

**LEADERSHIP DEVELOPMENT TEAM LEADER'S NAME:** Justine Chew (Sub-Group 2)

**SUB-GROUP 2 TEAM MEMBERS:** Abdulkarim Ayopo Oloyede, Natalia Filina, Aris Ignacio, Priyatosh Jana, Shaila Sharmin, Michel Tchonang Linze and Justine Chew

**TASK TWO (A):**

- 1) **What 2/two of your prioritised criteria can be defined as HARD criteria (that applicants MUST meet)?** The most important criteria in this section has been given in the table. This is important because ATLAS is the summit meeting for At-Large members who can already demonstrate regular contact with and involvement in At-Large activities.
- 2) **What are your 5/five SOFT criteria - in priority order - that applicants should have and can demonstrate?**

**Assumptions Made:**

1. All applicant submissions will be kept confidential, save for if and when corroboration is needed.
2. Assessment of submissions will not be undertaken by members of the LDT WG (WG Leadership excepted?) and some sort of scoring methodology will be used by assessors.
3. There is ability and support for verification and/or corroboration of applicant submissions. Reference can be made to and inferences drawn from captured/published name lists and statistics, responses from corroborators.
4. ICANN Learn course tracking is already in place and while we have suggestions in terms of applicable ICANN Learn modules, specifics on implementation will be left to the ATLAS III Programme SG.
5. Applicants are required to self-submit EOIs regardless of whether ALAC is tasked with recommending applicants to submit EOIs

PRIORITY	SELECTED CRITERIA	INDICATOR(S)	OTHER COMMENTS
<b>HARD CRITERIA* - those criteria that applicants MUST have or meet</b>			
#1	They must be an ALS member or a registered individual member of At-Large	The name of the ALS they belong to and their position in the ALS; or their individual member registration #	Do individual members have an individual member registration #?
#2	<u>Commitment and Passion</u> Must already be in at least 2 WGs (either At-Large WGs or CCWGs or PDP WGs or ccNSO) in the last 12-24 months and contributed to the work of those WGs in some way	(1) Name of applicant must be on the membership list of those 2 WGs; <b>and</b>  (2) Applicant must specify the nature of their contributions in those WG which can be corroborated. ➤ Exception for (2): Where actual contributions to those WGs cannot be easily identified, inference can be drawn from attendance record to those 2 WGs provided such attendance record is available	<ul style="list-style-type: none"> <li>• Applicant can list more than 2 WGs which they participate in but must specify which 2 WGs and their contributions in those WGs for assessment purposes</li> <li>• Corroboration needed from leadership of each nominated WGs (if is an At-Large WG) or at least 2 colleagues of each nominated WGs (if not an At-Large WG)</li> </ul>
#3	<u>Knowledge</u> Must have requisite knowledge on ICANN, ICANN ecosystem and can lead in policy affecting the end user community	(1) Mandatory completion of the following ICANN Learn modules (or equivalent version):- (a) Introduction to ICANN 102.1; (b) Demystifying the DNS; (c) The ICANN PDP Process; and (d) Digital Trade and Global Internet Governance 501.1; <b>and</b>	(1) For ICANN Learn: <ul style="list-style-type: none"> <li>• There is a suggestion to have some sort of test or quiz for ICANN Learn modules administered</li> </ul>

		<p>(2) Examples of demonstrable knowledge or leadership in policy:-</p> <p>(a) Participation in CPWG as contributor and/or penholder of ALAC Statements, or designated penholder/ volunteer to review need for an ALAC Statement; <u>or</u></p> <p>(b) Participant as an attendee (as informed by attendance record) in at least 3 At-Large or CC Capacity Building Webinars</p> <p>➤ Exception can be considered for applicant who has been a speaker in 1 or more At-Large Capacity Building Webinars in the last 12 months, or if applicant can justify receiving an exemption eg having prior knowledge of CB Webinar topic areas; <u>or</u></p> <p>(c) Participation in IG events (eg meetings / conferences / workshops of IGF, APRICOT, RIPE, DNS Forums, SIGs etc) and/or participation in the programme (ie content) preparation/ planning process of such an IG event, which can be corroborated.</p>	<p>(2) For demonstrable knowledge or leadership in policy:</p> <ul style="list-style-type: none"> <li>• Requires value judgment to be applied by assessor</li> <li>• Corroboration as needed, especially if criteria not clearly established from submitted EOI</li> </ul>
<p><b>SOFT CRITERIA* – those criteria that applicants should have and can demonstrate (from the original list of personal traits, attributes, knowledge and skills, or your own list)</b></p>			
#1	Collaborative, promotes team-building and teamwork	Applicant must provide 1-2 past examples demonstrating these traits/attributes/skills and examples must be related to their membership in the 2 WGs which they nominated for assessment	Applicable corroboration needed from: <ul style="list-style-type: none"> <li>• ALAC and/or</li> <li>• Leadership of At-Large WG (if At-Large WG is nominated); and/or</li> <li>• Any 2 At-Large colleagues (if WG nominated is not an At-Large WG)</li> </ul>
#2	Motivates and/or inspires others	Applicant must provide either:- (1) Any 1-2 past examples demonstrating these traits/attributes/skills and examples must be related to their membership in of the 2 WGs which they nominated for assessment; <u>or</u> (2) Any 1-2 past examples of their having influence in their local and/or regional community and/or internationally in respect of O&E for ICANN/At-Large or on IG matters and which can be corroborated.	Applicable corroboration needed from: <ul style="list-style-type: none"> <li>• ALAC and/or</li> <li>• Leadership of At-Large WG (if At-Large WG is nominated); and/or</li> <li>• Any 2 At-Large colleagues (if WG nominated is not an At-Large WG); and/or</li> <li>• Any 2 nominated colleagues from local and/or regional community and/or international arena</li> </ul>

#3	Ability to organise, lead by example	Applicant must provide 1-2 examples - limited to within the ICANN ecosystem and can be corroborated - of: (a) Having chaired/co-chaired a WG; or (b) Having led a specific process in a WG; or (c) Having initiated a policy or organisational discussion for a specified purpose; or (d) Having organised a policy or O&E event or publication.	<ul style="list-style-type: none"> <li>Corroboration needed from ALAC and/or leadership of WG</li> </ul>
#4	Effective communicator	(1) To be gleaned from submitted EOI – clarity, succinctness; <b>and</b>  (2) Where possible, applicant to provide examples of speaking engagements or presentations undertaken, specifying the nature, platform/occasion, and whom they represented (if any)	<ul style="list-style-type: none"> <li>Requires value judgment to be applied by assessor</li> <li>Corroboration as needed, especially if criteria not clearly established from submitted EOI</li> </ul>
#5	Manages complexity	Applicant must provide 1-2 past examples - limited to within the ICANN ecosystem and can be corroborated – of having the ability to manage complexity	<ul style="list-style-type: none"> <li>Requires value judgment to be applied by assessor</li> <li>Corroboration as needed, especially if criteria not clearly established from submitted EOI</li> <li>There is a suggestion for a small case study-type problem exercise to be administered for applicant to propose solutions</li> </ul>

*(Hard and Soft criteria came from a recommendation from Lianna’s group)*

**TASK TWO (B):**

Could Leaders please place any other criteria that your group discussed, into the table below, in case we need your group’s discussion about these other criteria should it be decided that we consider them for the final list.

PRIORITY	SELECTED CRITERIA	INDICATOR(S)	OTHER COMMENTS
#6	Accountable, responsible, honest and has integrity	<ul style="list-style-type: none"> <li>To be gleaned from submitted EOI; <b>and</b></li> <li>Applicant to nominate 2 At-Large colleagues who can attest to such traits/attributes</li> </ul>	<ul style="list-style-type: none"> <li>Requires value judgment to be applied by assessor</li> <li>Corroboration from 2 nominated At-Large colleagues</li> </ul>
#7	Acts strategically	Applicant to provide 1-2 past examples which demonstrates this attribute	<ul style="list-style-type: none"> <li>Requires value judgment to be applied by assessor</li> <li>Corroboration as needed, especially if criteria not clearly</li> </ul>

			established from submitted EOI
#8	Has purposeful mission and vision for the future	Applicant to provide brief statement	<ul style="list-style-type: none"> <li>• Requires value judgment to be applied by assessor</li> <li>• There is a suggestion to have applicant record a video along the lines of “what does participation in ALAC/At-Large leadership development activities mean to you?”</li> </ul>
#9	Creativity and use of new ideas in approaching the work / tasks in ICANN and/or At-Large	Applicant to provide 1-2 past examples – limited to within the ICANN ecosystem and can be corroborated – which demonstrates this attribute	<ul style="list-style-type: none"> <li>• Requires value judgment to be applied by assessor</li> <li>• Corroboration needed from ALAC and/or leadership of relevant WGs</li> </ul>
#10			
#11			
#12			
#13			

Please add more lines if you need to.