NomComRIWG: Overview of Recommendations, Community Input Requirement, and Possible Financial Impact

Community outreach at this stage should only be done to **inform which process of implementation might be desirable**, not about the outcome of the implementation. This does not prevent community outreach on the outcome at a later stage; for example: A job description for NomCom members (Rec 1) could be drafted by this group during the implementation process and then put out for public comment. Therefore, community outreach is not necessary at this stage but may happen during the implementation process. The process of how to rebalance the NomCom (Rec 10) might have an impact on the outcome. So, community input at this stage might be desirable.

Outreach to determine costing concerns the need of the NomComRIWG to reach out to ICANN org (e.g., Finance, HR, Legal), members from the ICANN community, or others to gain a general understanding of potential costs associated with implementation. At this stage, quotes from third party vendors are not required.

No	Rec	Community outreach/input on implementation process y/n	Outreach to determine costing? y/n	Notes
1	Formalize a job description for NomCom members that emphasizes diversity and independence, and provide that description to the SOs/ACs.			
2	Implement and formalize training to further NomCom members' understanding of the roles and responsibilities of Board directors and the practices of high-performing Boards at other nonprofit organizations.			
3	Implement and formalize training for NomCom leadership to further their understanding of their roles, authority, and responsibilities, and confirm or appoint the next Chair earlier in the cycle.			
4	Formalize training for NomCom members in the candidate evaluation process.			
5	A professional recruiting consultant should continue to be involved in the role of identifying potential Board candidates. The role of the recruiting consultant should be clarified and published.			

6	A professional evaluation consultant should continue to be involved in the evaluation process for Board candidates. The role of the evaluation consultant should be clarified and published.			
7	NomCom members, except for leadership positions, should serve two-year terms, and be limited to a maximum of two terms.			
8	Maintain the current size of NomCom.			
9	All NomCom members should be fully participating and voting members, except for NomCom leadership.			
10	Representation on the NomCom should be re-balanced immediately and then be reviewed every five years.			
11	The senior staff member supporting NomCom should be accountable to and report to the office of the CEO.			
12	NomCom leadership should have input on the NomCom budget and staffing resources.			
13	Publish a "Process Diagram" and codify key elements of the NomCom process. Each year, the NomCom should be required to highlight and explain process changes to the ICANN community in an open session.			
14	Formalize communication between the NomCom and the Board, SOs/ACs, and the PTI Board in order to understand needed competencies and experience.			
15	The NomCom should publish detailed job descriptions for Board, SO/AC, and PTI Board positions. The job descriptions, in combination with specific needed competencies identified each year by the NomCom, should form a basis for recruiting and evaluation efforts.			
16	Implement and codify a system for providing feedback to the NomCom regarding the contributions and participation of members up for re-appointment by the NomCom.			
17	Maintain current diversity requirements for NomCom appointees.			
18	Publish a candidate communication schedule and codify a communication process with candidates.			
19	ICANN staff and the recruiting consultant, along with NomCom members, should leverage the detailed job description and desired competencies and experience to develop a marketing plan to better target prospective candidates.			

20	The evaluation consultant should undertake a preliminary screen of all Board candidates and provide blinded assessments to the NomCom to assist the NomCom with reducing the pool of candidates to the deep-dive shortlist.			
21	The NomCom should use a standardized tool to evaluate and prioritize candidates, based on desired competencies and experience as determined annually. This tool will not replace qualitative assessments of candidates.			
22	The NomCom should provide consistent interview questions and an interviewer evaluation form for the candidates interviewed during the deep-dive phase and the final face-to-face interviews.			
23	The NomCom should publish additional data on the candidate pool and the recruiting source of candidates.			
24	An empowered body of current and former NomCom members should be formed to ensure greater continuity across NomComs, and in particular, to recommend and assist in implementing improvements to NomCom operations.			
25	Improve NomCom selection decisions by assessing the performance and needs of all bodies receiving NomCom appointees.			
26	ICANN should investigate advancing its nominations process into a Leadership Development function.			
27	Provide clarity on desire for and definition of "independent directors". Upon clarification of desire and definition, determine the number of specific seats for "independent directors".			