

# ICANN CEO Selection Criteria 2015 Workspace

## Disclaimer

This is a workspace for the At-Large community to discuss selection criteria for the future ICANN CEO. At-Large members' comments in the [thread on ALAC mailing list](#) are posted via the comment function on this page.

## CEO Profile from CEO Search in 2011

Candidates will be expected to demonstrate to the highest degree possible the following experience and skills. These have been grouped under 4 headings that embody the multi-faceted nature of the role:

### Professional

- § Solid record of either/or public, corporate, academic service, at a high international level
- § Global exposure: experience of working in different countries or with different cultures
- § Experience in managing process work flows and ability to anticipate issues
- § Close familiarity with the ways in which civil society, business sector interests and regulatory authorities interact
- § Success in managing ICANN's evolution as an organization, complex issues and programs, and key contracts
- § Track record of achieving results, not just 'being there'
- § Previous association with highly respected organizations
- § Leadership of dispersed international teams and active multi-stakeholders that provide policy input

### Personal

- § Consensus builder and catalyst, a motivator and persuader
- § Intellectually engaging, contributes to 'thought leadership' in helping define vision and strategy, and leverages the organization's competencies
- § Combines weight of personality with empathy towards others of many different backgrounds
- § Practiced at exercising influence in non-hierarchical relationships
- § Earns respect and generates trust in him/herself and the organization
- § Multicultural with language skills, practiced communicator and public speaker
- § Aligns with ICANN's values: integrity, trust, humility, technical excellence and public service
- § Able negotiator, without making enemies, can represent ICANN and can present it well
- § Strong affinity with the Internet (but not just a "cheerleader"), conscious of its role and complexity, fully embraces ICANN's mission and its bottom-up process
- § Embodies and practices the multi-stakeholder approach and welcomes significant volunteer involvement

### Technical

- § Internet architecture knowledge : understanding of the global Internet's systems of unique identifiers, including domain names, protocol parameters and addresses
- § Institutional knowledge : familiarity with the functioning of registries and registrars, ICANN's policy development procedures and user categories
- § Understanding of the domain names market structure and dynamics, including competition issues

### The Internet Governance Ecosystem

- § Institutions: understand the environment of those involved in the Internet and its administrative governance systems, notably IETF, ISOC, W3C, and other standard bodies (ETSI, ITU, ISO, Unicode)
- § International awareness: know the government stakeholders in Internet governance and how to interact with them
- § Knowledge of the UN system and other international organizations and processes
- § Ability to function and generate trust with all actors through operational excellence and respect for input from the multistakeholder base

## Additional Factor for Consideration

**The stage of development of ICANN as an organization and the kind of CEO that would be suited for that and the next stage**

§ There are CEOs that are suitable for the start-up phase, growth and expansion, consolidation and stabilization, etc.

§ The context of ICANN's stage of development and the desired next phase will serve as a frame for the CEO criteria.