

# 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](mailto: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: \***

Gowandan

**First Name: \***

Noveck

**Email Address: \***

noveck.gowandan@sta.uwi.edu

**Gender (optional)**

- Female
- Male
- Transgender
- Non-binary

**Country: \***

Trinidad and Tobago

**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: \***

IT Officer III, The University of the West Indies

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

none

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

None at ICANN.

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

- Less than 3 years
- More than 3 years

**4. Education \***

PhD Governance (IT Governance, Organizational Politics, Organizational Culture)  
MSc Strategic Leadership and Management  
BSc Information Systems

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**5. Professional Certifications \***

Certified Business Continuity Professional (DRI)  
Certified Change Practitioner (ProSci)  
Senior Directors Institute (EDUCAUSE)  
Cybersecurity and Privacy Managers Institute (EDUCAUSE)

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**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 - very familiar through doctoral research
- Development of methodologies and guidelines for process improvement and measurement - expert in practice
- Data analysis informing fact-based findings and recommendations - expert in theory and practice
- Familiarity with ICANN Reviews, and ICANN structures - excellent
- Knowledge of recognized frameworks for organizational excellence - very good
- Principles of accountability applicable to organizations broadly similar to ICANN - Member of caribbean corporate governance institute, active contributor to development.

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

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
  - Commitment and time to participate actively for the duration of the PHR - I have time, availability and the requisite flexibility to participate.
  - Understanding of the Multistakeholder community - Excellent, I am an ICANN fellow and in addition to participating at ICANN78, I completed over 25 courses on ICANN Learn
  - Team spirit, adaptability, consensus-seeking attitude - Excellent
  - Willingness to learn - Excellent
  - Readiness to contribute - Excellent
  - Capacity to reason objectively, putting aside personal opinions or preconceptions - Excellent
  - Analytical skills - Excellent
  - Good communication skills using multiple methods and tools - Excellent
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## 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.* \*

With my doctoral research in IT Governance, Corporate Governance, Organizational Politics, Organizational Culture - plus certifications in Business Continuity, Change Management, as well as a significant training portfolio across a number of themes, I bring theoretical insight, practical experience and a unique Caribbean voice. With industry partnerships spanning learning&development, corporate governance, and deep technical matters (systems administration, systems engineering in the Linux ecosystem) - I believe I bring a well rounded view for the holistic review team.

How did you hear about the PHR Call for Volunteers?

As part of our ongoing effort to better position our outreach and messaging for future review team announcements, we would value your feedback on how did you hear about the PHR Call for Volunteers. Please select as many that apply from the options below.

### Communication Channels

- ICANN Community Constituent Groups (see <https://www.icann.org/community#groups/>)
- ICANN.org
- ICANN Facebook
- ICANN LinkedIn
- ICANN Twitter
- ICANN Wiki
- ICANN Newsletters
- ICANN Conference
- Other: .....

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