

		Advanced (score 4)		Expert (score 5)	
1	ICANN KNOWLEDGE	Asha Hemrajani Alice Munyua Marc Gauw Stephanie Perrin Mary Uduma Seun Ojedeji Ahmed Bakhat Masood	Sorina Teleanu Manal Ismail Zakir Syed Nasrat Khalid Sylvia Cadena kc claffy Lawrence Olawale-Roberts Agnoun basso Mars-arès Daniel Dardailler Peter Vergote	Sebastien Bachollet Olga Cavalli Iliya Bazlyankov Vanda Scartezini Mathieu Weill Jon Nevett	Elliot Noss Rafik Dammak Alan Greenberg John Levine Evan Leibovitch
2	Understand the needs of the Internet communities that ICANN serves	Samantha Eisner Jon Nevett Asha Hemrajani Douglas Onyango Tony Harris Daniel Dardailler Alice Munyua Marc Gauw Manal Ismail Julf Helsingius Peter Vergote Gnanajeyaraman Rajaram Rafik Dammak	Seun Ojedeji Agnoun basso Mars-arès Dietmar Stefitz Ahmed Bakhat Masood Sorina Teleanu Zakir Syed Nasrat Khalid Agnoun basso Mars-arès Lawrence Olawale-Roberts Elliot Noss Sylvia Cadena Mei Lin Fung kc claffy	Denis Munene Mwaniki Sebastien Bachollet Olga Cavalli Iliya Bazlyankov Vanda Scartezini Mathieu Weill Evan Leibovitch	
3	Understand the broader ecosystem (the Internet Community) in which ICANN operates and the needs of those working on other aspects of the Internet industry, including those not yet connected	Samantha Eisner Dietmar Stefitz Asha Hemrajani Douglas Onyango Tony Harris Mathieu Weill Alice Munyua Agnoun basso Mars-arès Marc Gauw	Julf Helsingius Mary Uduma Seun Ojedeji Ahmed Bakhat Masood Sorina Teleanu Zakir Syed Nasrat Khalid Gnanajeyaraman Rajaram kc claffy	Sebastien Bachollet Olga Cavalli Iliya Bazlyankov Vanda Scartezini Elliot Noss Mei Lin Fung Alan Greenberg Daniel Dardailler	

		Manal Ismail	Rafik Dammak Sylvia Cadena Evan Leibovitch Lawrence Olawale-Roberts	
4	Familiarity with ICANN's Mission as Set out in Bylaws	Asha Hemrajani Douglas Onyango Alice Munyua Marc Gauw Seun Ojedeji Sorina Teleanu Lawrence Olawale-Roberts	kc claffy Manal Ismail Elliot Noss Nadira Alaraj Daniel Dardailler Julf Helsingius Rafik Dammak Sylvia Cadena	Samantha Eisner Tony Harris Sebastien Bachollet Olga Cavalli Iliya Bazlyankov Vanda Scartezini Alan Greenberg Evan Leibovitch Jon Nevett
5	FINANCIAL	Carolina Caeiro Stephanie Perrin Mary Uduma Iliya Bazlyankov John Levine		Mei Lin Fung
6	Grant allocation and disbursement	Carolina Caeiro Alice Munyua Elliot Noss Stephanie Perrin Olga Cavalli	Ahmed Bakhat Masood Vanda Scartezini Evan Leibovitch Julf Helsingius Mei Lin Fung Alan Greenberg	Marc Gauw Iliya Bazlyankov Sylvia Cadena
7	Fund management	Carolina Caeiro Xavier Calvez Alice Munyua	Olga Cavalli Iliya Bazlyankov Ahmed Bakhat Masood Alan Greenberg kc claffy	Marc Gauw Elliot Noss
8	Grant management	Carolina Caeiro Alice Munyua Olga Cavalli Ahmed Bakhat Masood	Iliya Bazlyankov Vanda Scartezini kc claffy Elliot Noss Alan Greenberg	Marc Gauw Sylvia Cadena

9	Trust management	Narendra Kumar Olga Cavalli Iliya Bazlyankov Elliot Noss Gnanajeyaraman Rajaram Lawrence Olawale-Roberts Alan Greenberg		Marc Gauw Vanda Scartezini
10	Financial planning	Carolina Caeiro Asha Hemrajani Alice Munyua Narendra Kumar Olga Cavalli Gnanajeyaraman Rajaram Alan Greenberg	Lawrence Olawale-Roberts Mary Uduma Iliya Bazlyankov Ahmed Bakhat Masood Vanda Scartezini Julf Helsingius Mathieu Weill Sylvia Cadena Mei Lin Fung	Xavier Calvez Marc Gauw Elliot Noss
11	Taxation	Xavier Calvez Narendra Kumar	Elliot Noss Gnanajeyaraman Rajaram	Marc Gauw
12	Fund / trust / endowment creation	Narendra Kumar Mary Uduma Iliya Bazlyankov	Elliot Noss Gnanajeyaraman Rajaram Alan Greenberg	Marc Gauw
13	Auditing and Compliance	Carolina Caeiro Narendra Kumar Mei Lin Fung	Mathieu Weill Julf Helsingius Iliya Bazlyankov Vanda Scartezini Elliot Noss	Xavier Calvez Marc Gauw Mary Uduma
14	LEGAL	Jacob Odame-Baiden		Marc Gauw Iliya Bazlyankov
15	Fund management	Carolina Caeiro Iliya Bazlyankov	Elliot Noss	Marc Gauw

16	Grant management	Carolina Caeiro Vanda Scartezini	Elliot Noss Alan Greenberg	Marc Gauw
17	Trust management	Narendra Kumar Vanda Scartezini	Elliot Noss John Levine	Marc Gauw
18	US 501(c)(3) Fiduciary Implications and Legal Restrictions	Samantha Eisner Xavier Calvez	Sebastien Bachollet Elliot Noss	
19	Taxation	Xavier Calvez Narendra Kumar	Elliot Noss Julf Helsingius	Marc Gauw
20	Fund / trust creation	Narendra Kumar Iliya Bazlyankov	Julf Helsingius Elliot Noss	Marc Gauw
21	OPERATIONAL	Iliya Bazlyankov Mathieu Weill	Mei Lin Fung Lawrence Olawale-Roberts Julf Helsingius	Carolina Caeiro Marc Gauw Gnanajeyaraman Rajaram Sylvia Cadena
22	Grant application	Denis Munene Mwaniki Douglas Onyango Nasrat Khalid Alan Greenberg Alice Munyua Olga Cavalli Evan Leibovitch Daniel Dardailler	Iliya Bazlyankov Julf Helsingius Zakir Syed Vanda Scartezini Mathieu Weill Elliot Noss Nadira Alaraj Gnanajeyaraman Rajaram	Carolina Caeiro Marc Gauw Sylvia Cadena kc claffy
23	Grant management	Denis Munene Mwaniki Alice Munyua Iliya Bazlyankov Olga Cavalli Vanda Scartezini Nasrat Khalid Gnanajeyaraman Rajaram	Zakir Syed Mathieu Weill Evan Leibovitch Alan Greenberg Nadira Alaraj Elliot Noss	Carolina Caeiro Douglas Onyango Marc Gauw Sylvia Cadena kc claffy
24	Grant projects implementation	Denis Munene Mwaniki Alice Munyua	Mathieu Weill Nasrat Khalid	Carolina Caeiro Douglas Onyango kc claffy Sylvia Cadena

		Jacob Odame-Baiden Iliya Bazlyankov Alan Greenberg Zakir Syed Julf Helsingius	Elliot Noss Nadira Alaraj Gnanajeyaraman Rajaram Daniel Dardailler	Marc Gauw Olga Cavalli Vanda Scartezini	Evan Leibovitch
25	Foundation/Charitable Organization Management	Carolina Caeiro Asha Hemrajani Alice Munyua Douglas Onyango Nadira Alaraj Gnanajeyaraman Rajaram	Narendra Kumar Iliya Bazlyankov Nasrat Khalid Mathieu Weill Julf Helsingius Alan Greenberg	Marc Gauw Olga Cavalli Vanda Scartezini Sylvia Cadena Evan Leibovitch	
26	Grant-making evaluation and assessment	Douglas Onyango Alice Munyua Iliya Bazlyankov Julf Helsingius Daniel Dardailler Gnanajeyaraman Rajaram Mei Lin Fung	Seun Ojedeji Zakir Syed Alan Greenberg Vanda Scartezini Nasrat Khalid Elliot Noss	Carolina Caeiro Marc Gauw Olga Cavalli Mathieu Weill Sylvia Cadena kc claffy	
27	OTHER RELEVANT EXPERTISE	Denis Munene Mwaniki Marie-Noémie Marques Alice Munyua Gnanajeyaraman Rajaram Sylvia Cadena	Olga Cavalli Jacob Odame-Baiden Julf Helsingius Evan Leibovitch Alan Greenberg Vanda Scartezini	Marc Gauw kc claffy Mei Lin Fung	

Other relevant expertise:

Carolina Caeiro	I have worked in fundraising and project management. I am currently in charge of the FRIDA Program, a grant-making and awards fund for the LAC region and have experience working with donors such as CAF, IDRC, SIDA, OSF, and Omidyar among others . Of the areas of work described above, operational issues and financial management are my strengths.
Tony Harris	Experience in being part of an international consortium that was awarded 3 million euros, from the @lis round of funding instrumented by the European Commission (2003-2005), for a social inclusion Internet project involving primary and high schools in 37 countries.
Marie-Noémie Marques	European regulation
Marc Gauw	NLnet Foundation is active in fund raising, fund management, project selection and granting for the last 20 years. Our own funds and 3th party funds are periodically allocated to grantee from all over the world working on solutions 'for the good of the Internet', who are willing to make their deliverables free of charge available for the internet community. Our foundation is staffed with only 2,5 fte, however this team can bring most of the knowledge as needed for appropriate day-to-day fund management.
Stephanie Perrin	It is not clear how to rate experience and knowledge here. I gave myself mostly basic, although I do have experience from my government work in funds management, financial management, grants application and evaluation etc. I have similar experience from my university activities, including coordinating a large grant, applying for grants, and evaluating performance.
Olga Cavalli	Experience in developing and implementing projects in developing countries related with the Internet.
Jacob Odame-Baiden	Project Management. PMP Certified
Zakir Syed	The experience is mostly on National as well as regional (the Middle East & North Africa) level.
Vanda Scartezini	I need to explain my expertise in some areas: they are a mix of knowledge of US legal and financial issues for not for profit organizations and Latin legal and financial framework. 1) From US , due my my time as ICANN board member chairing Audit Committee and Reconsideration committee as i needed to learn California legal framework for not for profit organization as well financial issues required fro a not for profit organization like ICANN - I have added to this some years as member of advisor committee for PIR -a not for profit organization based in Virginia, US, and the work that was related to Not for profit organizations and foundations around Latin America. 2) Adding to this knowledge I have knowledge of Latin Legal System specifically from Brazil but also applied to other Latin countries not only as National Secretary and Patent Office President (here it is first instance judge) as I have been responsible to approve two large laws (patent law and technology law), demanding huge knowledge of legal framework and financial and taxation issues in the country) I am currently chair of the board of a foundation here (with around 300 engineers - it is a Science and technology foundation) as well as member of the board of other Not for profit organizations. I have also attended dedicated courses from National Association for Corporation Directors - NACD-US California and from its correspondent in Brazil IBGC, both courses dedicates to not for profit organizations.
Elliot Noss	* degrees in finance, MBA, law, specialty in tax * have run a public company for the last 15 years * have sat on the CIRA community investment committee since its inception
Sylvia Cadena	- Evaluation and communication strategies to support grant outcomes - Design and implementation of capacity building mechanisms for to support grant applicants, grant recipients
kc claffy	Internet research (technical, economic, policy), founding director of http://www.caida.org .

Mei Lin Fung	CRM- I was one of the original designers of CRM software - which enabled the automated tracking of sales leads and business projects, which grew from the first system inside Oracle to a \$30 billion industry Presently - I am working with CRM vendors outside their competition space as part of the World Economic Forum Steering Committee for Internet for All - to apply existing data models in CRM software to track a greatly expanded range of Internet Inclusion projects to increase our knowledge of what projects work and how to identify conditions for success Customer lifetime value, Activity Based Accounting and dynamic Performance Management - designated expert on CLV wrote CLV appendix in 4 editions in the top selling CRM textbook by Paul Greenberg As Internet Inclusion Vice Chair at the IEEE am working with Institute of Management Accountants to define project gates and filters to distinguish project phases to find those most worthy of qualifying for the next stage of funding due to capacity leadership teamwork and operational competence
Lawrence Olawale-Roberts	The field of financial and operational fit for a national program is a strong area of influence.
Alan Greenberg	Project evaluation, Risk management in allocating projects
Agnoun basso Mars-arès	In addition to what has been listed, I have an ease of communication and as a journalist communicator, I animate programs on issues of computer engineering and numerical economy. The questions related to access to the Internet and the problematic of the computer tool in developing countries
Dietmar Stefitz	I am an expert in organizing events, and can Help bringing people together in good Networking conditions and for reasonable fees. I speak Spanish, German, English and French.