

The Internet is for Everyone.

Appointment of
Chief Executive Officer



AMERICAS ASIA PACIFIC EMEA

Construction of a tower on Kheki, a mountain peak in Tusheti, Greater Caucasus Mountains in the Republic of Georgia, July 2017. The tower was part of a solar-powered wireless network to bring broadband Internet access to Tusheti and was the result of the partnership between several local and international Internet and development organizations including the Internet Society and its Georgia Chapter, and the Tusheti Development Fund.

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For more than 25 years, the Internet Society (ISOC) has been a respected, leading voice for an open, globally connected, trusted, and secure Internet.

The Internet Society is a global organization, with headquarters in Washington D.C. and Geneva, and a staff of 100 people engaged in all regions of the world. 134 voluntary Chapters and 158 Organization Members across 107 countries are similarly dedicated to an Internet for Everyone. The Internet Society is also the organizational home of the Internet Engineering Task Force which is the premier open standards organization for the continuing evolution of the Internet.

Over the past several years, the Internet Society has become a force that catalyses and effects actions vital to the Internet's future. We intend to continue along this path, working with members, Chapters, and partner organizations to not only inform discussions about the Internet, but to instigate the critical conversations and inspire actions by those who can advance our shared priorities.

We are at a pivotal moment in the Internet's development. **We risk losing the opportunity to shape the Internet's future if we fail to act.** To meet the challenges we face, we are organizing our efforts into three interconnected areas of work:

- 1 Undertaking sustained and comprehensive campaigns to advance a set of focused priorities through positive action,
- 2 Strengthening and extending the Internet Society community and organization to build a stronger foundation for realizing our vision, and
- 3 Fostering and incubating initiatives that respond to a changing environment and position our community for future success.

Read more about our 2018 Action Plan.

<https://www.internetsociety.org/action-plan/2018/>



Group photo of the 25 Under 25 awardees, members of the Internet Society Board, and Internet Society Staff during the 25th Anniversary celebration in Los Angeles. ©Tsutsumida Pictures

We believe the voices of people around the world are key to the Internet's future.

The Internet fuels individual empowerment and collaborative innovation. Supporting and engaging people who use the Internet are our highest priorities; they have been our common and enduring causes.

Internet Society CEO Candidate Profile

The Internet Society's vision must be supported by a deep understanding of both the technical nature of a global network of networks and the current geopolitical realities of the 21st century Internet. The candidate must demonstrate an affinity for and understanding of the principles and values that are at the core of the ISOC Mission.

The ideal candidate will possess, in addition to a wide variety of Internet policy, technical and community building expertise, excellent organizational and diplomatic skills to lead a global, diverse community and advocate effectively for outcomes that reflect the Internet Society's values. S/he must have a proven track record of collaborative partnerships, communication skills and inspirational leadership.

S/he must be capable of uniting a cross cultural community for both self-empowerment as well as for collective action. Multiple language fluency would be a plus.

The ideal candidate should also have business experience in overseeing a global enterprise with a substantial budget and knowledge of legal and regulatory requirements of the operations of the company. Knowledge of not-for-profit funding and fundraising is desirable.

S/he should have experience working with a complex and dispersed organization structure and an active board and its governance committees. S/he should be familiar with the technologies that are and can be used by a global community to connect, communicate and collaborate over the Internet and have excellent communication skills for both internal and external articulation of the Mission and work of the Society.

In sum, we desire a dynamic leader who appreciates the strong assets of the Internet Society—its expert staff, engaged members, committed partners and thousands of supporters, together with its global reach, and its respected position in the Internet community —to help us shape the future.

<https://www.internetsociety.org/shapetomorrow/>

The Internet Society Staff photo from the All-Staff
Retreat in Chamonix, France, 2016.
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Nilkantha, Nepal - Rural Communities Access to Information Society (RUCCESS) puts community access hubs in rural schools, community centers, and village development offices. ©Internet Society Nepal Chapter



The funding from "Beyond the Net" provides free Internet and computing services to Mayan students who would otherwise have to pay to complete their homework. ©Konojol.org



Radio MENQ, an Internet radio station created by Armenian blind and visually impaired individuals, was selected as a World Summit on the Information Society (WSIS) Prizes 2017 Champion.

Responsibilities

Organization Mission and Strategy:

Supports and guides the organization's mission as defined by the Board of Trustees. Works with board and staff to ensure that the mission is fulfilled through programs, strategic planning and community outreach. Advocates for ISOC's values and positions both internally and externally to stakeholders.

Board Governance:

Works with board in order to fulfill the organization's mission. Communicates effectively with the Board.

Financial Performance and Viability:

Develops resources sufficiently to ensure the financial health of the organization. Oversees and implements appropriate resources to ensure that the operations of the organization are appropriate. Takes responsibility for the fiscal integrity of ISOC and effective administration of operations.

External Representation and Communication:

Represents ISOC at government, technical and community fora (requires frequent travel). Enhances ISOC's image by being active and committed to engagement in the community. Supports and leads ISOC in its fundraising strategy and activities. Able to share ISOC's story in a way that enhances its image as a trusted leader in the Internet space.

For more information about Internet Society's financials, see <https://www.internetsociety.org/about-internet-society/financial-reports/>

Personal Attributes

- Excellent planning, prioritizing, and organizational skills. Self-managing/motivating with the ability to balance competing priorities in a dynamic and rapid pace global environment.
- Strong understanding of technical terminology and business process.
- Ability to work effectively remotely and across organizational and geographical boundaries at all levels and cultures.
- Ability to interface with and engage diverse volunteer and donor groups.
- Ability to function and generate trust with all actors through operational excellence and respect for input in a multistakeholder environment.
- Excellent written and verbal communication skills.
- Consensus builder, catalyst, motivator, influencer and negotiator. Able to achieve results in a non-hierarchical environment through relationships and credibility.
- Multicultural, language skills, public speaker.

Dr. Dawit Bekele (right), Internet Society Regional Bureau Director for Africa, speaking during the opening of the inaugural African Regional Development Dialogue in Kigali, Rwanda. (Left to right: Indrajit Bannerjee, Director of the Knowledge Societies Division at UNESCO; Joyce Dogniez, Senior Director for Global Engagement at the Internet Society; HE Jean Philbert Nsengimana, Rwanda's Minister for Youth and ICT; Dr Hamadoun Touré, Executive Director of Smart Africa; and Dr Dawit Bekele, Internet Society Regional Bureau Director for Africa). ©Nyani Quarmyne

Previous Experience

- 15-20 years demonstrated and referenceable (where possible) history of increasing role, scope, complexity, and budget within a business or NGO.
- Solid record of either public/corporate service at a high international level.
- 10+ years of direct leadership experience in Internet policy, technology and community building.
- Exposure to leading global organizations and dispersed, international talent.
- Strong organizational abilities including planning, delegating, program development and task facilitation.
- Proven ability to translate business requirements into actionable plans and sound knowledge of financial principles, including solid, hands-on, budget management skills.
- Close familiarity with the ways in which civil society, business sector interests, and regulatory authorities interact.
- Demonstrable track record of achieving policy change and results through partnering with a range of stakeholders.
- Knowledge of fundraising strategies and donor relations unique to the non-profit sector.



Essential for Success

Collaboration

Develops and maintains strong professional relationships, internally and externally to gain alignment and generate business results. Demonstrates ability to explain and clarify complex problems so that others can understand, support and contribute in developing good solutions. Demands a collaborative approach from self and team, ensuring that cross-functional partners are integrated and engaged. Recognizes others for performance achieved through teamwork and collaboration.

Engenders Trust

Establishes culture of trust and respect by demonstrating openness to feedback, keeping confidences and following through on commitments and agreements. Takes personal responsibility for his/her mistakes and makes it safe for others to talk about strengths and weaknesses. Demonstrates respect and values differences of approach, style and opinion. Solicits and listens to input and gives credit to others for their contributions. Has natural gravitas and establishes own credibility amongst our community and partners.

Innovative Thinking

Clearly understands the industry and interprets its data strategically, tying new and proven ideas together to develop cutting-edge, high value solutions. Supports and rewards innovative thinking at all levels while creating an environment where intelligent risk-taking is encouraged in order to foster out-of-the-box thinking. Actively seeks out and supports originality in ideas and thinking to enhance decision-making.

Execution Excellence

Demonstrates an exceptional ability to conceptualize and strategically execute plans, operational programs, and initiatives to achieve results. Assumes personal ownership and accountability for results and solutions. Consistently delivers results that exceeds the Board of Trustees' expectations. Keeps focus on driving value. Constantly scans internal and external trends in order to prepare and develop contingency plans. Effectively plans with a high degree of sensitivity to the interconnectedness of the processes and systems of the organization.

Integrative Thinking

Habitually and automatically makes connections between seemingly disparate pieces of data to create a whole new picture of critical patterns and trends that then enable the development of a holistic continuum of strategy, tactics, action, review and evaluation for addressing problems and issues. Able to keep the 'big picture' in mind while working on the individual parts of the problem. Creatively resolves tensions without making costly trade-offs, turning challenges into opportunities.

Communication

Effectively delivers key messages across all levels of the organization while demonstrating a balanced use of communication techniques. Conveys messages effectively with a variety of different audiences, internally and externally. Inspires and empowers accountability to positively drive results. Treats others with respect and dignity. Is recognized as a positive source of energy and motivation by team members and partners when times are negative and when times are positive. Is fully aware of the political dynamics of the organization and of relationships when choosing a course of action or making decisions. Understands when and how to broach difficult topics. Demonstrates ability to explain and clarify the most complex problems so that others can understand, support and contribute in developing good solutions.

IETF98 Hackathon, Chicago, Illinois USA
©Stonehouse Photographic



Strategic Thinking

Exhibits a long-term, strategic view of ISOC and the industry, while demonstrating the ability to devise, oversee and monitor short-term results. Demonstrates the ability to coach others in adjusting strategies and strategically aligning and linking available resources to the business plan to maximize outcomes. Helps others identify essential information and data during complex problem-solving or setting strategy. Is recognized as a high-level strategist by peers and partners. Can articulate and enable understanding of a credible vision of possibilities and the likelihood for success. Anticipates future trends and pro-actively advocates for change.

Courage

Appropriately challenges the status quo in order to drive innovation and creativity while accepting ownership and accountability for results. Will take an unpopular stance and puts self and personal reputation on the line as needed. Is able to articulate the need for moving in a direction which may not always be fully supported by others. Is recognized as a strong competitor. Capitalizes on opportunities and avoids non-viable initiatives to optimize ISOC outcomes. Admits mistakes and apologizes when appropriate.

Change Management

Recognized as a positive change agent across the organization, by the Community, and by the Board of Trustees. Allocates resources to support the achievement of positive outcomes and to provide a smooth transition to the future. Can effectively articulate the business case for change in order to bring others along. Comfortably manages issues related to individuals and/or teams that may be acting as roadblocks or inhibitors to implementation of new initiatives and processes.

Coaching

Demonstrates expertise in a wide variety of techniques and approaches to develop the skills of team members. Provides regular, consistent, constructive feedback to peers and team members on an ongoing basis. Communicates an expectation of exceptional performance. Talks about areas for development as challenges, instead of personal deficiencies. Provides others with the time, resources and support needed to learn new skills and competencies. Champions for the creation and development of a diverse team that demonstrates top potential for today and for the future. Demonstrates a positive belief in one's own capability to choose the correct course of action. Conducts timely reviews of performance and is willing to have the "tough" conversations needed to get people and teams back on track.

Responsibility

Displays consistently high ethical standards in business and personal behaviours and embraces an inclusive environment. Appropriately manages and is accountable for meeting requirements in and out of the organization, including managing legal, regulatory, and policy matters to the organization's benefit. Builds a diverse team with complementary strengths; knows and compensates for own weaknesses and limitations. Displays enthusiastic approach to work and to ISOC. Continually seeks feedback to learn and develop capabilities that lead to self-assessment, improvement, and growth.

Paula Côrte Real, Alice Munyua, Leonard Kleinrock, and Sally Wentworth during a panel discussion of the launch of the Internet Futures Report, September 2017. Read the report <https://future.internet-society.org/>
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Appointment Process and How to Apply

The Internet Society CEO Search Committee has engaged Perrett Laver to undertake a global executive search in parallel with the public advertisement of the post. Perrett Laver will support the Search Committee in the discharge of its duties, both to assist in the assessment of candidates against the requirements for the role, and to identify the widest possible field of candidates.

Applications should consist of a full CV and covering letter addressing the responsibilities, personal attributes, previous experience and essential qualities for success described in this brochure.

Further information, including details of how to apply, can be downloaded at <http://www.perrettlaver.com/candidates> quoting reference 3492. The deadline for applications is 23:59 UTC on Friday, 6 April 2018.

A first round (longlist) of candidate interviews with Perrett Laver is scheduled to take place in mid-to-late April. A second round (shortlist) of interviews with the Search Committee will be scheduled for mid-to-late May. The appointment will be made subject to satisfactory references, thereafter, and the successful candidate will be expected to take up the post as soon as reasonably possible.

The Internet Society is an equal opportunities employer and does not discriminate based on race, color, religion, national origin, ancestry, citizenship, marital status, veteran status, physical or mental disability, sex, sexual orientation, age or other protected characteristics and complies with all applicable laws and regulations.



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