# NOMCOM Report 2015

## Candidate Review

In all, the NOMCOM received 25 candidates from 20 countries, spread across the regions with six from Africa, four from Asia-Pacific, five from Europe, three from Latin & South America, two from the Middle East and five from North America. 19 candidates were male and six female. None declared a disability.

The candidates were reviewed independently by NOMCOM members and rated according to their suitability to serve as determined by the board criteria:

*Candidates for ISOC Trustee will have demonstrable involvement in the Internet with deep understanding in at least two of the following areas:*
- *Internet standards*
- *Internet operation*
- *Public policy for Internet and telecommunications*
- *Internet development*

*Ideal candidates will also have a good understanding of broader technology, policy, business and/or economic issues relevant to the Society.*

*The following qualifications are also highly desirable:*
- *Previous board or leadership experience, especially for not-for-profit entities*
- *Skills in organizational management and leadership*
- *Financial oversight and fund raising*
- *The ability to identify relevant ISOC projects and attendant community engagement models*
- *Vision for the role of the Internet Society*

*The ISOC Board of Trustees aims to be as broadly representative of the many cultures and communities around the world that it can. While all qualified candidates are welcome, we strongly encourage members from currently under-represented areas to nominate candidates. In this light, nominations of candidates from Africa, the Middle East and Central and South America; younger candidates, women and those with the lived experience of disability are encouraged.*

A further consideration was that candidates not be directly employed by any government, in that their employment is not directly by a government ministry, parliament, or regulator. This criterion is recommended for further consideration by the Board Governance Committee.

## Candidate Discussion

Of the twenty five candidates, eight candidates were interviewed and a further four were shortlisted for discussion. The latter list was compiled on the basis that the candidates were well known to all members of the NOMCOM and therefore an interview was not required.

After reviewing the various qualities and experience of the candidates, and in an attempt to gain good geographic and attribute diversity, the following was determined as a slate in the meeting of the NOMCOM held by teleconference at 23:00 UTC 30 January. It was noted, however, that not all candidates had indicated a preference for the election within which they would stand, and as a result it was considered preferable that where it was not obvious from the candidate's attributes and background, the candidate would be asked to designate a preference.

On that basis, the NOMCOM's preferred slate is as follows:

| Candidate | Family Name | Country of Residence | Seat |
|-----------|-------------|----------------------|------|
| Johan | Helsingius | Netherlands | Chapters |
| Youn Jung | Park | Korea | Chapters |
| Rafael | Ibarra | El Salvador | Chapters |
| Walid | Al-Saqaf | Sweden/ME | Chapters |

| Candidate | Family Name | Country of Residence | Seat |
|---|---|---|---|
| Susan | Estrada | USA | Orgs |
| David | Farber | USA | Orgs |
| Alice | Munyua | Kenya | Orgs |

A full recommendation is therefore submitted at the February meeting of the ISOC Board of Trustees.

## General observations about candidates

Candidates come from a large variety of countries, professional and personal backgrounds and all convey a distinct desire to serve the Society and the causes it supports. Few candidates, however, recognise the significant role of governance that the Board of Trustees has. It is therefore recommended that the Board conduct more training sessions for Trustees and increase the amount of information available to members and potential candidates on the governance role.

## Call for Candidates

It is essential that the Internet Society Board of Trustees cast the net for potential candidates as widely and as effectively as possible. This year, leaflets were printed and distributed to many people attending a wide variety of internet related events as well as calls to a wide variety of mailing lists. In addition it is essential to ensure the skills of the board can be continued where possible: continuity is also a valuable part of board skills. It is therefore then recommended that the chair of the NOMCOM advise all outgoing Trustees who are eligible for re-election that they need to progress their re-election through the nominations process along with all other candidates.

## Recommendations:

1. That the governance committee develop clear guidelines for the NOMCOM vis à vis conflicts of interest and in particular government employees.
2. The NOMCOM Chair make it clear to candidates and the call for nominees whether government employees are excluded/not excluded.
3. That the Board and NOMCOM increase its efforts in outreach for prospective candidates stressing the aspects of governance know-how required in the role.
4. That all incoming Trustees receive a solid piece of governance training as part of the induction program.
5. That the chair of the NOMCOM advise all outgoing Trustees who are eligible for re-election that they need to progress their re-election through the nominations process along with all other candidates.

Narelle Clark
Chairperson
ISOC BoT NOMCOM 2015