STRAWMAN of 13 March 2019 **GNSO Target/Desirable Skills for Fellowship recipients**

Dear Keith, Rafik, Pam, and GNSO Council,

The GNSO was tasked in 2018 with identifying any specific criteria with which to evaluate Fellowship applications. The GNSO has not yet responded to this request.

In the ICANN65 Fellowship Selection Round (conducted during January and February 2019), only the ALAC had prepared and made available specific target criteria for Fellowship applications. These criteria were: (i) Policy Development skills including understanding of ICANN policy issues; (ii) Interest in Internet end user issues; (iii) Drafting skills, ability to analyze data from an Internet end user perspective are seen as key. Additionally, (iv) Knowledge and some technical experience of and within the internet ecosystem as well as legal skills would be useful. (v) Sufficient educational background to understand the ICANN environment; (vi) Interest in Internet in general; (vii( Interest in participating in the work of ICANN.

My experience on the Fellowship Selection Committee as the GNSO Representative led me to suggest in February 2019 to the GNSO Council Leadership team that the GNSO prioritise the development of its own unique criteria in time for the ICANN66 Fellowship selection process. This will help not only the GNSO representative, but other members of the Selection Committee, to select applicants according to current GNSO needs and priorities. I volunteered to develop a strawman for consideration by the GNSO Council.

Below is a strawman list of target/desirable skills to be applied to Fellowship applications in which applicants express specific interest in or affiliation with the GNSO and its Stakeholder Groups and Constituencies. These criteria are based upon the recommendations of the GNSO PDP 3.0 Report of 23 October 2018 (<https://gnso.icann.org/sites/default/files/file/field-file-attach/pdp-increase-effectiveness-efficiency-23oct18-en.pdf>) and the EPDP Charter – in particular expectations of participants - (<https://gnso.icann.org/sites/default/files/file/field-file-attach/temp-spec-gtld-rd-epdp-19jul18-en.pdf>), and informed by the GNSO Working Group Guidelines (<https://gnso.icann.org/sites/default/files/file/field-file-attach/annex-1-gnso-wg-guidelines-18jun18-en.pdf>).

* Awareness of the different stakeholder interests represented in the GNSO (demonstrated, for example, by attending an ICANN webinar, completing relevant ICANN Learn course/s, attending an ICANN meeting introductory session (whether remotely or in person))
* Awareness of the GNSO policy development process (demonstrated, for example, by attending ICANN policy briefings, completing relevant ICANN Learn course/s, attending in person or remotely a Newcomer Track ICANN meeting session, etc)
* Ability and willingness to work, in good faith, towards consensus solutions and cooperate constructively with others (demonstrated, for example, by prior participation in team- or group-based activity)
* Ability to communicate orally and in writing, in a respectful and constructive manner
* Willingness to adhere to the ICANN Expected Standards of Behaviour
* Existing prior knowledge of issues currently faced by the GNSO community, or willingness to undertake efforts to upskill in a timely manner
* Ability and demonstrated willingness to actively contribute to GNSO activity not simply at funded face-to-face meetings, but in remote participation conference calls.

I look forward to receiving your input and instructions.

Heather Forrest