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Peter Dengate Thrush
Chairman, ICANN Board of Directors.

Dear Peter,

I am writing to you and the ICANN Board, in my personal capacity, and not on behalf of the ALAC or At-Large, so please read my comments and concerns below as being from the point of view of a keen and committed ICANN community volunteer, who is concerned with the future of ICANN in a post JPA environment, and who is supportive of the process of improving institutional confidence ICANN is currently undertaking; indeed it is the recent publication of *Improving Institutional Confidence: The Way Forward* that has helped motivate me to transmit to you all, this missive today.

Clearly what I'm outlining is based on my leadership role and experience within ICANN and as a representative of Internet end users and domain name registrants; and whilst after transmission of this message to you, I will pass it on to some other community members (so that they know of my actions and concerns and may indeed if they choose also follow up on the topic in their own capacities) I have neither polled or discussed these issues (so far) with my community per se.

I have like many people, been monitoring the search for ICANN's new President/CEO and have become increasingly concerned by what I am hearing, because it appears that there may be 'an issue' at least from my perspective, with the process for the appointment.

As I understand the position, it is a requirement that in order to be interviewed, candidates must have experience of managing a business with + \$100 million turnover and those candidates who came from within the ICANN community have been told that the Board subcommittee is "only interested in seeing candidates from 'outside' of the ICANN community."

Now let me be clear, whilst many in my community (and perhaps other parts of ICANN as well) could and would argue on the relevant benefits and advantages of different philosophical approaches to the 'involvement of the ICANN Community as a key stakeholder in such a process' (the way many academic appointments are made is a well optioned example here), it is the matter of transparency of process that, if what I have been lead to believe is true, I am concerned about and hope that the Board consider.

Specifically it is that neither of these requirements is listed as criteria in the published job specification, yet may be driving the selection process.

It is my view that:

- To be effective, any new CEO will need the full support of the community.
- A key element of community support for the appointment will be a recruitment process that is seen to have been fair and unbiased, with the best possible candidate appointed as a result.
- There are elements of the job spec that ICANN community candidates may indeed best meet and thus should be seriously considered at least in early selection towards any final interview or short list.
- Whilst the Chairman of the ICANN Board has stated his aspiration for a Sydney appointment announcement, it would be perfectly acceptable to announce in Sydney the significant progress made to date, the numbers of applications received, the number of candidates on the short list and the time frame for the final Board decision, and allow for a degree of ICANN Community involvement in the process.

The appointment of the new CEO is a crucial decision for the entire ICANN Board and I urge you to carefully consider how best to ensure that not only is the best candidate appointed, which I trust will be the case regardless of my process concerns, but also that the appointment has the full support, and maximum engagement of the ICANN community.

Thank you for your time in considering my concerns and believe me, I would be happy to hear back that they are in fact unfounded; and to be assured that only advertised criteria are being used for selection sorting et., so that the ICANN community can be assured a fully transparent and accountable process is being undertaken that will result in an ideal choice for CEO for the next vital stage of ICANN's evolution, and who can carry with them the widest community support possible.

Kindest regards,

Cheryl Langdon-Orr