

Call for Volunteers for the Pilot Holistic Review Team



Application form

This call seeks individuals interested in serving as a volunteer review team member on the Pilot Holistic Review (PHR). The composition of the Review Team ideally will be balanced for diversity and skill. Candidates are asked to submit their application forms by **19 June 2024, 23:59 UTC**.

The contents of this application, excluding contact information, will be published and publically available on the [PHR wiki page](#). If including a Curriculum Vitae / Resume, remove any personal information submitted or please inform us if some of this information should be redacted from the public posting.

How to complete your application:

1. This application is divided in 4 main sections:

- Acknowledgements
- Applicant information
- Skills, expertise, and desired attributes
- Motivation for serving on the review team

2. All sections need to be completed prior to submission of this application. If the given section does not apply to you, answer N/A.

3. In addition to completing this application, you may also submit a Curriculum Vitae / Resume via email to reviews@icann.org. *This step is optional and not required for the application process.*

4. Your application must be received by **19 June 2024, 23:59 UTC**.

I accept ICANN's electronic Terms of Service (<https://www.icann.org/privacy/tos>) and acknowledge that my personal data will be processed in accordance with the ICANN Privacy Policy (<https://www.icann.org/privacy/policy>). *

Yes

No

I acknowledge that if I am selected to the Pilot Holistic Review Team, I will be expected to maintain an up-to-date statement of interest form and such statements of interest will be evaluated to confirm I do not have any conflicts of interest in participation.

Yes

No

Acknowledgement of time commitment

I acknowledge that the PHR is expected to last 14-months, I may be asked to attend calls every other week, lasting 60-90 minutes, and that independent work between calls is required.

Applicant Information

Last Name: *

Selby

First Name: *

Abraham

Email Address: *

[REDACTED]

Gender (optional)

Female

Male

Transgender

Non-binary

Country: *

United Kingdom

Geographic region associated with the domicile of the volunteer *

- Africa
- Asia/Australia/Pacific Islands
- Europe
- Latin America/Caribbean Islands
- North America

Please confirm the Advisory Committee/Supporting Organization with which you seek a nomination from to serve on the Pilot Holistic Review Team. *

- ALAC
- GAC
- RSSAC
- SSAC
- ASO
- ccNSO
- GNSO

1. Current vocation, employer and position: *

Postgraduate Student, University College London, School of Public Policy

2. Work performed in (1.) above and declaration of relationships with entities holding a financial (or declarable) interest in ICANN: *

My school do not have any interest in ICANN related to financial holdings.

3. Please identify any Working Groups or other chartered teams in which you are participating (include acronyms, if applicable): *

Universal Acceptance Working Group, IS3C Working Group, Internet Society Youth Standing Group, NCUC

3. How many years of ICANN experience do you have? *

Less than 3 years

More than 3 years

4. Education *

University College London, Master of Public Administration focusing on Public Policy

5. Professional Certifications *

<https://www.linkedin.com/in/fiifimensahselby/>

6. English Knowledge *

Native Speaker

Fluent

Conversant

Basic Knowledge

7. Skills, expertise, and desired attributes

Please assess and explain how your knowledge, experience, and expertise address the criteria listed below. Leave the box blank if not applicable to you. *

- Performance assessment and audits of organizational effectiveness and governance
- Development of methodologies and guidelines for process improvement and measurement
- Data analysis informing fact-based findings and recommendations
- Familiarity with ICANN Reviews, and ICANN structures
- Knowledge of recognized frameworks for organizational excellence
- Principles of accountability applicable to organizations broadly similar to ICANN

Performance assessment and audits of organizational effectiveness and governance: I possess extensive knowledge in assessing and auditing organizational effectiveness and governance. My training includes understanding best practices in organizational audits, performance metrics, and governance structures. I can analyze various aspects of organizational performance, identify gaps, and suggest improvements based on data and well-established frameworks.

Development of methodologies and guidelines for process improvement and measurement: I have significant experience in developing methodologies and guidelines aimed at improving processes and measuring their effectiveness. This includes designing frameworks for continuous improvement, creating measurement tools, and establishing benchmarks. My expertise allows me to tailor these methodologies to fit the specific needs of different organizations, ensuring they achieve optimal efficiency and effectiveness.

Data analysis informing fact-based findings and recommendations: Data analysis is one of my core strengths. I can analyze large datasets to uncover trends, patterns, and insights that inform fact-based findings and recommendations. My capabilities include statistical analysis, predictive modeling, and data visualization, which are essential for making informed decisions and providing actionable recommendations.

Familiarity with ICANN Reviews, and ICANN structures: While I don't have direct experience with ICANN Reviews and structures, I am familiar with the principles and practices of internet governance and the role of ICANN. I understand its multi-stakeholder model, the significance of its policy development processes, and its commitment to maintaining a secure, stable, and interoperable internet.

Knowledge of recognized frameworks for organizational excellence: I have knowledge of several recognized frameworks for organizational excellence, such as the Baldrige Excellence Framework, ISO standards, Six Sigma, and Lean methodologies. These frameworks provide comprehensive criteria for evaluating and improving organizational performance, leadership, strategic planning, customer focus, measurement, analysis, and knowledge management.

Principles of accountability applicable to organizations broadly similar to ICANN: I understand the principles of accountability that are crucial for organizations similar to ICANN, which include transparency, stakeholder engagement, compliance with legal and ethical standards, and effective reporting and communication mechanisms. These principles ensure that such organizations can maintain trust and credibility with their stakeholders while achieving their strategic objectives.

Additionally, I have been helping with organizational policy development and frameworks, enhancing governance and efficiency in various contexts. My current postgraduate research at University College London (UCL) aligns closely with the skills required for this role, providing me with advanced insights and methodologies pertinent to organizational excellence and governance.

Please assess and explain how your knowledge, experience, and expertise address the criteria listed below. Leave the box blank if not applicable to you. *

- Commitment and time to participate actively for the duration of the PHR
- Understanding of the ICANN multistakeholder model
- Analytical skills
- Team spirit, adaptability, consensus-seeking attitude - willingness to learn and contribute, capacity to reason objectively, putting aside personal opinions or preconceptions
- Good communication skills using multiple methods and tools

I am fully committed to participating actively for the duration of the PHR. My current role provides the flexibility required to dedicate the necessary time and effort to this endeavor. Understanding the importance of sustained engagement, I am prepared to allocate the required time to ensure the success of the PHR.

My understanding of the ICANN multistakeholder model is solid and comprehensive. I am familiar with its inclusive approach to policy development, which involves various stakeholders such as governments, private sector, civil society, and technical experts. This model promotes transparency, accountability, and consensus-building, aligning with the broader principles of internet governance.

I possess strong analytical skills, honed through extensive experience in data analysis, problem-solving, and critical thinking. My ability to analyze complex datasets and derive meaningful insights has been a cornerstone of my work. These skills enable me to provide fact-based findings and recommendations, ensuring informed decision-making processes.

In team environments, I excel by demonstrating a collaborative spirit and adaptability. I have a consensus-seeking attitude, always striving to find common ground and mutual agreement among diverse team members. My willingness to learn, contribute, and approach discussions with an open mind allows me to reason objectively, putting aside personal opinions or preconceptions to achieve the best outcomes for the team and the project.

Moreover, I have excellent communication skills, proficient in using various methods and tools to convey information effectively. Whether through written reports, presentations, digital communication platforms, or face-to-face meetings, I ensure that my messages are clear, concise, and tailored to the audience. My ability to communicate complex ideas in an accessible manner is one of my key strengths.

Collectively, these attributes demonstrate how my background and expertise align with the specified criteria, ensuring that I can contribute effectively to the PHR.

Please assess and explain how your knowledge, experience & personality meet the desired attributes listed below. Leave the box blank if not applicable to you. *

- Commitment and time to participate actively for the duration of the PHR
- Understanding of the Multistakeholder community
- Team spirit, adaptability, consensus-seeking attitude
- Willingness to learn
- Readiness to contribute
- Capacity to reason objectively, putting aside personal opinions or preconceptions
- Analytical skills
- Good communication skills using multiple methods and tools

I am fully committed to participating actively for the duration of the PHR, with the flexibility in my current role to allocate the necessary time and effort. I understand the multistakeholder community well, recognizing its inclusive approach involving diverse stakeholders and promoting transparency and accountability.

My team spirit and adaptability are evident in my collaborative work style and consensus-seeking attitude. I strive to find common ground and mutual agreement among team members. I am always willing to learn and ready to contribute, approaching discussions with an open mind and a capacity to reason objectively, putting aside personal opinions and preconceptions.

I possess strong analytical skills, developed through extensive experience in data analysis, problem-solving, and critical thinking. These skills enable me to provide fact-based findings and recommendations. Additionally, I have excellent communication skills, proficient in using various methods and tools to convey information effectively. Whether through written reports, presentations, digital communication platforms, or face-to-face meetings, I ensure my messages are clear, concise, and tailored to the audience.

These attributes collectively demonstrate how my background, experience, and personality align with the desired criteria, ensuring that I can contribute effectively to the PHR.

9. Motivation for Serving on Review Team

*Please provide your interest in serving on the Review Team and what you will bring to the team if selected. **

I am highly interested in serving on the Review Team due to my passion for contributing to the effective governance and improvement of internet-related organizations. My experience and expertise uniquely position me to add significant value to the team.

I bring a wealth of experience from having served on various project review teams, including those for the UNDESA Project, IS3C, the Internet Society, the Government of Ghana, and the Data Protection Commission. These roles have equipped me with a deep understanding of project evaluation, stakeholder engagement, and the intricacies of internet governance.

If selected, I will bring strong analytical skills to the team, enabling us to derive meaningful insights from complex data sets and make informed recommendations. My commitment to active participation ensures that I will contribute consistently throughout the duration of the review. I possess a comprehensive understanding of the multistakeholder model, recognizing the importance of diverse perspectives and consensus-building in policy development.

My collaborative spirit and adaptability will foster a productive team environment, as I am dedicated to finding common ground and reaching mutually beneficial agreements. I am eager to learn from my peers, contribute my knowledge, and approach discussions with an open mind and objective reasoning. Additionally, my excellent communication skills will ensure clear and effective dissemination of information through various methods and tools.

Overall, my background, experience, and dedication to excellence in internet governance make me a strong candidate for the Review Team. I am enthusiastic about the opportunity to contribute to the ongoing success and improvement of ICANN and its initiatives.