

ATLAS III LEADERSHIP DEVELOPMENT TEAM CONSOLIDATED CRITERIA as at 27 February 2019

Presented by the ATLAS III LDT Leaders / Small team

	Criteria	Indicators (Evidence)	Comments
MANDATORY – HARD CRITERIA			
1	At-Large Membership Must be an ALS member or an accredited individual member	Name ALS and prove membership of that ALS; or prove RALO individual member registration	Details for corroboration to be worked with At-Large Staff
2	Knowledge Must have knowledge on ICANN/ICANN ecosystem	Completion of mandatory component of ATLAS III Programme Development’s Capacity Building modules on ICANN Learn as evidenced by certificates	Subject to: (1) more information from PD WG or its CB sub-group on the list of modules; (2) confirmation on modules being multilingual, and (3) confirmation that modules will be available for applicants to complete within reasonable time prior to closing of EOI period
3	Active Participation in ICANN/At-Large In the last 12-24 months: (a) Must have participated in at least 60% of RALO calls/meetings. (b) May have participated in RALO polls/surveys (c) May have participated in ALAC calls/meetings	RALO attendance record maintained by At-Large staff RALO attendance record maintained by RALO Leadership or At-Large staff RALO attendance record maintained by At-Large staff	RALO call/meeting participation is the mandatory requirement RALO poll/survey participation provides additional indication of interest, involvement ALAC call/meeting participation provides additional indication of interest, involvement
DESIRED/PREFERRED – SOFT CRITERIA			
1	Participation and contribution in WGs, contribution in policy input advantageous	Particularization of participation, role as well as contributions made in the last 12-24 months	(1) Pre-set list of WGs to be incorporated in EOI Form (2) If there is doubt in veracity of particulars submitted, Selection Committee to check with WG Chair (in the case of At-Large WG) or At-Large colleagues (in the case of CCWG)

2	Active O&E in ICANN-related local or regional activities	Evidence in the last 12-24 months of <u>one or more</u> participation as: (a) organiser, (b) speaker, (c) rapporteur, (d) communicator, or (e) member in programme (content) committee; with description of activities and where available, reports (either copy or links to be provided)	Corroboration as needed from ALAC/RALO Leadership or, if necessary, due diligence by At-Large Staff
3	Collaborative, skilled in team building	Evidence in the last 12-24 months which demonstrate such trait or skill gleaned from description of activity, references to be provided	Corroboration as needed from references
4	Ability to lead, motivate, inspire and build consensus	Evidence in the last 12-24 months of <u>one or more</u> of the following: (a) chaired or co-chaired any WG/RALO/ALAC or a WG/RALO/ALAC subcommittee/group /track etc (b) led a specific process in a WG or an ICANN-related event (c) initiated or organised a policy of discussion for a specific purpose (d) organised a policy or O&E event or a publication (e) moderated or facilitated a workshop or breakout session (f) had coaching experience (eg ICANN Fellowship coach, policy mentor)	Corroboration as needed from RALO Leadership
5	Effective Communicator	To be assessed via <u>one or more</u> of the following: (a) clarity, succinctness in submitted EOI (b) examples of speaking engagements, presentations made in the last 12-24 months and details of where these took place (c) social media presence/following	To overcome possible disadvantage in lack of command in English, corroboration may be sought from RALO Leadership

Additional comments and recommendations:

1. Must extract a commitment from all applicants to actively participate in ATLAS III and in At-Large beyond ATLAS III by adding a “must tick” check box in EOI Form in order to submit Form
 - i. The question of enforcing this declaration of commitment is something to be considered further but in the interim, evidence of an invitee’s commitment can feed into the metric systems being looked into by the Metrics WG for purposes of the At-Large Review Implementation Plan
2. This table is not exhaustive but represents the “must assess” hard and soft criteria; open to LDT WG members to advocate for inclusion of any additional criteria
3. Only the hard criteria are to act as gating requirements
4. The Selection Committee may consider regional and gender balance factors in assessing soft criteria but care must be taken not to allow an applicant with a more than marginally higher qualification to be displaced by someone who with a lower qualification purely on regional and gender balance factors
 - i. Recommend that an open question be included in EOI Form inviting applicant to submit other important comments or considerations in respect of their EOI which they think the Selection Committee should be aware of
5. Recommend reaching out to former NomCom members to volunteer to be on Selection Committee because they have the requisite experience
6. Selection methodology (ie scoring of EOI submissions) yet to be considered in detail