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.   *

☑ I acknowledge.

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: *

Hey

First Name: *

Sophie

Email Address: *

████████████

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: *

Policy Advisor at Com Laude Group

---

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

I work with clients who operate gTLD registries, primarily dotBrand registries, to represent their interests
at ICANN. The gTLD registries all have Registry Agreements with ICANN. My employer is also an ICANN-
accredited registrar.

---

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

Next Round Implementation Review Team

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

☐ Less than 3 years

☑ More than 3 years

4. Education *

Bachelor of Business and Law (Hons), major in Corporate Governance (University of Tasmania)
Graduate Diploma in Legal Practice (Leo Cussen Centre for Law)

5. Professional Certifications *

Australian Lawyer (Supreme Court of Victoria)

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

My major in corporate governance means that I have expertise in developing methodologies and guidelines for process improvement and measurement, and knowledge of recognised frameworks for organisational excellence. I have previously worked as a tutor for quantitative methods for first year undergraduate students, which in combination with my role as a consultant, highlights my ability to rely on data analysis to inform findings and recommendations. My participation in ICANN over the last seven years, including as an observer of ATRT3, has enabled me to develop a strong familiarity with ICANN Reviews and ICANN structures.

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 have confirmation from my employer that I will have the time to participate actively in the PHR. I have participated in the ICANN community for several years, participating in several processes, such as Work Track 5 on Geographic Names, the Accuracy Scoping Team, and the GNSO-GAC Closed Generics Facilitated Dialogue. This means that I have a strong understanding of ICANN's multistakeholder model and its constituent parts. As a lawyer, my analytical skills are excellent. The range of topics covered by the various efforts I have participated in demonstrates my willingness to learn and hear alternative perspectives. The contentious nature of the topics highlights my consensus-seeking attitude and interest in trying to find a balanced solution. My experience as a consultant evidences my communication skills across methods and tools, as I need to be readily able to use client-preferred methods and tools.

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 have confirmation from my employer that I will have the time to participate actively in the PHR. I have a
strong understanding of the multistakeholder community after having worked as a consultant for
dotBrand registries for seven years. The range and contentious nature of topics, covered by the various
efforts (geographic names, closed generics, accuracy of registration data) I have participated in
demonstrates my willingness to learn and hear alternative perspectives, as well as my focus on
contributing to the multistakeholder community to reach consensus. My legal training required me to
have strong analytical and reasoning skills and be able to take my own views out of consideration when
presented with scenarios to analyse and advise on. My experience as a consultant evidences my
communication skills across methods and tools, as I need to be able to use client-preferred methods
and tools with ease.

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 was a regular observer on ATRT3 and have keenly followed the implementation journey of the recommendations from ATRT3. This means that I have familiarity with the recommendations, and their genesis. The move towards a holistic review is a pivotal development for ICANN, and it is part of the significant changes to reviewing ICANN's accountability that comes from ATRT3. As ICANN continues to evolve, I want to contribute to identifying what an accountable ICANN looks like moving forward, and how ICANN can continue to improve. A critical part of this will be ensuring that that the Holistic Review is fit for purpose, which is the role of the PHR. I believe that my experience and training make me well-suited for this task. I have experience participating in cross-community processes, and I work well in teams with other open-minded, collaborative individuals aiming for excellence.

This form was created inside of ICANN.

Google Forms