

**ICANN**  
**POLICY FORUM**

**77**

**WASHINGTON, D.C.**

12-15 June 2023

# CEO Search Committee Update

Tuesday 13 June



**Board members are not applicants**

**All Search Committee (SC) members signed documents  
of confidentiality and code of conduct.**



# 2023 ICANN CEO SEARCH COMMITTEE

**Tripti Sinha**  
Chair of the ICANN Board  
SC Member



**Chris Chapman**  
Chair



**Sarah Deutsch**  
Vice Chair

**Becky Burr**  
Member



**Sajid Rahman**  
Member

**Christian Kaufmann**  
Member



**Katrina Sasaki**  
Member



**León Sanchez**  
Member

15.30

# Agenda

- 01. Overview of the position
- 02. Key Responsibilities and Functions of the Position
- 03. Expectations of the Position
- 04. Core Competencies, Attributes and Experience Required for the Position
- 05. Next steps (current indicative timetable)

# Overview of the position



Unicorn?

## Total of 15 Listening Sessions between March and May:

- Kick-off Listening Session at ICANN76 with the ICANN Community/Public
- 14 sessions subsequent to ICANN76:
  - ICANN constituencies - ASO, ccNSO, GNSO, ALAC, GAC, RSSAC and SSAC
  - Former ICANN Board Directors
  - Former ICANN Board Chairs
  - Ecosystem partners - IETF, ISOC
  - Two sessions with ICANN Organization staff
  - One session with ICANN Organization Executive Team (15mn each / 11 sessions)
  - Concluding session with ICANN Community/Public



# Key Responsibilities and Functions of the Position

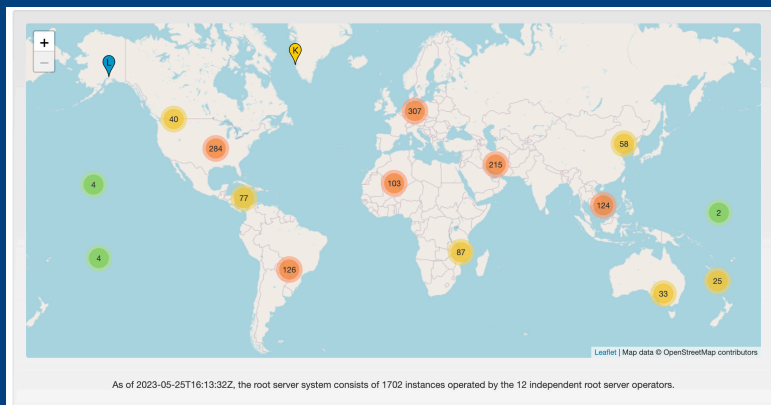
# Eight key responsibilities identified

History has shown that when inflection points occur, if recognized, properly managed and leveraged, this can lead to great benefits for an organization and its mission. ICANN is at such an inflection point in its growth and the next CEO will lead ICANN during this critical time. It is a time to continue to reinforce ICANN's institutional legitimacy, deliver apolitically and expeditiously on its global mission, establish enduring trust with global partners and present a collaborative face to the world order.

## IANA Functions Management

## Policy Development and Implementation

## New Generic Top-Level Domains (gTLD) Program Management





# Key responsibilities identified

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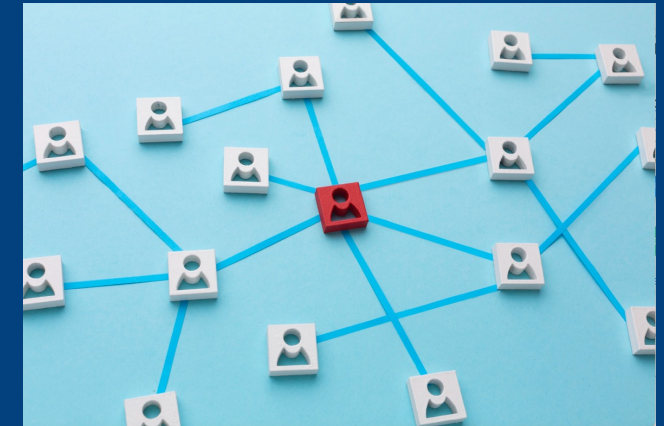
## Strategic Management



## Community Engagement and Relationship Management



## Organization Management



# Key responsibilities identified

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Accountability  
Management



Organization's Spokesperson



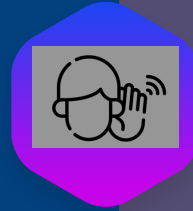
**A**

**UNIQUE**

**INDIVIDUAL**

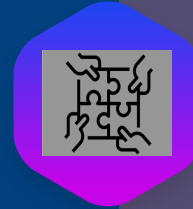
# Expectations of the position

The position is one of critical global responsibility, diplomacy, advocacy and public service.



## Servant Leader

Listens first, seeks to understand, motivates, inspires and works with the community and the organization in service to ICANN's mission



## Partnership

Able to partner with the Board, ICANN community and global institutions to achieve common goals



## External/Internal Role and Balance

Grasp the scope and scale of the position and have deep operational experience to recognize the need for operational delegation



## Global Mindset

Work effectively across different cultures and regions, able to understand and navigate the complex geopolitical landscape that impacts the Internet and be able to advocate for the interests of the Internet community on a global scale

# Expectations of the position



## International Diplomacy

Demonstrated experience and skills in international diplomacy to safeguard and act upon ICANN's mission while maintaining strong and healthy dialog and relationships with nations, groups and individuals



## Transparency, Strong Ethics and Accountability

Strong ethics, transparency and accountability in all aspects of ICANN's operations



## Collaborative

Strong communication, collaboration and listening skills, strong emotional and social intelligence and be able to work effectively with a diverse range of stakeholders, including governments, businesses, technical experts and civil society groups



## Technical Knowledge

Technical experience and a sound understanding of the technical aspects of the Internet (including domain names, numbers, protocols and standards), be able to identify issues, provide leadership on technical matters and ensure that ICANN's policies and procedures are technically sound.

# Expectations of the position



## Workforce Culture

Create a culture of bottom-up staff empowerment, collaboration, cooperation, cultural competence, respect, a shared can-do attitude and teamwork



## Superior Management Skills

Able to work collaboratively and effectively with ICANN's Board, have outstanding management skills (including the ability to effectively delegate operational functions, transform the organization effectively and empathetically and, if considered necessary, implement new organizational structures, recruit and retain top talent and staff, manage budgets and resources effectively - and ensure that ICANN's operations are efficient and effective

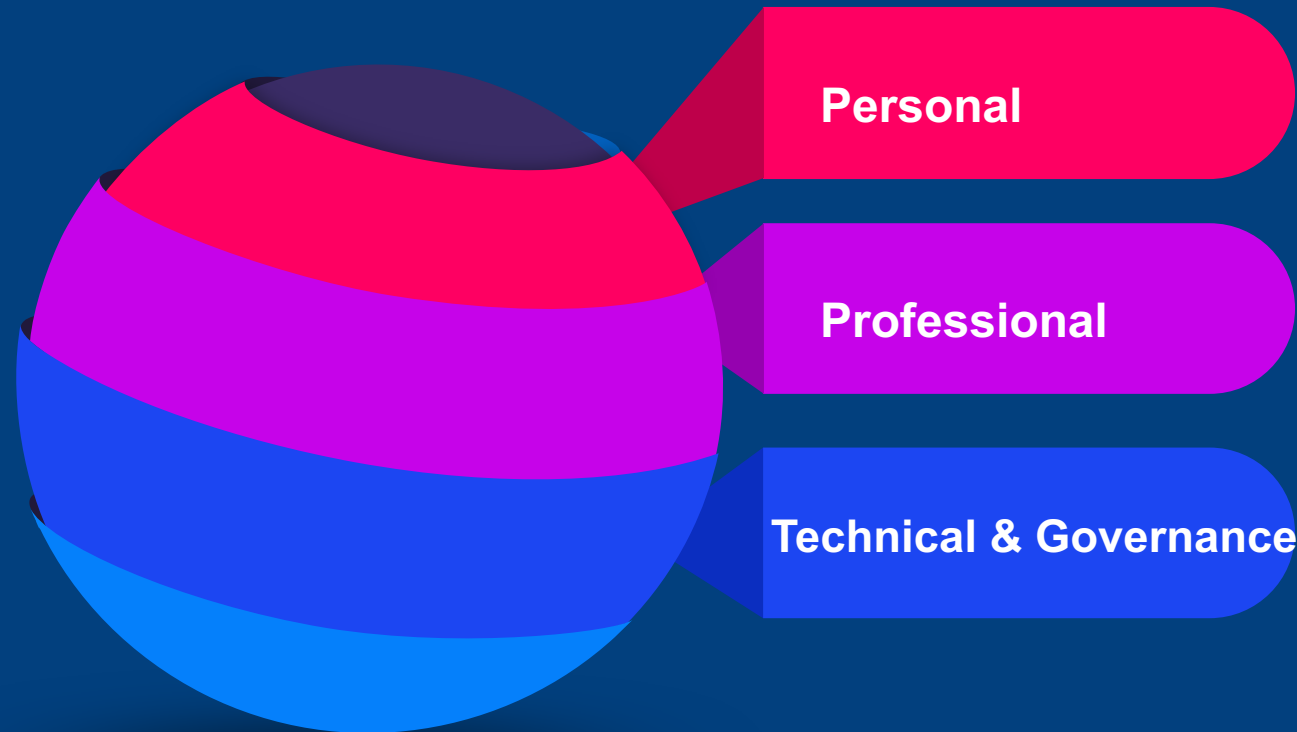


## Meetings and Travel

Must be able to lead her/his team and work with the community during long working hours, in both in-person and online virtual settings. Since the ICANN community is global, there is regularly a need to meet after or before normal local (i.e., local to the CEO) business hours. Must be able to maintain high stamina for extended periods of time. Extensive travel across the globe

# Core Competencies, Attributes and Experience Required for the Position

# Three headings that embody the multi-faceted nature of the CEO role



## Personal

01

Integrity, engagement, service attitude, respect, consensus builder, strong EQ and social intelligence, language skills, ...

## Professional

02

Solid record of public or corporate service at high international level, Success in having managed a complex organization's evolution, Track record of achieving results in a timely manner, ...

## Technical & Governance

03

Internet Architecture knowledge, strong understanding of the environment of those involved in the functioning of the Internet and its administrative governance systems, reasonable familiarity with the functioning of registries and registrars, ICANN's policy development procedures and stakeholder groups, familiarity with Government stakeholders in Internet Governance, ...



# Conflict Free



# Next Steps

(current indicative timetable)

Contract  
awarded to  
search agency  
(SA)

August–Sept. 2023

Candidates  
identification

Oct.–Nov. 2023

Long list  
identification

December 2023

Interviews  
with  
shortlisted  
candidates

Jan.–Feb. 2024

# Next Steps

(current indicative timetable)

In-person  
interviews with  
ICANN Board

February 2024

Appointment

Expected Q1/Q2 2024

**Get the latest news on the  
ICANN PRESIDENT AND CHIEF EXECUTIVE OFFICER  
search process**

Visit us at <https://www.icann.org/resources/pages/ceo-search-2023-en>



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