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: *

Maleka

First Name: *

Jerry

Email Address: *

██████████

Gender (optional)

○ Female

◉ Male

○ Transgender

○ Non-binary

Country: *

South Africa

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

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1. Current vocation, employer and position: *

Domain Name Services Director Operations

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

None

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

None

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

☑ Less than 3 years

☐ More than 3 years

4. Education *

Graduate

5. Professional Certifications *

Finance, Data Protection and Privacy, Operations Management, Data Analytics

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 experience and skills will assist in the assessment of performance, data analytics, knowledge of recognised frameworks of organisational excellence and principle of accountability

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 a proponent for collaboration and believe in consensus seeking attitude. I believe i am a good communicator who is committed to the development of the internet globally

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 believe I have the knowledge , experience and the personality to work with other people in a shared
common desire to work in the review team

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 excited to volunteer for the holistic review team dedicated to designing a new review framework for continuous improvement, effectiveness, and accountability. With a strong commitment to fostering excellence and a culture of continuous development, I am eager to contribute my skills and experience to this vital initiative.

Continuous improvement is essential for any organisation to thrive in a dynamic environment. By being part of this team, I aim to help create a framework that not only identifies areas for growth but also facilitates actionable steps to achieve better outcomes. My background in project management and process optimisation has equipped me with the tools to systematically assess current practices and develop innovative solutions. I am passionate about establishing a review system that promotes ongoing learning and adaptation, ensuring that we remain at the forefront of our field.

Accountability is a cornerstone of any effective organisation. It fosters transparency, trust, and a sense of responsibility among team members. I believe that a well-designed review framework can serve as a powerful mechanism to uphold these values. By volunteering for this team, I am committed to helping design a system that clearly defines expectations, tracks progress, and holds individuals and teams accountable in a fair and constructive manner. My experience in performance evaluation and team leadership has taught me the importance of clear metrics and regular feedback in driving accountability and performance.

A holistic review framework must consider all aspects of the organisation, from individual performance to team dynamics and organisational culture. I am eager to bring a comprehensive perspective to this initiative, integrating insights from various stakeholders and ensuring that the framework addresses diverse needs and goals. My interdisciplinary background in both human resources and operational management allows me to appreciate the interconnectedness of different organisational elements and to design processes that reflect this complexity.

Successful frameworks are built through collaboration and the pooling of diverse expertise. I am enthusiastic about working with a team of dedicated professionals, learning from their insights, and contributing my own. I am confident that my collaborative skills and ability to build consensus will help us develop a robust and effective review framework.

Volunteering for the holistic review team represents a unique opportunity to contribute to ICANN's growth and success. I am motivated by the prospect of helping to design a review framework that embodies continuous improvement, accountability, and a holistic approach. I am eager to leverage my skills and experience to support this important initiative and to help foster a culture of excellence and continuous development.