



President & CEO

CANDIDATE PROFILE



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ICANN (The Internet Corporation for Assigned Names & Numbers)

ICANN's global public interest mission is to promote the stability and security of the global Internet through coordination of its naming and addressing systems. To reach another person or entity on the Internet you have to type an address into your computer - a name or a number, a unique identifier. ICANN coordinates these unique identifiers across the world. Without that coordination we wouldn't have one global Internet.

ICANN was formed in 1998, as a California public benefit non-profit corporation. It is a global organization with offices in the United States, Belgium and Australia, and more than 130 staff currently living in ten other countries. The principal offices of the organization are in Los Angeles, California. Its current budget is about 70 M USD¹.

ICANN's mission touches all countries on every continent and it fulfils it by engaging with a global community of nearly 20,000 actively participating stakeholders representing governments, businesses, academia, NGOs and individuals all of whom are dedicated to keeping the Internet secure, stable and interoperable. The three annual meetings gather about 1.500 participants each.

ICANN requires a public interest-minded leader with a combination of business, diplomatic and organizational skills.

The ICANN website (<http://www.icann.org>) provides extensive information about the organization and the way it works. Some key characteristics of ICANN's are:

- ICANN is a 'non-profit' organization but not a typical 'not for profit' or NGO
- Its policies are developed through an inclusive "bottom-up" process by a broad group of stakeholders from around the world
- Transparency, inclusion and participation form the basis of its conduct of business and its accountability towards stakeholders and the larger public
- The unique relationship between the 'staff', led by the CEO, and the global volunteer community and Board of Directors and constituencies, whose members are located all over the world
- The crucial importance of the Internet, and therefore of ICANN's stewardship, to all actors, governments, businesses, civil society, ... all around the world
- ICANN is part of a broader Internet governance ecosystem with other major players
- Governance arrangements are evolving rapidly and boundaries may be seen as somewhat fluid by competing organizations

¹ The new gTLD program to be launched in 2012 will require the management of a separate budget of between \$75 M and \$200+ M (depending upon whether there are 400 or 1000+ applications).

- Developing, managing and improving work flow processes is a core activity, and the processes and outcomes must be perceived as fair
- ICANN staff supports policy development by the community, the Board’s steering/ validation role, and executes the resulting policies.

Candidate Profile

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

Few if any candidates will of course match every single criterion listed above, but those who reach the final shortlist are expected to score very highly against them.

ICANN is an equal opportunity employer, and does not discriminate on the basis of race, religion, gender, national origin, or sexual orientation.

Odgers Berndtson Assignment Team

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