

# Call for Volunteers for the Third Accountability and Transparency Review (ATRT3)

## Guidelines

This call seeks individuals interested in serving as a Volunteer Review Team Member on the Third Accountability and Transparency Review (ATRT3). The composition of the Review Team ideally will be balanced for diversity and skill.

Candidates are asked to fill in, save and submit their application forms to [reviews@icann.org](mailto:reviews@icann.org) by **2 June 2017, 23:59 UTC**.

The entire contents of this template, as well as any other supporting documents will be published on the [wiki page](#). Accordingly, please be mindful of any personal information submitted, and please inform us if any of this information should be redacted from the public posting.

### **How to complete your application:**

1. This application form is divided in 4 main sections:
  - Applicant Information
  - Expertise
  - Skills
  - Motivation for serving on the Review Team
2. All sections of each form need to be filled in by the applicant. If given criteria (e.g. expertise) does not apply to the applicant, (s)he will leave the box empty.
3. Once the applicant has completed the form, (s)he will save it on his or her computer/tablet/smartphone.
4. The applicant will create a new email message addressed to [reviews@icann.org](mailto:reviews@icann.org), attach the form which (s)he previously saved and submit their application for consideration.
5. The applicant shall submit his or her application before **2 June 2017, 23:59 UTC**.

## Applicant Information

**Last Name:**

**First Name:**

**Gender:**  Female  Male

**Country:**

**Geographic Region associated with the domicile of volunteer:**

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

**Confirm the Advisory Committee/Supporting Organization with which you wish to seek a nomination from to the ATRT3 Review Team:**

- ALAC  ASO  Other  
 GAC  ccNSO  GNSO

**1. Current vocation, employer and position:**

Self Employed Consultant and Executive (Managing) Director / Company Secretary of our SME, Hovtek Pty Ltd., which has operated as an Australian Pty Ltd., Company since 1983, by vocation I for many (16+ years) have been a Company Director / Non Executive Director for several For Profit and Not For Profit companies.

**2. Type of work performed in 1 above and declaration of relationships with entities holding a Financial (or declarable) Interest in ICANN:**

I was a Director of the .AU ccTLD Operator from 2002 to 2014, auDA is a financial contributor directly to ICANN and at the time of my Directorship an active participant in ICANN ccNSO operations and activities; no other entity I am associated with has a Financial (or declarable) Interest or relationship with ICANN.

**3. Identify any financial ownership or senior management/leadership interest in registries, registrars or other firms that are interested parties in ICANN policy or any entity with which ICANN has a transaction, contract, or other arrangement:**

NONE

4. Are you, or a company you work for:
- An applicant for a new gTLD with a pending application?
  - Providing advice to any new gTLD applicants with pending applications?
  - Otherwise involved in an application submitted (and pending) for the New gTLD Program, such as providing service in support of an applicant or having a financial interest in an applicant?

If your answer is yes to any of the above, please identify the interest you have in the pending application submitted for the New gTLD Program.

NO

5. Identify any type of commercial interest in ICANN policy development outcomes or the outcomes of this ATRT3 review. Do you represent other parties in any PDP or other ICANN related processes?

I have no type of commercial interest in ICANN policy development outcomes or the outcomes of this or previous ATRT reviews.

I do however represent the ALAC in many past and current PDP and ICANN related processes. see my ICANN confluence wiki bio page for more complete details  
<https://community.icann.org/display/~cheryl.langdon-orr/Home>

**6. Prior member of the 1<sup>st</sup> or 2<sup>nd</sup> ATRT Review Team or was an active contributor to its work**

Yes  No

**7. Education**

Graduate Degree - Macquarie University; Biological Sciences, Psychology, 1975 - 79

Post Graduate - Macquarie University; Neurophysiology / Stress Physiology, 1979 - 82

**8. Professional Certifications**

See my Linked In Profile, <https://www.linkedin.com/in/cheryl-langdon-orr-956a93> and short CV/Bio provided on <https://community.icann.org/display/~cheryl.langdon-orr/Home>

**9. Language**

English:  Native Speaker  Fluent  Conversant  Basic Knowledge

## Expertise

*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
- Good governance and board performance
- Performance measurement
- Process improvement
- Knowledge of recognized frameworks for organizational excellence
- Principles of accountability applicable to organizations broadly similar to ICANN

My knowledge, experience and expertise in performance measurement, performance assessment and audit as well as process improvement go back beyond my adult working life and through my years of leadership activities as a youth and young adult within the National and International organisation St John Ambulance Australia, where I served as a dedicated volunteer for several decades. In this time whilst developing a number of key skill sets and leadership qualities in general, I was part of the State and then later National team of Staff Officers who trained, certified and recertified skill sets, ran Non Commissioned Officer and Officer Schools and managed deployments of our uniformed volunteers both lay and professional (Medical Doctors, Nurses, Paramedics, Advanced trained First Responders etc.) I was also in charge of the design and development of not only unique bespoke training materials and methods as a part of these roles, but my primary purpose and projects was in the field of performance standards development, performance measurements, assessments and audits. As well as the development and deployment of process and continuous quality improvement programs.

As a passionate believer in the importance of assessment, review, reconsider and reengineering cycles as a foundation for successful and robust individual and organisational ongoing growth and development. I have maintained since those early days an ongoing interest and research into best practices in management, organisational change, volunteer management, leadership development, communications, governance, and most importantly accountability and transparency, some of these learnings and knowledge I have of course applied to my volunteer roles in ICANN, but these were extensively used in our SME's corporate activities, products\*\* and practices.

Additionally over the last 15 or so years I have actively developed a small Board/ Directorship portfolio and to complement that I frequently and regularly take advantage of various in service trainings in Corporate and Board Governance skills development.

\*\*It should be noted that our consultancy company has specialised in process development ISO 9000 and 1400 series and also NATA (National Analytical Testing Authority) accreditations for our clients and provide regular "internal audit" programs to assist in the maintenance of their accreditations, and for many years in the late 80's and early 90's Hovtek was listed amongst the Top 25 Australian Quality Systems and TQM Companies in Australia (when such lists were a popular form of promotion). I directly managed these projects.

## Skills

*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
- 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

I have held a variety of roles and Leadership positions within ICANN and other organisations and entities over my adult life, both in paid / for profit employ and as an active volunteer, some of which have been specifically focussed upon team development and team building/management, always requiring often highly advanced adaptability capabilities and often requiring consensus development and conflict resolution.

In all of these circumstances, and indeed demonstrated by my work within ICANN over the last 15+ years, I have used, developed, honed and excelled at each and every one of the desirable skills outlined above as desirable for work within ATRT3; Resulting in a high order of the type of useful knowledge and experience as well as being recognised for both my skill sets and personality informally and of course formally with some tangible recognition and awards I have received, ranging from promotions, leading roles and rank through to awards some internationally recognised, and others (such as the ICANN Ethos Award), specific to entity.

In whatever endeavours I have applied myself to, I have always ensured that I make available more than the basic participation requirements making consistently the time and energy commitments that exceed performance indicators, and that result in successful outcomes wherever possible.

Deploying objective reasoning, advanced analytical skills and problem solving abilities, in an unbiased and clearly independent manner, is literally how I have "earned my keep" for my working life after leaving university, post graduate studies and work as an undergraduate course tutor 35 years ago.

## 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.*

It would be my pleasure and an honour to serve on ATRT3, if I was selected, and I am motivated to do so as it is a function of my continuing deep interest and commitment to the continued improvement of the Organisational Accountability and Transparency of ICANN, and an expression of my firm belief in the importance of regular Review Processes as an important tool and opportunity especially having served in the first ATRT and being a dedicated observer to ATRT2.

Further it is a rather natural complement to the work I and others in our now Empowered Community have undertaken over recent years in the CWG regarding the IANA Transition and in particular the CCWG on Organisational Accountability Work Stream 1 (WS1) and now Work Stream 2 (WS2), where I have held/do hold role(s) in their Leadership Teams. I should note here that I am one of the co-rappourters in the ACSO Accountability Work Team in WS2.

I also see this as an opportunity too bring to ICANN some of my specific knowledge, experiences and skill sets that are I believe rather ideally matched to the mandate of ATRT3.

I believe I have a wide ranging understanding of all parts of ICANN (with some greater focus and experiences in the ALAC, GNSO and ccNSO) but certainly not limited to just one section, of our community. I have also a keen awareness of the importance of ICANN being able to clearly demonstrate to the wider internet community that it as an entity is undertaking effective steps in continuous improvement as a "best of breed" practitioner as a Global albeit unique Organisation, in terms of Governance, Accountability, Transparency and other Quality Management Systems practices.

I also believe that I have a known and well accepted track record within ICANN and that my appointment would only assist in the trust the ICANN and wider community should have in this vital process.

Finally I am a passionate and dedicated volunteer and have been since my early teens, at this stage of my life's journey I am rewarding myself and my keen interest in all things ICT, by spending much of my dedicated volunteer time with ICANN matters but to research, data collect, explore, deliberate and develop consensus in matters I have so much field experience in would be I know from my previous work with ICANN as outlined in this application I admit considerable work under tight time lines, and of course challenging at times but very rewarding indeed.

I understand the commitment and requirements and I am more than willing to meet them, and where possible assist in a highly functional and effective Review Team.



## How did you hear about the ATRT3 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 ATRT3 Call for Volunteers. While this is optional, we kindly invite you to select below which communication channel notified you about the ATRT3 Call for Volunteers. Please select as many that apply.*

### 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: \_\_\_\_\_

*Thank you for your Application to join the ATRT3 Review Team.*