

Regulations on Candidate Competencies and Suitability

Date of approval: 11 August 2023

Version: 1.0

The purpose of these regulations is to define the criteria under which candidates for LACNIC's bylaws-mandated bodies will be evaluated, as established in Article 26.2.9 of the LACNIC Bylaws.

This process seeks to ensure that the individuals who become members of LACNIC's bylaws-mandated elected bodies have the competencies and suitability required to fulfill their responsibilities in the performance of their duties.

These regulations were prepared by the LACNIC Board of Directors based on the powers and responsibilities established in Article 26 of the LACNIC Bylaws mentioned above.

Likewise, as established in Article 20.3, the Electoral Commission shall be responsible for *“Verifying and checking the documentation presented by each candidate to certify compliance with the requirements established in the Regulations on Candidate Competencies and Suitability.”*

This document is the first version of these regulations, which may be modified and updated periodically by the Board of Directors, specifying the date on which each successive modification was approved. In any case, under the LACNIC Bylaws, these regulations will only come into force if they are approved by the Board of Directors and published prior to the start of the corresponding election.

Candidates to the Board of Directors

Relevant competencies for members of the Board of Directors

The LACNIC Board of Directors undertakes the administration of the organization and is responsible for defining strategic guidelines as well as for guaranteeing the proper execution of the resolutions emanating from the Assembly (for further details, refer to Article 26 of the LACNIC Bylaws, which provides a complete list of the powers and responsibilities of the Board of Directors).

To comply with the above, members of this body must have the necessary competencies and suitability required to make appropriate decisions for the

benefit of LACNIC.

The Board of Directors has identified relevant competencies that are essential for a person to be part of this body. These competencies include demonstrating knowledge of the following topics:

1. Institutional governance in non-profit organizations

- i. Legal status of LACNIC and its legal framework
- ii. LACNIC's management and governing bodies
- iii. Tax regime and other general obligations under Uruguayan law
- iv. Collective responsibility of the Board of Directors
- v. Fiduciary duties of Directors
- vi. Delegation of functions
- vii. Functions of the Board of Directors
- viii. Effective Board of Directors
 1. Organizational culture management
 2. Financial management
 3. Business environment management
 4. Cybersecurity management
 5. Stakeholder management
 6. Leadership succession

2. LACNIC and its processes

- i. Strategic Process
- ii. Realization Processes
 1. Process Map
 2. Policy Development Process (PDP)
 3. Registration Service
 4. Events
 5. LACNIC and capacity building: most relevant programs and projects

3. LACNIC environment

- i. The technical Internet community; origin and evolution
- ii. The Regional Internet Registry (RIR) system
- iii. Organizations related to LACNIC
- iv. Regional Technical Community organizations and their relationship with LACNIC
- v. Other organizations at *Casa de Internet*

Competency evaluation for candidates to the Board of Directors

To assess these competencies, LACNIC, commissioned by the Board of Directors, has contracted the services of the Catholic University of Uruguay (UCU) to produce a didactic training course on the aforementioned topics, as well as an evaluation that will allow measuring the level of knowledge that the individuals nominated as candidates to the Board of Directors have on these topics.

The individuals nominated as candidates to the Board of Directors **shall**:

1. Successfully pass the evaluation of the competencies listed above. To do so, the result of their evaluation must be equal to or greater than 70%. This evaluation will be valid for 18 months.
2. Accept the use, treatment, and publication of their personal data and evidence of their evaluation so that those involved in the evaluation service as well as the Electoral Commission will know and validate the results of said evaluation.

To this effect, individuals nominated as candidates to the Board of Directors **may**:

3. Enroll in the course to receive training in the competencies listed above.
4. Take the evaluation as many times as they deem necessary, with a limit of once per semester, to prove their level of competence.

The LACNIC Staff **shall**:

5. Publish the list of competencies to be evaluated, at the latest during the publication of the call for candidates for the corresponding election process.
6. Make the didactic material accessible to those seeking candidacy.

The Electoral Commission **shall** decide which of the candidacies are valid. To this effect, the Electoral Commission shall receive proof of evaluation of each individual who has completed the evaluation, including the following information:

1. Particulars of the interested party.
2. Result of their evaluation.
3. Link to the video of any incident that may have occurred during their evaluation for the purposes of validating their candidacy.

A person who submits information for their candidacy but has not passed the competency evaluation mentioned herein before the call for candidates closes shall not be validated as a candidate to run in the current election.

Candidates to the Electoral Commission

Relevant competencies for members of the Electoral Commission

Competency evaluation for candidates to the Electoral Commission

These competencies shall be defined in a future version of these regulations. Once defined and published, they will be applied to the following election process to appoint members of the Electoral Commission.

Candidates to the Fiscal Commission

Relevant competencies for members of the Fiscal Commission

Competency evaluation for candidates to the Fiscal Commission

These competencies shall be defined in a future version of these regulations. Once defined and published, they will be applied to the following election process to appoint members of the Fiscal Commission.

Review of a decision by the Electoral Commission

Those who have passed the evaluation (with a result greater than or equal to the established threshold) but whose candidacy has not been validated by the Electoral Commission may request their case to be reviewed. Such requests may only be entered by a person whose candidacy has not been validated and must be entered during the period established for such complaints in the call for candidates for each election process.

The Electoral Commission shall be responsible for conducting the review with the elements provided by the interested party, as well as the evidence supplied by the provider of the evaluation. **The result of this review shall be final.**