Rec.1: Formalize a job description for NomCom members that emphasizes experience, diversity, independence, and provide that description to the SOs/ACs.

- **Nominating Committee**

Per the the [ICANN Bylaws section 8.1](#), there shall be a Nominating Committee of ICANN ("**Nominating Committee**"), responsible for nominating all Directors except the President and those Directors nominated by Decisional Participants; for nominating two directors of PTI (in accordance with the articles of incorporation and bylaws of PTI); and for such other selections as are set forth in these Bylaws. Notification of the Nominating Committee's Director nominations shall be given by the Nominating Committee Chair in writing to the EC Administration, with a copy to the Secretary, and the EC shall promptly act on it as provided in Section 7.25. Notification of the Nominating Committee's PTI director nomination shall be given to the Secretary.

- **Key Responsibilities and Duties**

- Start of Term: After conclusion of Annual Meeting 20XX
- End of Term: Conclusion of Annual Meeting 20XX

- Attend all three NomCom face-to-face meetings, normally scheduled during ICANN's conferences, and an intersessional meeting. In the event of schedule conflicts with non-NomCom meetings, priority should be given to the NomCom meetings;
- The person should be able to join monthly teleconferences (typically 15:00 or 16:00 UTC). Note that the committee's workload <u>will increase</u> significantly during Apr/May/June 2020 when the candidate assessment process will be at its busiest. Conference calls are held more frequently (typically weekly and the duration of the calls may last up to 3 hours) during this time as well.
- The person should be willing to work in a large, consensus-oriented committee.

The NomCom has a [procedure](#) document for reference that provide additional information about the work of the NomCom.

- **Required Knowledge, Skills and Abilities (KSAs)**

Delegates to the ICANN Nominating Committee shall be:

- Accomplished persons of integrity, objectivity, and intelligence, with reputations for sound judgment and open minds, and with experience and competence with collegial large group decision-making;

- Persons with wide contacts, broad experience in the Internet community, and a commitment to the success of ICANN;

- Persons whom the selecting body is confident will consult widely and accept input in carrying out their responsibilities;

- Persons who are neutral and objective, without any fixed personal commitments to particular individuals, organizations, or commercial objectives in carrying out their Nominating Committee responsibilities;

- Persons with an understanding of ICANN's mission and the potential impact of ICANN's activities on the broader Internet community who are willing to serve as volunteers, without compensation other than the reimbursement of certain expenses; and

- Persons who are able to work and communicate in written and spoken English.

- Prior experience in recruiting and Human Resources is a plus.
- NomCom delegates should have a high-level network of contacts essential to candidate recruitment
- Eligibility Exception - No person who is an employee of or paid consultant to ICANN (including the Ombudsman) shall simultaneously serve in any of the Nominating Committee positions as described in Article 8, Section 8.2 of ICANN's Bylaws (https://www.icann.org/resources/pages/governance/bylaws-en/#article8).

Below are the skills suggested on the last plenary call, which could be added in addition to those listed above in the Bylaws.

- Specifically, NomCom members should be selected based on the following desired skills and attributes:
    - Integrity
    - Independence
    - Maturity
    - Cultural sensitivity
    - Commitment
    - Patience
    - Respectful to other viewpoints
    - Excellent listener
    - Experience in working in groups, including the importance of communications