CEO Search Committee Update
Tuesday 13 June
Board members are not applicants

All Search Committee (SC) members signed documents of confidentiality and code of conduct.
2023 ICANN CEO SEARCH COMMITTEE

Tripti Sinha
Chair of the ICANN Board
SC Member

Becky Burr
Member

Christian Kaufmann
Member

Chris Chapman
Chair

Sarah Deutsch
Vice Chair

Sajid Rahman
Member

León Sanchez
Member

Katrina Sataki
Member
01. Overview of the position

02. Key Responsibilities and Functions of the Position

03. Expectations of the Position

04. Core Competencies, Attributes and Experience Required for the Position

05. Next steps (current indicative timetable)
Overview of the position

Unicorn?
Total of 15 Listening Sessions between March and May:

• Kick-off Listening Session at ICANN76 with the ICANN Community/Public

• 14 sessions subsequent to ICANN76:
  - ICANN constituencies - ASO, ccNSO, GNSO, ALAC, GAC, RSSAC and SSAC
  - Former ICANN Board Directors
  - Former ICANN Board Chairs
  - Ecosystem partners - IETF, ISOC
  - Two sessions with ICANN Organization staff
  - One session with ICANN Organization Executive Team (15mn each / 11 sessions)
  - Concluding session with ICANN Community/Public
Key Responsibilities and Functions of the Position
Eight key responsibilities identified

History has shown that when inflection points occur, if recognized, properly managed and leveraged, this can lead to great benefits for an organization and its mission. ICANN is at such an inflection point in its growth and the next CEO will lead ICANN during this critical time. It is a time to continue to reinforce ICANN's institutional legitimacy, deliver apolitically and expeditiously on its global mission, establish enduring trust with global partners and present a collaborative face to the world order.
Key responsibilities identified

Strategic Management

Community Engagement and Relationship Management

Organization Management
Key responsibilities identified

Accountability Management

Organization’s Spokesperson
Expectations of the position

The position is one of critical global responsibility, diplomacy, advocacy and public service.

Servant Leader
Listens first, seeks to understand, motivates, inspires and works with the community and the organization in service to ICANN’s mission

Partnership
Able to partner with the Board, ICANN community and global institutions to achieve common goals

External/Internal Role and Balance
Grasp the scope and scale of the position and have deep operational experience to recognize the need for operational delegation

Global Mindset
Work effectively across different cultures and regions, able to understand and navigate the complex geopolitical landscape that impacts the Internet and be able to advocate for the interests of the Internet community on a global scale
Expectations of the position

**International Diplomacy**
Demonstrated experience and skills in international diplomacy to safeguard and act upon ICANN's mission while maintaining strong and healthy dialog and relationships with nations, groups and individuals.

**Transparency, Strong Ethics and Accountability**
Strong ethics, transparency and accountability in all aspects of ICANN's operations.

**Collaborative**
Strong communication, collaboration and listening skills, strong emotional and social intelligence and be able to work effectively with a diverse range of stakeholders, including governments, businesses, technical experts and civil society groups.

**Technical Knowledge**
Technical experience and a sound understanding of the technical aspects of the Internet (including domain names, numbers, protocols and standards), be able to identify issues, provide leadership on technical matters and ensure that ICANN's policies and procedures are technically sound.
Expectations of the position

Workforce Culture
Create a culture of bottom-up staff empowerment, collaboration, cooperation, cultural competence, respect, a shared can-do attitude and teamwork

Superior Management Skills
Able to work collaboratively and effectively with ICANN's Board, have outstanding management skills (including the ability to effectively delegate operational functions, transform the organization effectively and empathetically and, if considered necessary, implement new organizational structures, recruit and retain top talent and staff, manage budgets and resources effectively - and ensure that ICANN's operations are efficient and effective

Meetings and Travel
Must be able to lead her/his team and work with the community during long working hours, in both in-person and online virtual settings. Since the ICANN community is global, there is regularly a need to meet after or before normal local (i.e., local to the CEO) business hours. Must be able to maintain high stamina for extended periods of time. Extensive travel across the globe
Core Competencies, Attributes and Experience Required for the Position
Three headings that embody the multi-faceted nature of the CEO role

01 Personal
- Integrity, engagement, service attitude, respect, consensus builder, strong EQ and social intelligence, language skills, …

02 Professional
- Solid record of public or corporate service at high international level, Success in having managed a complex organization’s evolution, Track record of achieving results in a timely manner, …

03 Technical & Governance
- Internet Architecture knowledge, strong understanding of the environment of those involved in the functioning of the Internet and its administrative governance systems, reasonable familiarity with the functioning of registries and registrars, ICANN’s policy development procedures and stakeholder groups, familiarity with Government stakeholders in Internet Governance, …
Conflict Free
Next Steps (current indicative timetable)

1. **Contract awarded to search agency (SA)**: August–Sept. 2023
2. **Candidates identification**: Oct.–Nov. 2023
3. **Long list identification**: December 2023
4. **Interviews with shortlisted candidates**: Jan.–Feb. 2024
Next Steps
(current indicative timetable)

- In-person interviews with ICANN Board
  - February 2024
- Appointment
  - Expected Q1/Q2 2024
Get the latest news on the ICANN PRESIDENT AND CHIEF EXECUTIVE OFFICER search process

Visit us at https://www.icann.org/resources/pages/ceo-search-2023-en
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