2012 NOMCOM
FINAL REPORT

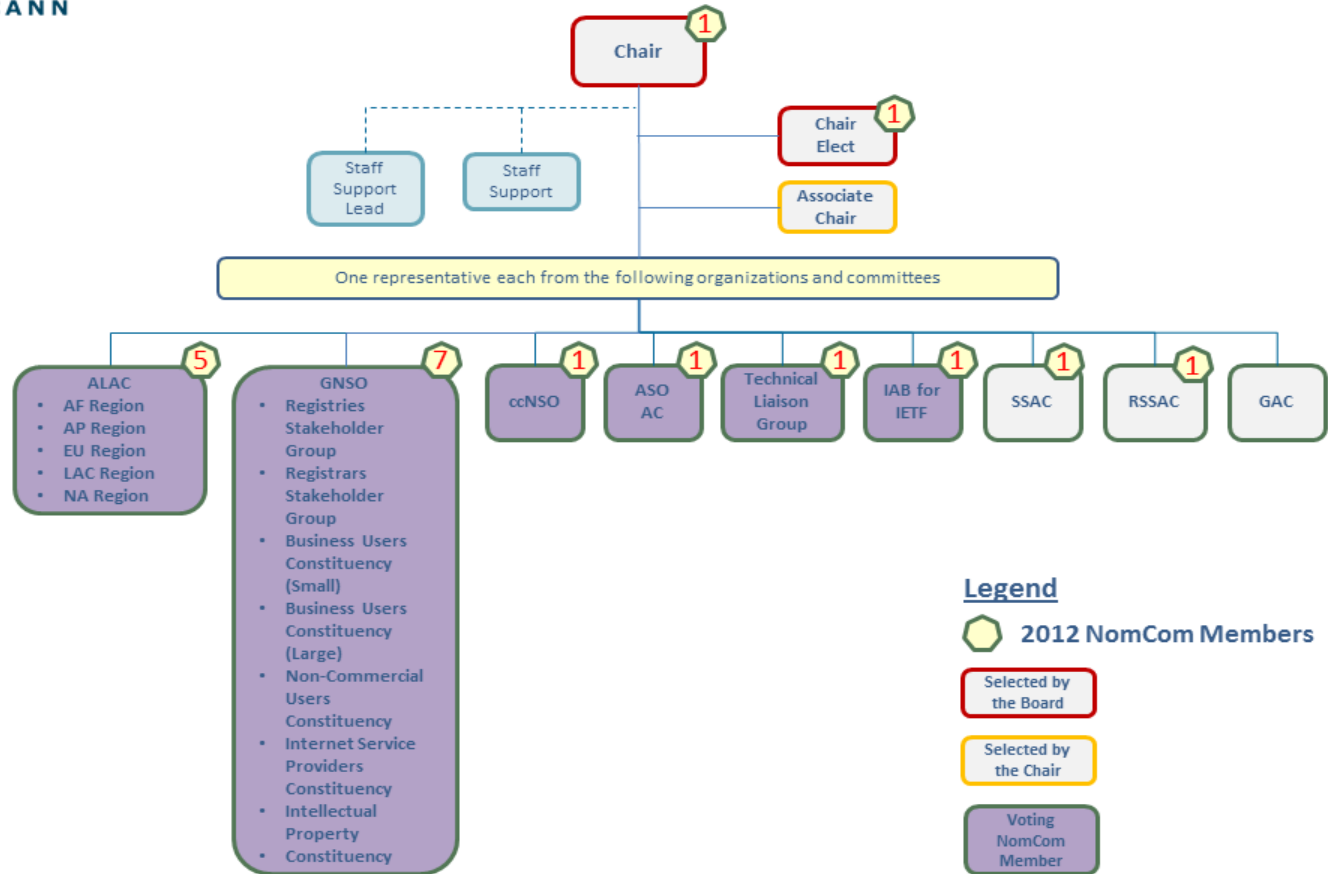## *TRANSPARENCY & ACCOUNTABILITY*

Vanda Scartezini
2012 Chair

2012 NomCom Committee

Nominating Committee Organizational Chart

Nom Comm 2012

Jacqueline Morris
ALAC - LAC

Maria Farrell
NCUC

Rob Hall
2012 Chair Elect

Krista Papac
Registrar's SG

Anthony Harris
ISPCP

Waudo Siganga
CBUC - Small

Jose Alonso
TLG - W3C

Mohamed El Bashir
ALAC - AF

Paul McGrady
IPC

Olof
Nordlling

Glenn McKnight
ALAC - NA

Joette
Youkhanna

Jian Zhang
ccNSO

Vanda Scartezini
2012 Chair

Siranush Vardanyan
ALAC - AP

Yrjo Lansipuro
ALAC - EU

Sarah Deutsch
CBUC - Large

TORONTO

3

2012 NomCom Committee

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 Regions & Gender

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%

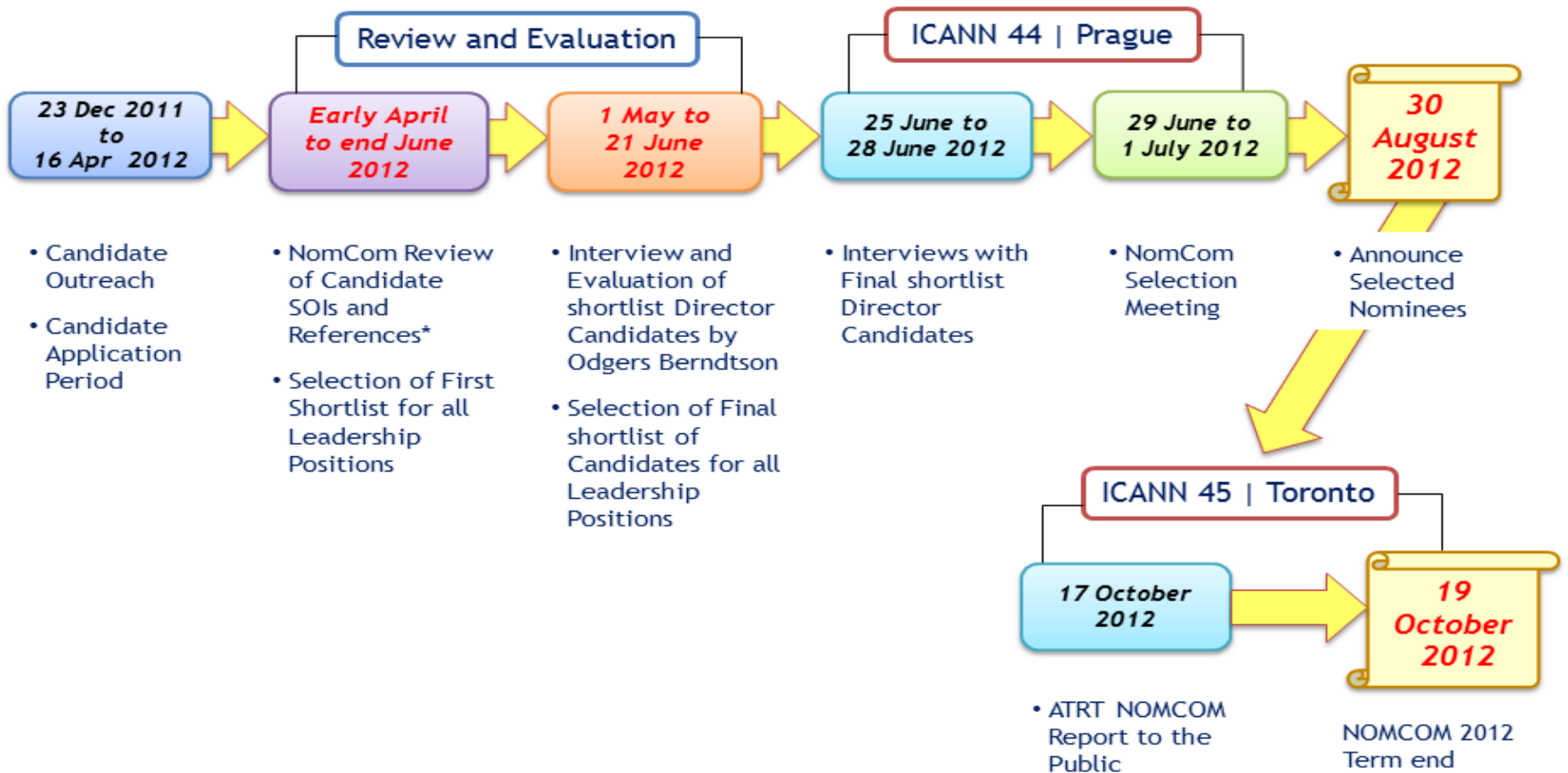| Members By Gender		
Females	7 members	35%
Males	13 members	65%

TORONTO

Transparency & Accountability

T I M E L Y **P O S T E D**

- **New flyers, Information to Candidates and new SoI was designed**

- **Skill set requirements from ACs+ SOs**

- **Board advice on skill set**

- **Transparency guidelines approved - June**

- **NomCom established new internal procedures, guidelines + code of conduct**
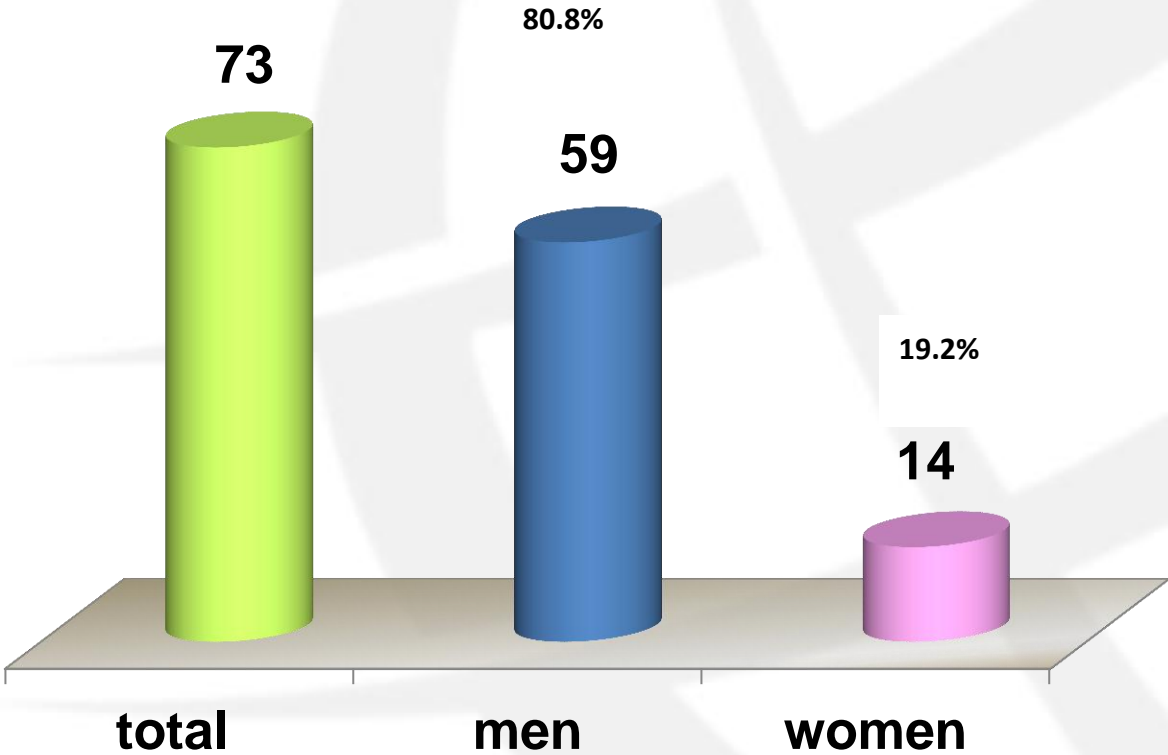
TORONTO

2012 NomCom Posted Timeline

Review and Evaluation

ICANN 44 | Prague

23 Dec 2011 to 16 Apr 2012	Early April to end June 2012	1 May to 21 June 2012	25 June to 28 June 2012	29 June to 1 July 2012	30 August 2012

- Candidate Outreach
- Candidate Application Period

- NomCom Review of Candidate SOIs and References*
- Selection of First Shortlist for all Leadership Positions

- Interview and Evaluation of shortlist Director Candidates by Odgers Berndtson
- Selection of Final shortlist of Candidates for all Leadership Positions

- Interviews with Final shortlist Director Candidates

- NomCom Selection Meeting

- Announce Selected Nominees

ICANN 45 | Toronto

17 October 2012	19 October 2012

- ATRT NOMCOM Report to the Public

NOMCOM 2012 Term end

Transparency & Accountability

TIMELY POSTED

- News informed to candidates
  - Directors' compensation;
  - New Conflict of Interest ;
- New Recommendations on Procedures
- The Final Report with Matching Matrix.
- Personal email from the chair to all selected and not selected candidates
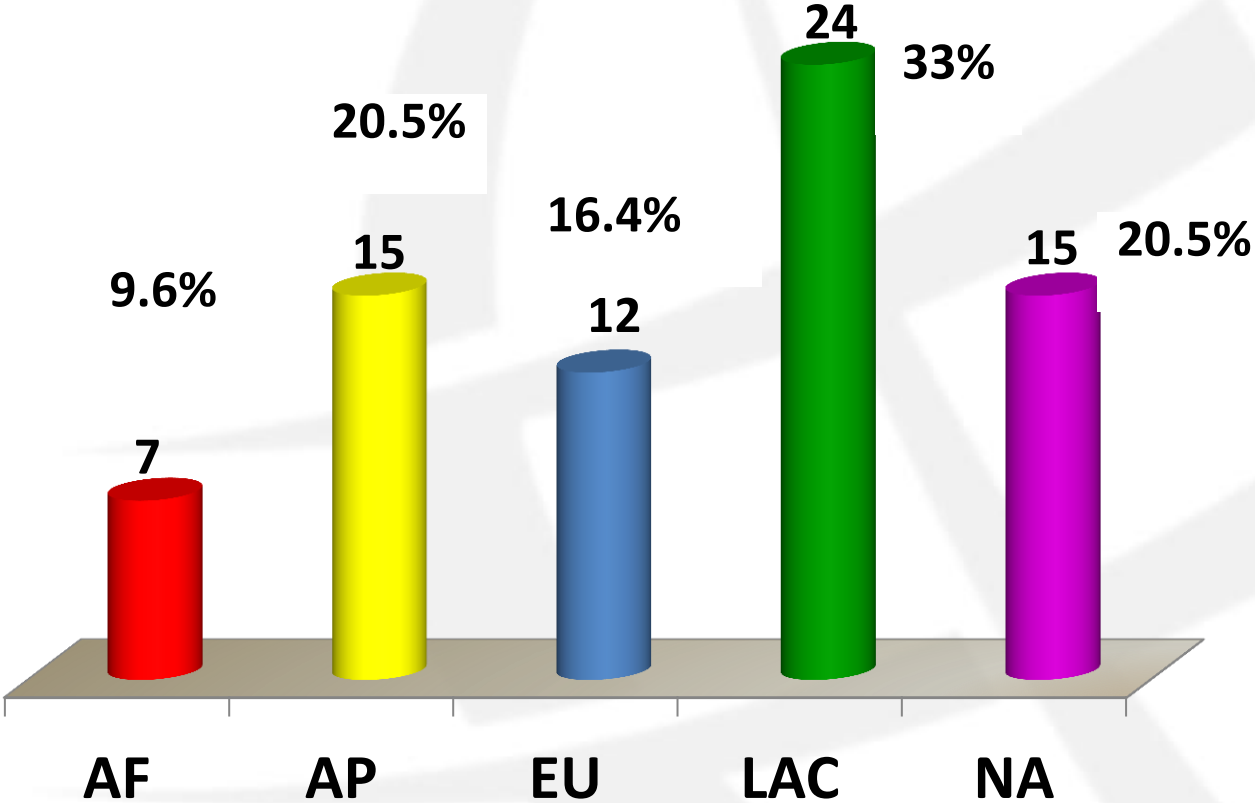
TORONTO

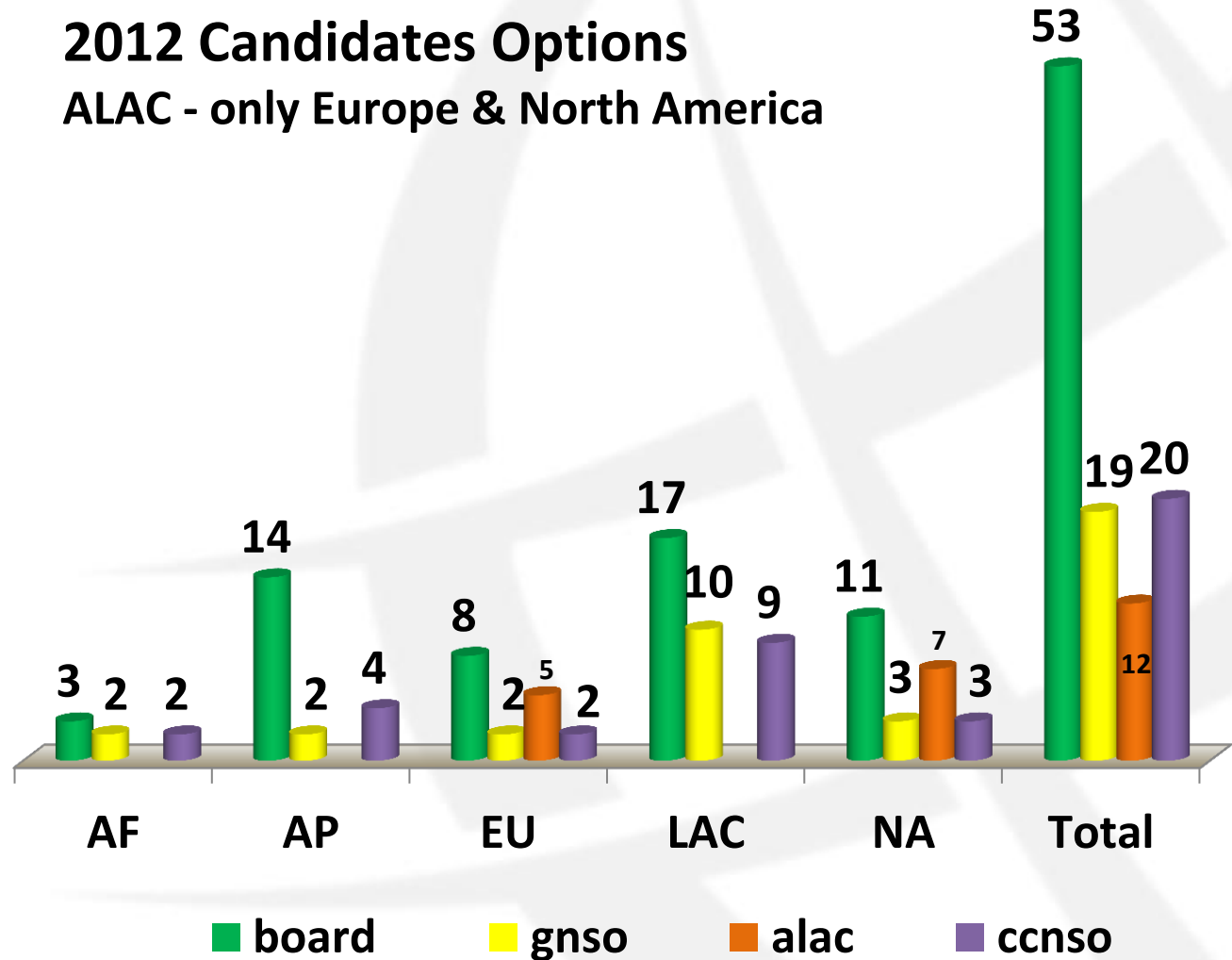# 2012 NomCom Candidates Statistics

2012 Candidates X Gender

2012 NomCom Candidates Statistics

2012 Candidates X Regions

Region	Count	Percent
AF	7	9.6%
AP	15	20.5%
EU	12	16.4%
LAC	24	33%
NA	15	20.5%

2012 NomCom Candidates Statistics

2012 Candidates Options
ALAC - only Europe & North America

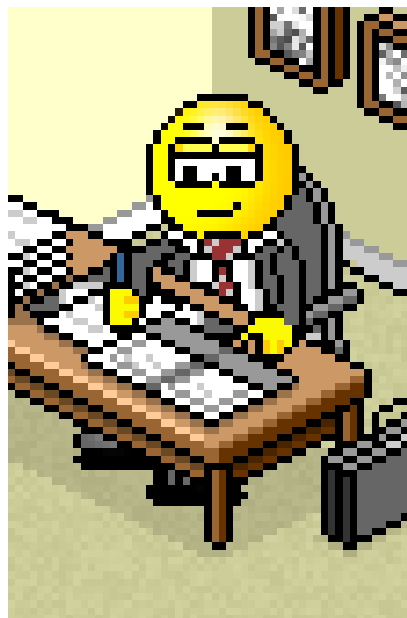# 2012 NomCom Candidates Statistics

Comparing 2011 X 2012 Candidates

Vacancy	2011	2012
ALAC	(3) 42%	(2)16,4%
BOARD	(2) 65%	(3)72,6%
ccNSO	31%	27,4%
GNSO	(2) 36%	(1) 26%
TOTAL	8 positions	7 positions

TORONTO

Selected Candidates

ICANN Board of Directors

- **George Sadowsky**, North America

- **Gonzalo Navarro**, Latin America/Caribbean

- **Olga Madruga-Forti**, Latin America/Caribbean

Selected Candidates

ALAC

- **[Alan Greenberg](#)**, NA
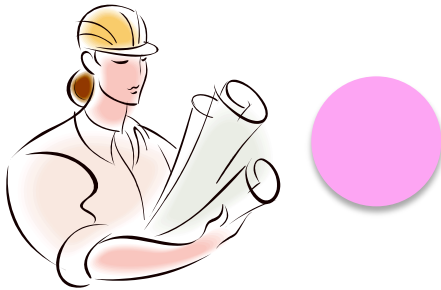
- **[Jean-Jacques Subrenat](#)**, EU
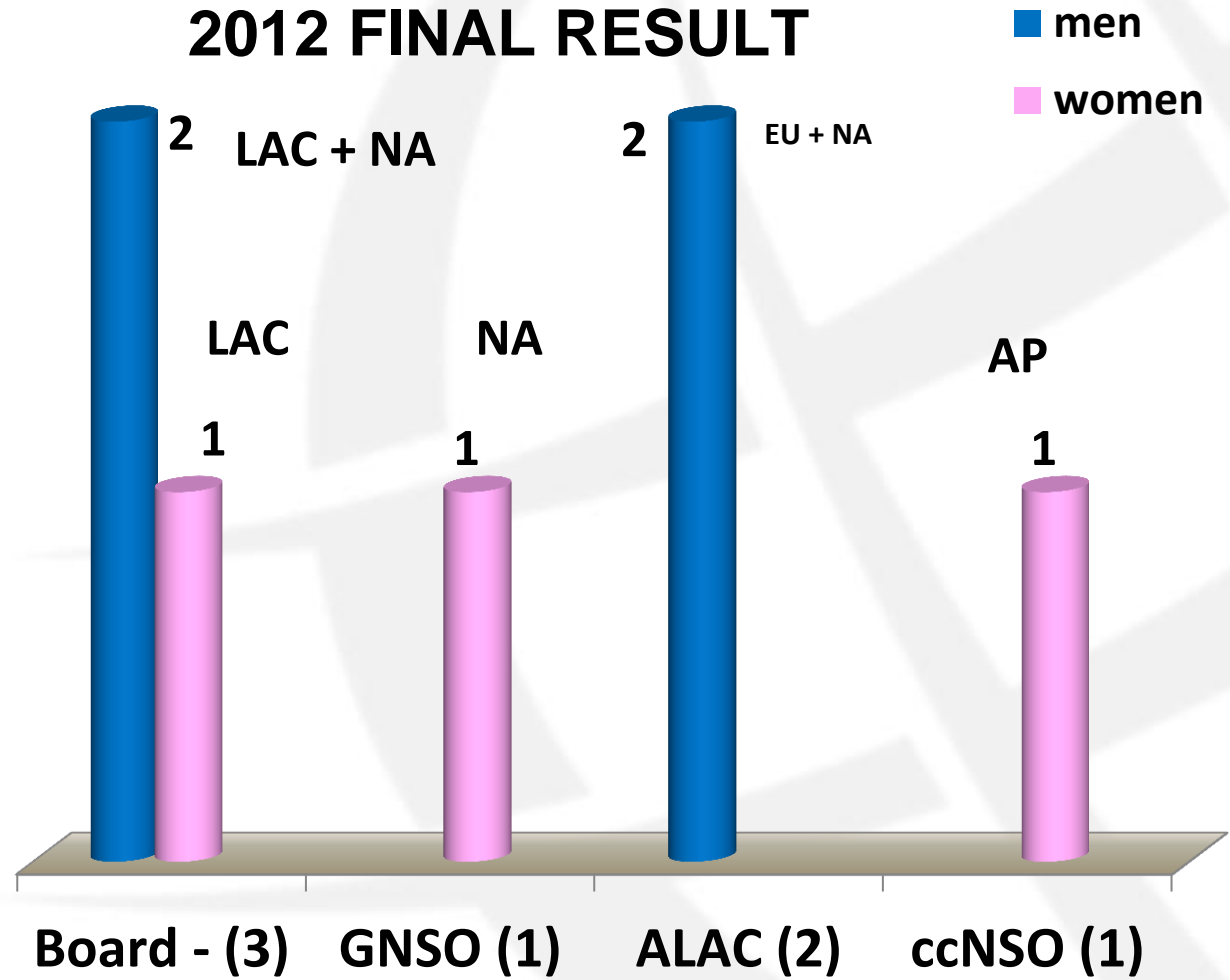
GNSO Council

- **[Jennifer Wolfe](#)**, NA

ccNSO Council

- **[Mary Wong](#),** AP

2012 NomCom Candidates Statistics

2012 FINAL RESULT

men
women

Board - (3)   GNSO (1)   ALAC (2)   ccNSO (1)

LAC + NA   2
LAC   NA   AP
1   1   1
2   EU + NA

TORONTO

MATCHING MATRIX

Board requisites	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

BOARD….

MATCHING MATRIX

Capacity to easy communicate in English	**Well Qualified**
Governance (not management skills only – board experience is relevant)	**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**

MATCHING MATRIX

ALAC requisites	Matching
Integrity & Honesty & Intelligence	Excellent
Listening capacity	Excellent
Build relationships	Excellent
Diplomatic behavior / Easy Personality	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 in clear English;	Excellent
Gender balance	Qualified*
Can understand consensus	Excellent
Be flexible about time for calls. Rotation	Excellent
Familiarity with Internet Governance.	Excellent
Understanding the role of ICANN.	Excellent
Speaks English -Users Community language	Excellent
Committed with the task	Excellent
Multi Lingual person is a positive.	Excellent

TORONTO

MATCHING

MATRIX

GNSO requisites	Matching
Integrity & Honesty & Intelligence	Excellent
Board experience -similar sizes	Excellent
Listening capacity	Well Qualified
Build relationships	Excellent
Diplomatic behavior	Excellent
Team person –performs well in 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.	WQ/ Excellent
Understanding of the policy making process.	Excellent
Capacity of embedded yourself on the group.	Excellent
Time to work really.	Well Qualified
Flexibility.	Well Qualified
understanding and flexibility to build a consensus.	Excellent
Focus on results	Excellent

TORONTO

M A T C H I N G **M A T R I X**

ccNSO requisites	Matching
Integrity & Honesty & Intelligence	Excellent
Board experience -similar sizes	Excellent
Listening capacity	Well Qualified
Build relationships	Excellent
Diplomatic behavior	Excellent
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

Recommendations

- **General Rules of Participation**

- **Ethics**

- **NomCom work and its Selection Process**

- **Logistics**

WELCOME!!

NOMCOM 2013

Chair – Yrjö Länsipuro

Chair Elect – Cheryl Langdon- Orr

Associate Chair – Adam Peake

TORONTO

2013 New Open Positions

APPLY !!

- 3 Board Members
- 2 GNSO voting positions
- 3 ALAC positions:
  - Africa
  - Asia Pacific
  - Latin America & Caribbean
- 1 ccNSO position

How to Proceed

- **APPLY** on line at: http://nomcom.icann.org

- Essential information about the open positions is available at: http://nomcom.icann.org

- Send questions or recommendations in an email to the NomCom: nomcom2013@icann.org

One World

One Internet

Questions?

Thank You!
http://nomcom.icann.org

vanda@uol.com.br

TORONTO