

Report to the ccNSO on Two-Year Stewardship ICANN Nominating Committee (2025–2026)

Submitted by: Eyitayo Iyortim

Affiliation: ccNSO Appointee

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1. Introduction

This report provides an overview of my service as a member of the ICANN Nominating Committee (NomCom) for the 2025 and 2026 cycles, following my appointment by the ccNSO. It reflects on key contributions, insights gained, challenges encountered, and recommendations for future appointees and the broader community.

The NomCom plays a critical role in ensuring ICANN's leadership is composed of individuals with the requisite expertise, diversity, and independence to uphold its mission. Serving in this capacity has been both a privilege and a significant responsibility.

For reference, details of the 2026 NomCom can be found here: [ICANN NomCom 2026](#), and the 2025 NomCom can be found here: [ICANN NomCom 2025](#).

2. Scope of Responsibilities

Over the two-year term, my responsibilities included:

- Participating in outreach efforts online within my networks and in-person during meetings of ICANN and other similar organisations, to encourage applications from qualified candidates.
- Contributing to deliberations on candidate criteria, diversity considerations, and selection processes.
- Engaging in extensive reviews of applications and references.
- Participating in the evaluation and selection of candidates for the advertised leadership roles.

3. Key Contributions

In my first year, I served on the outreach, assessment and interview subcommittees. I also acted as co-chair of the assessment sub-committee. In the second year, I served on the application and interview subcommittees, and I was chair of the interview subcommittee. The workload was substantial, particularly during peak evaluation and selection periods, requiring disciplined time management and sustained engagement. Throughout the process, I upheld confidentiality, integrity, and impartiality while collaborating with fellow committee members from across diverse geographies and stakeholder groups.

4. Major Skills Applied

a. Evaluation Rigour

I actively participated in refining candidate assessment approaches, ensuring alignment with competency requirements while maintaining fairness and consistency.

b. Advocacy for Balanced Representation

I consistently supported discussions that advanced diversity across multiple dimensions, including geography, gender, professional background, and stakeholder experience.

c. Collaborative Decision-Making

I engaged constructively in consensus-building processes, helping navigate differing perspectives to arrive at balanced and credible outcomes.

d. Institutional Insight

Drawing from my professional background, I contributed robust perspectives on the processes and outcomes.

5. Summary of Learnings and Insights

Serving on the NomCom provided several important insights:

- **Complexity of Leadership Selection:** Identifying individuals who meet both technical and governance expectations while also being able to show that they would be contributing to ICANN's diversity goals is inherently complex.
- **Importance of Process Integrity:** The credibility of the NomCom is deeply tied to the transparency (within confidentiality constraints) and robustness of its processes.
- **Value of Diversity:** Diverse perspectives within the committee itself significantly enhanced the quality of deliberations and outcomes.
- **Time Commitment:** The role demands more time and cognitive engagement than may be initially anticipated, particularly for first-time members. Aside from the time in actual meetings, the soft dive and deep dive processes require many hours of work behind the scenes, which is unpredictable because it is dependent on the number of applications received.

6. Challenges Encountered

Some of the challenges experienced include:

- **Volume of Applications:** Managing and fairly evaluating a high volume of qualified candidates
- **Balancing Criteria:** Navigating trade-offs between experience, diversity, and role-specific requirements
- **Confidentiality Constraints:** Limited ability to communicate externally about processes, which can affect broader community understanding
- **Time Intensity:** Aligning NomCom responsibilities with professional and personal commitments
- **Travel Difficulties:** The NomCom Travel times do not align with the travel time for the rest of the community, and this could affect the ability to apply for visas, book tickets, and travel. I had to attend two meetings remotely, one during each cycle, for reasons around this.

7. Recommendations

Based on my experience, I offer the following recommendations:

For the ccNSO:

- Submit an updated version of the job description for the ccNSO Council Appointee from the NomCom annually, which considers the current council's needs.
- Continue to nominate individuals with strong governance, evaluation, and collaborative decision-making skills to the NomCom.
- Provide clearer pre-appointment briefings on expected time commitment and responsibilities

For Future ccNSO NomCom Appointees:

- Prepare for a significant time investment, particularly during peak periods.

- Approach the role with openness, neutrality, and a willingness to engage deeply with diverse perspectives.
- Maintain disciplined documentation and personal tracking systems for candidate evaluations.
- Maintain confidentiality of the exact details regarding applicants and decisions at all times.

For the NomCom Process:

- Strengthen the onboarding processes to accelerate the effectiveness of new members, and provide this before the very first requirement to work on any aspect of the process.
- Explore tools and approaches to manage application volume without compromising quality.
- Enhance internal calibration mechanisms to ensure consistency in candidate assessment, particularly during the deep dives.
- Encourage early engagements with the Board and other appointing bodies, so that the candidate requirements are clear from the onset.

8. A sad note

The NomCom sadly lost one of its members, Ms. Arinola Akinyemi, who served from 2025 to 2026. She was an exceptionally diligent contributor, co-chairing and chairing several subcommittees with distinction. Arinola was also a valuable reservoir of institutional knowledge, having played a role in the NomCom Review process at ICANN. Her presence and contributions are deeply missed.

9. Conclusion

My two-year stewardship on the NomCom has been a deeply enriching experience, offering valuable insight into ICANN's leadership ecosystem and governance processes. I remain confident in the importance of the NomCom's role in sustaining ICANN's effectiveness and legitimacy. I affirm that I was able to act with integrity without any intimidation, coercion or bias.

I am grateful to the ccNSO for the opportunity to serve and would be pleased to support future appointees or share further insights if helpful.

Eyitayo OreofeOluwa Iyortim

ccNSO Appointee to the ICANN NomCom (2025–2026)

Links to Blogs Published during the 2026 process:

- <https://www.icann.org/en/blogs/details/the-2026-icann-nominating-committee-two-intersessionals-six-short-lists-27-05-2026-en>
- <https://www.icann.org/en/blogs/details/the-2026-icann-nominating-committee-a-record-breaking-cycle-02-03-2026-en>