

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: *

Alexander

First Name: *

Bree

Email Address: *

[Redacted]

Gender (optional)

- Female
- Male
- Transgender
- Non-binary

Country: *

Australia

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: *

Assistant Director, Internet Governance, Department of Infrastructure, Transport, Regional Development, Communications and the Arts, Australian Government

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

Engagement, evaluation and policy in Internet governance. Our team leads on Internet governance for the Australian Government.

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

New member of the Underserved Regions Working Group

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

- Less than 3 years
- More than 3 years

4. Education *

Secretary's Scholarship: Graduate Certificate in Policy and Finance, Master in International Development with Distinction, Graduate Diploma in Legal Practice, Bachelor of Laws, Bachelor of Arts in International Studies (Spain).

5. Professional Certifications *

Change Management Practitioner Program, Change Management Centre of Excellence, 2023
Diagnosing and Solving Complex Policy Problems, Australian New Zealand School of Government, 2022
C2 Spanish Diploma, Instituto Cervantes, 2010

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

I have worked on complex multidisciplinary projects locally and internationally in which I established strong relationships and used my excellent analytical and written communication skills to conduct research and synthesise reports. This includes a role leading legislation implementation for a state department, in which I designed and conducted a rigorous data-driven consultation process in two phases to underpin the development of a department-level action plan. I incorporated feedback from over 100 stakeholders, best-practice research balanced with the legislative requirements throughout the process. I maintained positive relationships and stuck to strict timeframes resulting in timely progression of the plan through the editing and design process and submission to the relevant Commission.

To support implementation, I led the development of a series of project management artefacts, including a change strategy and a communications plan as well as writing the executive board paper. Using the 'risk bow tie' method, I planned and initiated a risk management workshop with key stakeholders who I invited to contribute as well as establishing a three-pronged governance approach. I also developed a series of implementation performance goals to inform benefits realisation for the project, using baseline data.

Further, I have a foundational understanding of ICANN structures. I am familiar with the Third Accountability and Transparency Review Team Report (ATRT3) and will further familiarise myself with past ICANN reviews in preparation for this process.

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 highly motivated, with a keen willingness to learn and I have internal approval to participate actively in the PHR, which will ensure I can dedicate appropriate time. While I am fairly new to ICANN, I am familiar with the ICANN multistakeholder model, some of the strengths and opportunities, also having the benefit of colleagues who have been involved in ICANN for a number of years.

During my time with a government taskforce, I worked effectively under pressure and took the initiative to proactively engage with external stakeholders across local government, community organisations and social enterprises. On one occasion, I led a negotiation conversation with an organisation that had to reshape their complex proposal quite significantly. I guided them through the process, balancing the needs of the organisation with the policy objectives of the program in order to get the documentation in a position for best prospects of success. I then wrote up the proposal and presented it to the executive panel. I decided how to most effectively present, considering the needs of the panel and the interests of the organisation, while also prioritising brevity. The proposal was ultimately approved.

In a subsequent role, I managed a team as well as being the policy lead for a program. I led the drafting of guidelines and updates to the guidelines. I initiated and facilitated a whole-of-unit workshop to seek feedback from my colleagues on the policy direction and my initial strategic thinking. I subsequently wrote up the policy positions in a PowerPoint presentation, incorporating the unit input as well as broader research on similar programs. The slide pack I created became a key resource in seeking support of these policy changes from key stakeholders.

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

As outlined above.

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. *

This is an exciting opportunity to both represent the GAC in a diverse team environment and to contribute to the future of ICANN, with some really interesting questions around balancing the needs of diverse stakeholder groups and considering the effectiveness of inter-SO/AC/NC collaboration mechanisms. I will utilise my strong engagement skills to ensure the GAC is well informed, to garner support for this process and encourage input.

As someone relatively new to ICANN, I look forward to bringing new energy and perspectives, while drawing on my multisector experience in dynamic environments. This includes in government environments at the state and federal level, the university sector, not-for-profit and private sectors. I have keen interests in strategy, engagement and change management. I am an active listener, who is curious, eager to learn, and someone who thrives in team environments, having worked in diverse teams over the course of my career. I look forward to learning, building relationships and working collaboratively to deliver review team outcomes that are both rigorous and innovative.

How did you hear about the PHR Call for Volunteers?