

Rec. 14: Formalize communication between the NomCom and the Board, SOs/ACs, and the PTI Board to understand needed competencies and experience.

Q1: Is there additional information that could be shared between the NomCom and the GNSO so that the NomCom can better target its selection to the needs of the GNSO Council?

GNSO Council Response:

Information currently shared between the Council and the NomCom focuses mainly on updating position descriptions and selection criteria. There have also been informal exchanges between the NomCom and Council leadership. Information sharing could be expanded to include the suggestions made in response to questions on Recommendations 16, 21, 22 and 25, below.

Rec. 16: Implement and codify a system for providing feedback to the NomCom regarding the contributions and participation of members up for re-appointment by the NomCom.

Q1: What information do you currently share with the NomCom about its NomCom appointees, and what is the timing of these communications?

GNSO Council Response:

Feedback to the NomCom from Council on such matters is currently informal and is generally not structured or documented (except for meeting transcripts and records).

Q2: In your opinion, what additional information should be shared between you and the NomCom?

GNSO Council Response:

It would be helpful if Council and the NomCom could exchange information on all potential NomCom appointees (including but not limited to those up for re-appointment), timed to contribute meaningfully to the NomCom's appointment timelines.

In addition, conducting exit interviews for all outgoing NomCom appointees would provide valuable feedback for both the NomCom and the Council in continuously improving procedures. This could be conducted either by the NomCom or Council leadership, and in any event the outcomes should be shared with the NomCom.

Rec. 21: The NomCom should use a standardized tool to evaluate and prioritize candidates, based on desired competencies and experience as determined annually. This tool will not replace qualitative assessments of candidates.

Q1: In your opinion, what tools, assessments and skills analysis should be used by the NomCom to make the best possible selection.

GNSO Council Response:

Some guidance from specialised recruitment firms, especially those with experience of filling ICANN positions, would be helpful and the Council would be interested in participating in any discussions. The Council would be particularly interested in exploring options for understanding the motivation of the candidate to participate in the work of the Council and their commitment to meaningful engagement

Rec. 22: The NomCom should provide consistent interview questions and an interviewer evaluation form for the candidates interviewed during the deep-dive phase and the final face-to-face interviews.

Q1: In your opinion, which questions should be part of the "interview question library" and which would then be used by every NomCom?

GNSO Council Response:

As noted in discussions between the Council and NomCom leadership at ICANN64, NomCom should consider -- budget permitting -- live (or at least virtual) interviews of all short-listed candidates for all positions, not just Board positions. This would help full and consistent understanding of a candidate's claims across all NomCom members.

Consider including the following issues to be addressed in a "question library":

- Motivation;
- Commitment;
- Elaboration of any potentially problematic issues in a candidate's Statement of Interest;
- Proven understanding of ICANN and GNSO structures and processes, including the distinction between the Contracted and Non-Contracted Parties Houses.

Rec. 25: Improve NomCom selection decisions by assessing the performance and needs of all bodies receiving NomCom appointees.

Q1: Is the GNSO Council performing any self-assessments, or third-party assessments?

GNSO Council Response:

The GNSO is subject to periodic organizational review in accordance with the ICANN Bylaws.

Q2: If yes, are there any identified skills needed for future NomCom appointees to your organization?

GNSO Council Response:

Please see the Council response to periodic requests from the NomCom to update selection criteria for appointed positions. The latest Council [response](#) was sent to the NomCom on 15 December 2019.

Q3: If applicable, how do you communicate this to the NomCom?

GNSO Council Response:

The Council communicated to the NomCom via email, per NomCom's request.

Q4: What performance assessment, if any, do you think is feasible by the GNSO Council to improve future NomCom selection decisions?

GNSO Council Response:

Please see the Council response to Q2 under Recommendation 16, specifically regarding the exit interview.