

Standing Selection Committee (SSC) Report to Stakeholder Group (SG)/Constituency (C)/Council leadership teams on the Process to Select GNSO Representatives to the Community Representatives Group (CRG)

The GNSO Standing Selection Committee (SSC) appreciates the opportunity to reflect on its experience in selecting the first GNSO representative to the Community Representatives Group (CRG) that will nominate the Independent Review Process (IRP) Standing Panel. As requested by the SG/C/Council leadership teams, the SSC has produced this report to provide suggestions on future selections of GNSO representatives based on the SSC's experience with this process.

Experience with this Selection Process:

For this particular selection process, only one individual, Heather Forrest, submitted an Expression of Interest (EOI). The SSC was tasked with evaluating whether the candidate met the qualifications for the role and therefore whether she should serve as a GNSO representative.

As a first step, the SSC discussed whether the EOI statement submitted by the candidate, combined with SSC members' own experience working with her, was sufficient to evaluate the candidate or whether additional information should be sought. For this EOI process, candidates were asked to submit a statement expressing and explaining their interest in the role. While the content of the EOI response was limited, the candidate is very well-known in the GNSO community. Many SSC members had worked directly with her and therefore had an opportunity to speak first-hand to her qualifications for the role. On this basis, SSC members agreed that the SSC had sufficient information to complete the process. The SSC completed the following steps as part of its standard process:

- Provided time for each member to individually evaluate the candidate's qualifications and complete a poll individually assessing the candidate
- Held an SSC meeting to discuss poll results, share thoughts on the candidate's qualifications, and come to preliminary agreement
- Held a consensus call by email following the meeting to determine if there was full consensus support for the preliminary agreement
- Submitted a full consensus recommendation to the GNSO Council via motion

Outcome: The SSC made a full consensus recommendation for Heather Forrest to serve as a GNSO representative to the CRG.

Feedback for Future Processes:

The SSC noted that only a single candidate expressed interest in serving on the CRG. Acknowledging that there may be multiple reasons for having only one applicant, the SSC believes that it would be helpful to adjust the Expression of Interest announcement to ensure

that community members fully understand the opportunity and the role. Given that ICANN produces a single EOI announcement that applies to all SOACs, and understanding that there may be details that are only applicable to the GNSO and its candidates, the SSC notes that the general announcement could potentially link to a page with any GNSO-specific requirements or information. The SSC believes that it would also be helpful to give further consideration to next steps in scenarios where either no candidates from the GNSO express interest or where EOIs are submitted but the SSC does not believe that any of the candidates are qualified.

- **Recommendation 1:** The call for Expressions of Interest should briefly and clearly summarize in the text of the announcement the nature of and responsibilities of the position, the skill set of desired applicants, the criteria used to evaluate candidates, length of term, the number of hours representatives will need to commit for each nomination process, and any compensation or other benefits to volunteers, if applicable. To the extent that any elements are specific to the GNSO and its representatives, the general EOI announcement can link to a page with additional information that is relevant only to candidates seeking to represent the GNSO.
- **Recommendation 2:** The SG/C/Council leadership teams should give further consideration to how to handle a situation where not enough qualified applicants come forward, specifically:
 - There are no EOIs submitted for the GNSO representative role or
 - EOIs are submitted but none of the candidates are qualified

The SG/C/Council leadership teams should consider whether these are issues that the SSC would need to address or whether the SG/C/Council leadership teams would be responsible for next steps.

While the SSC was able to complete this process based on the group's collective knowledge of the candidate along with information in the EOI response, the SSC recognizes that SSC members may be less familiar with candidates who respond to future EOIs. Further, future selection processes may include multiple candidates, requiring the SSC to make a more nuanced assessment in selecting between qualified individuals. Therefore, the SSC believes that enhancements are appropriate for future processes.

- **Recommendation 3:** Candidates should be required to fill out an EOI form as part of the Expression of Interest. Questions should correspond to criteria included in the CRG Terms of Reference, and for the GNSO representative, any other requirements identified by the SG/C/Council leadership teams. Questions should be as specific as possible and should ask applicants to provide examples illustrating their qualifications. The SSC encourages the GNSO Chair to raise this suggestion with the other SOAC Chairs as a general improvement to the EOI announcement.

The SSC believes that if there is sufficient information in the EOI form, the SSC will be well positioned to evaluate candidates in the future relying on the materials provided and using the SSC's standard process. It is therefore not suggesting any additional steps (such use of as interviews or references) at this time.

- **Recommendation 4:** No additional steps to the selection process (interviews, reference checks, etc) are needed. If the SG/C/Council leadership teams determine that additional steps are required for future selection processes, the SSC may need additional guidance to support the implementation of these mechanisms. Further, time to complete these additional steps should be factored into the overall timeline of the process.