

ISPCP Input to the ICANN Nominating Committee (NomCom) for the 2026 Cycle

Name: Internet Service Providers and Connectivity Providers Constituency (ISPCP)

Affiliation: GNSO – Non-Contracted Parties House (NCPH)

Stakeholder Group: ISPCP Constituency

1. Summary of Recommendations

- **Support for timeline adjustments** that maximize productivity during face-to-face (F2F) NomCom meetings.
- **Strengthen the balance between transparency and accountability** while preserving the NomCom's independence.
- **Provide stage-specific recommendations** across outreach, application development, interviews, evaluation, and final selection.
- **Improve alignment between candidate skill sets and the needs of receiving bodies, especially for PTI and ICANN Board roles, where profiles often** remain overly generic.
- **Encourage targeted outreach** to technical, operational, and governance communities to widen the pipeline of qualified candidates.
- **Promote UA, IDNs, multilingual Internet readiness, and security competencies** across all leadership roles.

2. Detailed Input on NomCom Process and Specific Positions

A. Timeline Adjustments for Increased Effectiveness

The ISPCP supports the proposed **accelerated and optimized timeline**, particularly when it facilitates:

- More concentrated work during **NomCom face-to-face meetings**, where deliberative quality is highest.
- Parallel progress across evaluation committees to reduce bottlenecks.
- Earlier availability of selected candidates to engage with their respective communities before assuming duties.

We recommend that future timeline changes continue to prioritize evaluation depth while reducing administrative overhead.

B. Transparency vs. Accountability: Maintaining the Right Balance

NomCom's independence is a cornerstone of ICANN governance. We recommend:

- Maintaining confidentiality around **candidate identities and deliberations**, while
- Increasing public transparency about **process improvements**, outreach results, criteria, and skills sought.
- Regularly publishing **non-sensitive process metrics**, such as geographic and sectoral outreach performance.

This approach preserves independence while assuring the community that selection decisions are grounded in clear criteria and global public interest.

C. Recommendations Across the NomCom Stages

1. Outreach & Recruitment

- Expand outreach into **operational, technical, cybersecurity, and ISP sectors**, which remain underrepresented.
- Prioritize regions where participation in ICANN leadership remains low.
- Encourage candidates with experience in **Universal Acceptance (UA), IDNs, EAI, DNS operations, and network resiliency**—increasingly essential competencies for ICANN’s future.
- Encourage applications from candidates having both policy and technical skills.

2. Application Development

- Include prompts that allow candidates to demonstrate:
 - Experience with **multilingual Internet readiness** (UA/IDNs/EAI).
 - Governance and risk management skills.
 - Ability to work in complex, consensus-driven environments.
- Provide clearer guidance on the distinction between roles—for example, strategic oversight for Board vs. operational understanding for PTI.

3. Live Interviews

- Use more role-specific scenario questions, particularly for PTI Board candidates, such as:
 - Operational continuity risks
 - Technical stability decision-making
 - Resilient infrastructure governance
- For ICANN Board interviews, evaluate candidates on their ability and readiness to navigate **geopolitical, technological, and policy tensions** within the Community and beyond in a neutral manner, supportive of the multistakeholder model and cognizant of the values of ICANN.

4. Candidate Evaluation

- Strengthen evaluation matrices by weighting:
 - Technical and operational knowledge (especially for PTI and Board)
 - Independence and absence of conflicts of interest
 - International governance experience
 - Proven commitment to Internet openness and inclusivity
 - Skills in communication and public speaking

5. Final Selection

- Ensure selections reflect:
 - Diversity of geography, expertise, and perspectives
 - Alignment with long-term organizational needs

- A balanced composition of strategic, operational, and technical expertise

D. Ensuring Skillsets Meet the Needs of PTI and ICANN Board Roles

Across many cycles, the job descriptions remain **generic and largely unchanged**, which may not capture evolving needs. Whilst we appreciate the need for the PTI board and the ICANN Board to remain neutral wrt reconducting outgoing members, there should be a way for them to express more specific needs (e.g., desired skills or lack thereof), especially when outgoing members are term-limited. The ISPCP recommends:

- **PTI Board:**
 - Strengthen requirements for **DNS operations**, root zone management knowledge, cyber resilience, and incident response preparedness.
 - Consider adding mandatory experience in **infrastructure operations** relevant to time-sensitive and critical systems.
- **ICANN Board:**
 - Enhance emphasis on **strategic governance**, risk and compliance, digital policy awareness, and understanding of UA / IDNs as core components of global Internet inclusion.
 - Encourage candidates with backgrounds in **connectivity, ISP operations, cloud, edge infrastructure**, and **AI-enabled Internet ecosystems**, where industry evolution is rapid.

Better mapping candidate skills to the actual needs of the receiving bodies will enable more effective governance and oversight.

3. Supporting Rationale

- The ISPCP represents organisations central to the operation of the Internet's infrastructure. Our constituency has extensive experience with stability, resiliency, user inclusion, and operational continuity—all core to ICANN's mission.
- Our recommendations aim to ensure that the NomCom continues to select leaders who understand both the **technical** and **policy** dimensions of the evolving Internet.
- A stronger focus on role-specific skillsets and modern challenges (security, UA, multilingual Internet, operational resiliency) will help ICANN leadership remain effective and future-ready.