

Roles / Delegations Document

8 May 2017 - Draft 1 by Jordan Carter

This document: https://docs.google.com/document/d/161rqj7P3wzbeDbZkbAQs6JjAbJ_9pXHEcBNxs9UKuJs/edit?usp=sharing

This document responds to this part of the CCWG's WS1 conclusions on Staff Accountability:

The CCWG-Accountability work with ICANN to develop a document that clearly describes the role of ICANN staff vis-à-vis the ICANN Board and the ICANN community. This document should include a general description of the powers vested in ICANN staff by the ICANN Board of Directors that need, and do not need, approval of the ICANN Board of Directors.

1. The primary role of those who work for ICANN – the “ICANN staff” or “ICANN Organization” – is to execute the strategy and plans adopted by the ICANN Board. They do the day-to-day work of the organisation, working with the ICANN community in many cases to do that work.
2. This staff role is distinct from the roles of the ICANN Board and community.
3. The ICANN Board is made up of people from within and beyond the ICANN community. It is the formal governance body. It is responsible for the usual set of governance functions, and is integral to maintaining and developing ICANN as an open and accountable organisation.
4. The ICANN community is the stakeholder groups and individuals who participate through its processes in advancing ICANN's mission. They are co-producers in much of ICANN's work. The community are not governors and are not staff: their involvement in ICANN is generally voluntary from ICANN's point of view.
5. Formally speaking, staff accountability is through the Chief Executive to the ICANN Board.
6. Informally speaking, relationships between and among staff, Board and community are integral to the successful work of the ICANN system. ICANN as an organisation needs to hold staff accountable for succeeding in those relationships and in dealing with any problems.
7. In thinking about Staff Accountability, the important point is that collaboration is essential to ICANN's success. The community needs to be sure that ICANN staff will be congratulated and thanked when things are working well, and also to be sure that staff are held accountable through the usual set of HR and performance management approaches where things don't go well. Formal and informal systems need to be working together to achieve this.
8. Clear delegations, and open and well-communicated process for resolving issues, will help generate certainty and clarity, and ensure that issues if they arise are dealt with well. Such an approach also generates important information and feedback for ICANN allowing it to evolve and improve over time.

9. An ICANN document, “**ICANN’s Delegation of Authority Guidelines¹**”, sets out more detail of the respective roles of ICANN’s Board, CEO and staff, and how these interact. It was first published in November 2016. The organization has been improving the clarity of this over time as it has matured, and this document will continue to evolve over time.

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¹ See: <https://drive.google.com/open?id=0B6MyPqTCjxXtUmhGcXVtMm5zSmc>