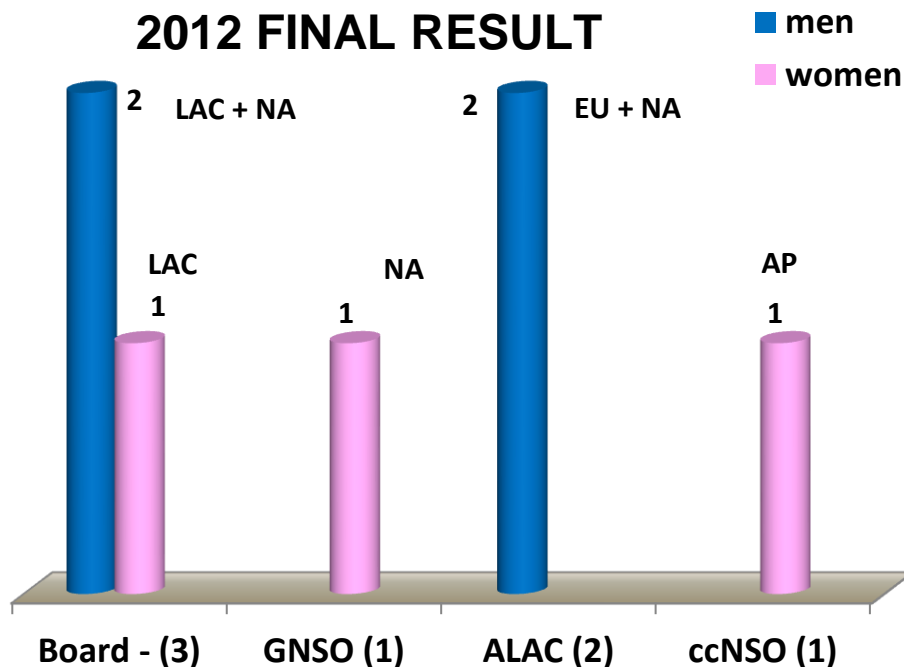
Due the reduced number of candidates from Africa, the region had no presence in the final selectees.

By the other hand it is interesting to note the final result reflects that 21% of the female candidates were selected versus that of male candidates with only 7% being selected.

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7. DOCUMENTS POSTED

Committed with more transparency and accountability, 2012 NomCom has posted at its page http://nomcom.icann.org the following documents and information for public access since its start in October 2011:

Committee Documents
- Advice from the ICANN Board on Board Skills to the Nominating Committee
- Community Recommendations on Board Skills to the Nominating Committee
- 2012 NomCom Presentation (revised) given at ICANN General Meeting in San Jose, Costa Rica
- 2012 NomCom Workshop Presentation Costa Rica
- 2011 NomCom Presentation given at ICANN General Meeting in Dakar, Senegal
- Nominating Committee Procedures
- Nominating Committee Guidelines
- Guidelines to Preserve Transparency of Nominating Committee (NomCom) Activities
- Invitation for Statements of Interest
   With the following contentes:
   A. ICANN, the organization
   B. Important Opportunities to Contribute to this Global public private partnership
   C. Characteristics and High Qualifications Sought via the NomCom Process
   D. Criteria, Core Values and Timing for Positions to be Filled by NomCom
   E. Position Roles, Eligibility Factors, and Time Commitments
   F. Choosing to be a Candidate
   G. NomCom Process and Background
   H. How to suggest a candidate for consideration
   I. Statement of Interest ICANN Nominating Committee 2012
- Leadership Positions
- Conflict of Interest Policy

Nominating Committee 2012 Flyer [PDF, 20 KB]

2012 Flyer - ال عرب ية [PDF, 514 KB]

2012 Flyer - 中文 [PDF, 552 KB]

2012 Flyer - Español [PDF, 543 KB]

2012 Flyer - Français [PDF, 544 KB]

2012 Flyer - Русский [PDF, 547 KB]

Related Information

- Committee's Charge
- Code of Conduct
- Committee Documents
- Committee and Related Announcements
- 2012 NomCom Timeline
- Background
- Bylaws
- Archives

Where can I meet NomCom members?

- IGF Open Consultation and MAG Meeting – Geneva, Switzerland, 14 – 16 Feb
- APRICOT 2012 – New Delhi, India, 21 Feb – 2 Mar
- 43rd ICANN Meeting – San Jose, Costa Rica, 11 – 16 Mar

8. OUTREACH WORK

The outreach work is the most relevant part of NomCom task. Without a pool of qualified candidates the choice of an excellent candidate for each leadership position would be impossible. NomCom members have the responsibility to encourage members of Internet and ICT Community around the world to apply for those positions. The task must be done during the nomination period in during ICANN meetings and any other meetings where NomCom member use to attend in their regions. Cards, flyers and bookmarks were distributed among members to be offer to possible candidates they meet around.

All 2012 NomCom members had outreach in several meetings in their countries and elsewhere, to guarantee we had enough qualified candidates to our selection process. In this era of social media members have use all social media they belong to pass the information. The result of such effort brought to our pool 73 candidates, and several statistics about these candidates are shown in this Report – item 6.

The first ICANN meeting of the year is the most relevant opportunity to outreach inside ICANN community. The time for candidates to apply normally closes some weeks after the first ICANN meeting of the year (typically March) and at that meeting community is normally interested in NomCom process.

The presence of the committee attending 43rd ICANN Costa Rica Meeting with this main purpose gave positive results. About 36% of 2012 candidates were in some way touched by NomCom members inside the ICANN meeting.

Other communities related to Internet and ICT field are also excellent places to outreach: ISOC, IETF, Diplo Foundation, Regional & Committees meetings, pre IGF, the IGF itself, Telecommunication events etc. In 2012 26% of total candidates came from these organizations or were directly invited by NomCom member in different places.

NomCom member, Yrjö Länspuro, attended the [IGF Open Consultation and MAG Meeting – Geneva, Switzerland, 14 – 16 Feb](#) on behalf of the Committee for outreach purposes, promoting a meeting and a small cocktail party for the attendants. Some well qualified board candidates came from this event.

As is normal in any selecting process with just few position available, several excellent candidates are not selected each year. 2012 NomCom has invited directly each one of those former candidates and as result 38% of 2012 candidates came from such invitation.

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9. ACs AND SOs MEETINGS ANDTHE DESIRABLE CANDIDATES´ SKILLSET

2012 NomCom met during the ICANN Dakar meeting and Costa Rica meeting with members of the following ACs and SOs in order to ask for advice regarding desirable skillset for selected candidates to the board and for their own leadership positions:

 SSAC; ALAC ; CBUC – Small &Large; GNSO; Registry Stakeholders; Registrars Stakeholders; ISPCP; IPC; ASO AC; NCUC; ccNSO;

2012 NomCom also received the advice from the Board as recommended by ATRT. All information was published and had a link in this Report – items 3 & 7and is presented here with some more details.

Board Advice:

The Board acknowledges that it is DESIRABLE that Directors appointed by the Nominating Committee are independent of the industry with respect to being Directors, major shareholders, or employees of generic Top Level Domains (gTLD) registrars and registries, country code Top Level Domain ccTLD registries and Regional Internet Registries (RIRs). It is expected that the Generic Names Supporting Organization (GNSO), country code Names Supporting Organization (ccNSO), and the Address Supporting Organization (ASO) will appoint Directors with specific expertise in the management, operation and policies of gTLDs, ccTLDs, and RIRs.

The Board recommends that the Nominating Committee use the guidance below with respect to selecting directors for the Board:

As per ICANN Bylaws (Article VI, section 3) the Board is seeking:

1. Accomplished persons of integrity, objectivity, and intelligence, with reputations for sound judgment and open minds, and a demonstrated capacity for thoughtful group decision-making;

2. Persons with an understanding of ICANN's mission and the potential impact of ICANN decisions on the global Internet community, and committed to the success of ICANN;

3. Persons who will produce the broadest cultural and geographic diversity on the Board consistent with meeting the other criteria set forth in this Section;

4. Persons who, in the aggregate, have personal familiarity with the operation of gTLD registries and registrars; with ccTLD registries; with IP address registries; with Internet technical standards and protocols; with policy-development procedures, legal traditions, and the public interest; and with the broad range of business, individual, academic, and non-commercial users of the Internet;

5. Persons who are willing to serve as volunteers, without compensation other than the reimbursement of certain expenses; and

6. Persons who are able to work and communicate in written and spoken English.

In addition to the above a Director should have:

- Board governance or equivalent experience with a MEDIUM-SIZED [1] organization that has an established board whose directors are independent and are appointed without participation of the CEO.

- Board governance or equivalent experience with non-profit organizations.

- Experience working effectively in meetings that are handled with Board members distributed in locations and time-zones around the world with a group size of 20 or more. The Board makes extensive use of teleconferences, and Internet tools such as instant messaging and web conferencing.

With respect to specific skill sets in the current Board, there is strong experience in the operation of gTLD registries and registrars; with ccTLD registries; with IP address registries; with Internet technical standards and protocols; with ICANN policy-development procedures, legal traditions, and the public interest. There are also strong existing skills in strategic planning, budgeting, public outreach, and international relations.

There is a lower level of skills in executive management in an organization of the size of ICANN, in regulatory and compliance frameworks, and in audit procedures. Note the Board is not specifically looking for practicing competition lawyers or auditors, as ICANN hires staff and external firms with this expertise, but the Board does seek people that have experience in these issues from a Board Governance perspective.

ACs + SOs and its Constituencies Advice

After collecting the skill set information from all ACs and SOs and its constituencies NomCom prepared a resume of skill sets and submitted such resume to each AC, SO and constituencies in order to have an agreement about the skill sets for candidates.
Listed below are the candidate skill sets presented by leadership position: a) Board members; b) ALAC; c) ccNSO and d) GNSO candidates´ skills.

In general all candidates for all leadership positions inside ICANN shall present the following basic set of characteristics that are relevant:

- Integrity & Honesty

- Listening capacity

- Build relationships

- Diplomatic behavior

- Team person

- Quick learning person

- Executive mind – decision maker

- Assimilate different information to make decision

- Confident but not arrogant

- Accept public criticism with elegance

Additionally to those basic requisites, there are the following specific recommendations for each position:

a) *Board candidates*

- Technical (need to have at least general idea about the issues)

- Policy – must be good in this issue.

- Governance (not management skills only – board experience is relevant)

- Capacity to easy communicate in English (other languages are relevant)

- Capacity to delegate

- Strong understanding and belief in Multi-Stakeholder model

- Understand that communication with community is not only easy communication, but is about how to work consensus with the community.

- Time availability is relevant.

- Independence

b) *ALAC candidates*

- Have real time to work.

- Hold the pen – write it down is relevant. Persons that can write in clear English;

- Gender balance

- Can understand consensus – substantial agreement without a negative feedback – look for the positive aspect about what the product is - and accept it – there is no place for confrontation.

- Be flexible about time for calls. Rotate time is an internal practice.

- Familiarity with internet governance.

- Understanding the role of ICANN.

- Speak English – internet users community language

- Committed with the task

- Easy personality

- Multi Lingual person is a positive.

c) ccNSO candidates

- Avoid ccNSO member who has a chance to participate through the internal process.
- Knowledge of ICANN.

d) GNSO candidates

- Knowledge of the Organization and the Market.
- Understanding of the policy making process.
- Feels what is the need while there – capacity of embedded yourself on the group.
- Team person - personality that performs well inside a group.
- Time to work really.
- Flexibility.
- Consensus process – understanding and flexibility to build a consensus.
- Focus on results (Too much process is not convenient)

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10. SELECTED CANDIDATES

The 2012 ICANN Nominating Committee (NomCom) has completed its selections for seven leadership positions within ICANN.

The NomCom is charged with recruiting and selecting a portion of ICANN's leadership. The NomCom is mandated to ensure that overall, ICANN's leadership is diverse in geography, culture, skills, experience, and perspective and 2012 NomCom had also paid attention to gender diversity. The basic criteria is that selectees are people of integrity, objectivity and sound judgment, can support decision-making within groups, can work effectively in English, have an understanding of ICANN's mission and operation, are committed to its success, experienced in world affairs, contribute to cultural, professional and geographic expertise, and can work long and hard as volunteers in the global public trust.

The NomCom evaluated 73 candidates, many of whom with exceptional qualifications in relation to the key criteria as set out in the ICANN Bylaws. With such a rich pool of candidates and very few seats to fill, the NomCom was unable to appoint all the applicants the Committee members would have desired to see on the Board and on the other ICANN bodies.

Selectees listed for each ICANN body, in alphabetical order by first name

ICANN Board of Directors
George Sadowsky, North America

Gonzalo Navarro, Latin America/Caribbean

Olga Madruga-Forti, Latin America/Caribbean

ALAC
Alan Greenberg, North America

Jean-Jacques Subrenat, Europe

GNSO Council
Jennifer Wolfe, North America

ccNSO Council
Mary Wong, Asia/Pacific/Australia

These individuals will take up their positions after the end of ICANN's Annual General Meeting in Toronto, Canada.

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11. MATCHING MATRIX

ATRT recommendations mandate that the NomCom shall explain to the public its selections. Each candidate selected for the Board matched the skill sets identified for Board candidates as well as the desirable skillsets collected from the ACs and SOs during interviews.

The Matrix below was built to easily demonstrate such matching:

Board requisites	Candidates Matching
Integrity & Honesty & Intelligence	**Excellent**
Board experience -similar sizes	**Well Qualified**
Listening capacity	**Excellent**
Build relationships	**Excellent**
Diplomatic behavior	**Excellent**
Team person	**Excellent**
Quick learning person	**Excellent**
Executive mind – decision maker	**Qualified**
Assimilate different information to make decision	**Excellent**
Confident but not arrogant	**Excellent**
Accept public criticism with elegance	**Excellent**
Independence	**Excellent**
Understanding of ICANN's mission	**Well Qualified**
at least general idea of technical issues	**Excellent**
Policy – must be good in this issue.	**Excellent**
Governance (not management skills only – board experience is relevant)	**Well Qualified**
Capacity to easy communicate in English	**Well Qualified**
Capacity to delegate	**Excellent**
Strong understanding and belief in Multi-Stakeholder model	**Excellent**
Understand that communication with community is not only easy communication, but is about how to work consensus with the community.	**Excellent**
Time availability is relevant.	**Qualified**
Multilingual person is relevant	**Well Qualified**
Board experience with Non Profit Organizations	**Well Qualified**
Handled with Board members distributed in locations and time-zones around the world	**Excellent**

2012 Special Issues	Candidates Matching
Executive management experience in an organization of the size of ICANN.	**Well Qualified**
Regulatory and Compliance frameworks experience at Board level.	**Excellent**
Audit procedures experience at Board level	**Qualified**

ALAC requisites	Candidates Matching
Integrity & Honesty & Intelligence	**Excellent**
Listening capacity	**Excellent**
Build relationships	**Excellent**
Diplomatic behavior	**Excellent**
Team person	**Excellent**
Have real time to work.	**Excellent**
Quick learning person	**Excellent**
Executive mind – decision maker	**Well Qualified**
Assimilate different information to make decision	**Excellent**
Confident but not arrogant	**Excellent**
Accept public criticism with elegance	**Excellent**
Hold the pen – write it down is relevant. Persons that can write in clear English;	**Excellent**
Gender balance	**Qualified***
Can understand consensus – substantial agreement without a negative feedback – look for the positive aspect about what the product is - and accept it – there is no place for confrontation.	**Excellent**
Be flexible about time for calls. Rotate time is an internal practice.	**Excellent**
Familiarity with internet governance.	**Excellent**
Understanding the role of ICANN.	**Excellent**
Speak English – internet users community language	**Excellent**
Committed with the task	**Excellent**
Easy personality	**Excellent**
Multi Lingual person is a positive.	**Excellent**

*Though ALAC gender balance shows for the current year 5 Females X 10 Males, hence select a female candidate was a point hugely considered, the best candidates for the two regions 2012 NomCom shall select: Europe and North America were males. However, it is relevant to remember that NomCom primary task is to select the best candidate for each position.

GNSO requisites	Candidates Matching
Integrity & Honesty & Intelligence	**Excellent**
Board experience -similar sizes	**Excellent**
Listening capacity	**Well Qualified**
Build relationships	**Excellent**
Diplomatic behavior	**Excellent**
Team person – personality that performs well inside a group.	**Excellent**
Quick learning person	**Excellent**
Executive mind – decision maker	**Excellent**
Assimilate different information to make decision	**Excellent**
Confident but not arrogant	**Excellent**
Accept public criticism with elegance	**Excellent**
Knowledge of the Organization / and the Market.	**Well Qualified/ Excellent**
Understanding of the policy making process.	**Excellent**
Feels what is the need while there – capacity of embedded yourself on the group.	**Excellent**

Time to work really.	**Well Qualified**
Flexibility.	**Well Qualified**
Consensus process – understanding and flexibility to build a consensus.	**Excellent**
Focus on results (Too much process is not convenient)	**Excellent**

ccNSO requisites	Candidates Matching
Integrity & Honesty & Intelligence	**Excellent**
Board experience -similar sizes	**Excellent**
Listening capacity	**Well Qualified**
Build relationships	**Excellent**
Diplomatic behavior	**Excellent**
Team person – personality that performs well inside a group.	**Excellent**
Quick learning person	**Excellent**
Executive mind – decision maker	**Well Qualified**
Assimilate different information to make decision	**Excellent**
Confident but not arrogant	**Excellent**
Accept public criticism with elegance	**Excellent**
Avoid ccNSO member who has a chance to participate through the internal process.	**Excellent**
Knowledge of ICANN	**Excellent**

 All selected members matching the relevant criteria all ACs and SOs had recommended for their own positions.

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12. NOMCOM 2012 PROCEDURES RECOMMENDATIONS

These recommendations are additional to the existing procedures. They may be new rules or just clarifying existing rules.

General Rules of Participation:

NomCom operates under multiple and competing pressures. It has to maintain both confidentiality and transparency. It has to listen to the advice from the Board, Supporting Organizations (SOs), Advisory Councils (ACs), and constituencies but keep its independence. It has to be free to gather information from all sources, but it has to be independent-minded enough to repel attempts to inappropriately influence its choices, wherever they come from. NomCom members should develop common understanding of the above facts.

NomCom is, by definition, a diverse cultural and linguistic group. All members should speak slowly and in understandable English, avoiding colloquialisms that may cause differing interpretations or incomprehension amongst non-native English speakers. All members should encourage colleagues to express their opinions and give time to each member to do so.

Ethics

- NomCom recommends the creation of either (a) an ICANN Chief Ethics Officer or (b) an ICANN appointed outside ethics contact for the NomCom (An experienced ethics attorney, for instance).

- NomCom selection meetings may be supported by a member of ICANN's General Counsel's office, at the discretion of the Chair.

  NomCom members are forbidden to identify any person as candidate to anyone in any conversation outside NomCom. It remains to the candidate's discretion as to whether to make his/her candidacy public.
- Since it is important to have the feeling of the community, members can listen to any comments from people inside or outside the community to build their own picture about any candidate. Members may share the views with other members without identifying the source of the views.

- The Conflict of Interest disclaimer agreed upon at the beginning of the committee's work must be upheld during the whole year of the committee's work. Any change in any member´s conflict during the period shall be disclosed to the NomCom's Conflict of Interest committee. The information and conclusion of the committee shall be submitted to the whole NomCom.

- Members shall not come to the committee with a pre-determined candidate and lobby inside the committee. (Yes! But how to enforce or even prove?) Arguments in favor and against any candidate are free inside the committee, observing rules of general diplomacy when talking about any candidate with the whole committee or any other member.

- The Chair and Chair Elect should remain impartial and refrain from expressing their opinions and preferences within the committee or outside of it. The Chair is a non-voting member of the NomCom and his/her role is to facilitate the process of reaching consensus on selectees. The Chair Elect is a non-voting advisory member of the Committee. The Chair Elect's role is to help the Chair in their tasks and help the members to understand their role and the processes, as well as preparing to chair the subsequent NomCom.

NomCom work and its Selection Process

- NomCom starts its mandated work for a defined year immediately after the end of the ICANN Annual General Meeting* at a Face-2-Face (F2F) meeting.

- Existing documents to support NomCom work process, such as procedures, guidelines, candidate application form, recommendations etc., shall be reviewed during the first F2F meeting* to consider any different approaches needed for the year.

- Decisions with regard to enlisting a professional consulting company to help the NomCom with candidate evaluation process shall be made at the first F2F meeting to allow the administrative process to run in a timely fashion.

- Decisions about phone calls and time to respond during the evaluation process shall be agreed to prior to the start of such process (considering time zones and possible time rotation).

- The selection process should be defined, agreed upon and documented in advance of the start of such process (e.g. voting procedures as to the number of votes, number of run-offs, cut-off levels, collecting, organizing and reporting of the votes etc.).

- Face to face (F2F) interviews are restricted to board candidates selected during the evaluation process.

- The face to face candidate interviews should be limited to two full days.

- NomCom members are strongly encouraged and must make every effort to attend interviews. As a matter of respect for the candidates, members should attempt to

minimize distractions during the interview. Members should pay attention to the body language, content of the answers and tone of the interview, to build a clear view of each candidate.

- Tools to facilitate the selection process shall be available and members shall have a session of training during the second F2F meeting*.

ICANN promotes three public meetings each year: the first public meeting of the year occurs around the first quarter of the Gregorian Calendar (typically March).The second public meeting of the year occurs at the end of the second quarter (typically June) and the last public meeting of the year or Annual General Meeting (AGM) occurs during the last quarter (from October to December).

Logistics

- The location of candidate interviews and selection meeting is not required to take place at the same location as the second public ICANN meeting* Decisions about when and where to have the interviews and selection meeting shall be decided in advance, taking into account Committee preferences and staff advice about cost.

- As the outreach process is of huge importance, the first public meeting of the year* will be the first possibility for NomCom members to dedicate time to reaching the community and must be considered mandatory for all NomCom members.

- The NomCom should meet (where possible) once a day during the outreach meeting (first ICANN meeting of the year*) to exchange opinions, suggestions, be trained on tools and work on the selection task they face.

- The Chair and Chair Elect shall meet with each AC and SO to receive their recommendations about candidate skill sets, both for the Board and their own organizations. NomCom suggests having an additional meeting with the BGC. These meetings shall occur at the Annual General Meeting* and at the first ICANN public meeting of the year*.

- NomCom will hold an open meeting in all ICANN meetings to update the community on the status of its work; allow the community to participate, take questions and hear suggestions for the improvement of NomCom.

- Meetings with ACs and SOs are open to any NomCom Member available to attend and it will be at the discretion of each member to participate.

- The recommendations resulting from such meetings shall be documented and presented to NomCom members, the community and posted on NomCom web page.

- The NomCom should receive regular statistics on the use and activity on the NomCom web page.

- At the conclusion of the selection process the Chair shall provide a NomCom report with all results, statistics explaining the mapping between each candidate selected and the recommended skill sets received from the Board, ACs, SOs and constituencies.

- Other relevant events for outreach, such as regional meetings or pre-IGFs are an opportunity for NomCom members to attend and talk about NomCom the opportunity for participation in ICANN. These events shall be identified and prioritized as soon as possible to decide who may attend on behalf of the NomCom. The Chair and Chair Elect have the main responsibility to represent the NomCom publicly in external meetings.

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13. ACKNOWLEDGMENTS

2012 NomCom was a very interesting experience, especially due the opportunity to work with very qualified people and a very professional staff always focused on making things work.

Due to the number of qualified candidates for the Board positions we had more face to face interviews than previous committees, demanding more days of work interviewing each short-listed candidate and more time during our retreat to make a final decision, but even facing more work the Committee concluded timely its task, selecting very high qualified people matching the desirable profiles ACs, SOs and the Board have recommended.

Several questions raised during the whole process generated a list of recommendations which is shown at this Report – section 12, the Committee believes it will be of value for next NomCom.

2012 NomCom had a very professional group of people as members, however, in any group there are always special people making the whole work worthwhile, due to their special help, words of encouragement or even just a kind way of talk to their colleagues. For me those special members are, in alphabetic order by last name: Damas, Joao; Farrell, Maria; Jacobsen, Ole; Länsipuro, Yrjö; Papac, Krista and Vardanyan, Siranush, to whom I personally would like to express publicly my gratitude.

NomCom staff is also very professional, dedicated and without them it would be impossible to conclude the tasks. Olof Nordling with his wisdom is a mandatory presence, and my special thank goes to Joette Youkhanna for her complete dedication, no matter the time she was always at "skype" giving all the support the committee needed. The process demands a lot of sequential tasks to be concluded in a short period of time, and Joette was key for reaching all those goals.

This year the meetings with the ACs, SOs and constituencies was extremely important; and it is deeply appreciated, the time the ACs and SOs gave to the NomCom during their own busy ICANN meeting schedule to share their recommendations regarding the desirable profiles for Board and their own leadership positions the NomCom had to select. Together with the Board's formal advice, these recommendations have helped NomCom through the evaluation process and the Committee made its best effort to select the closest matching candidates in our pool to follow such recommendations.

Also deserving my personal gratitude are the following ICANN groups for all the support we received from them during the whole period (in alphabetical order): Board Governance Committee (BGC), Fellowship Program, Finance Team, Global Partnerships, Legal – General Counsel Office, Meeting Team and Constituency Travel .

To finalize, I would like to acknowledge the substantive participation of the whole community helping with outreach.

Vanda Scartezini

Chair, 2012 Nominating Committee

GLOSSARY

NomCom –ICANN Nominating Committee

ATRT – Accountability and Transparency Review Team (as demanded by AoC)

AoC - Affirmation of Commitment

ACs – ICANN Advisory Committees

- ALAC – At large Advisory Committee
- GAC – Government Advisory Committee
- SSAC – Security and Stability Advisory Committee
- RSSAC – Root Server System Advisory Committee

SOs – ICANN Support Organizations

- ASO – Address Support organization
- CCNSO – Country Code Names Support Organization
- GNSO – Generic Names Support Organization
  - ➢ Constituency - is a technical term referring to a group of Internet users united around a particular common interest or perspective, formally recognized by the GNSO Council
    - o CBUC – Small – Commercial Business Users Constituency – Small Business
    - o CBUC – Large - Commercial Business Users Constituency – Small Business
    - o ISPCP – Internet Services Providers & Connectivity Providers Constituency
    - o IPC – Intellectual Property Constituency
    - o NCUC - Non Commercial Users Constituency
    - o IAB for IETF - Internet Architecture Board for Internet Engineering Task Force
  - ➢ Stakeholder Groups
    - o Registrar Stakeholder Group
    - o Registry Stakeholder Group

CHAIR ELECT – (ICANN Bylaws) - a selected person who will serve during any current Nominating Committee in a nonvoting position, and may become a chair for the immediately next Committee, at the discretion of the Board.

BGC – Board Governance Committee (one of the Board´s internal committees).