

2023-August-15: Minutes NRO EC Teleconference

Date: Tuesday, 15 August 2023, 11:00 UTC

Attendees

Executive Council:

John Curran (JC)	ARIN	Chair
Paul Wilson (PW)	APNIC	Vice-Chair
Oscar Robles (OR)	LACNIC	Treasurer
Hans Petter Holen (HPH)	RIPE NCCC	Member

Observers:

Nirmal Manic (NM)	AFRINIC
Arthur Carindal	AFRINIC
Pablo Hinojosa (PH)	APNIC
Michael Abejuela (MA)	ARIN
John Sweeting (JS)	ARIN
Richard Jimmerson (RJ)	ARIN
Ernesto Majo (EM)	LACNIC
Athina Fragkouli (AF)	RIPE NCC

Secretariat:

German Valdez (GV)	NRO Secretariat
Laureana Pavon	Minutes

New and Updated Action Items

New Action Item 230815-1: GV to let the ASO AC know that the NRO EC will provide their comments on the redline ASO AC procedures review documents by 1st September. Also, GV to check whether, after the ASO AC procedures review, the text on voting has been moved to a different section.

New Action Item 230815-2: GV to follow up with Kim Davies about the EC's proposal to include reverse DNS resolution in the revised SLA.

New Resolutions

Agenda

1.- Welcome

2.- Agenda Review

3.- AFRICA Internet Summit Update

Outline

- Draft Agenda review by John Sweeting

4.- AFRINIC Update

Outline

- Update AFRINIC Engagement Plan by Arthur Carindal
- Update from last events in AFRINIC by Nirmal

5.- NRO Strategy Update

Outline

- Update NRO Program GV and RJ

6.- ASO AC Procedures Update

Outline

- NRO EC to review proposed changes to the ASO AC Procedures

7.- RIR CEO Updates

8.- Open Actions Review

9.- Minutes Review

- 2023-July-18: Minutes NRO EC Teleconference - DRAFT (Pending: ARIN, LACNIC, RIPE NCC)
- 2023-June-20: Minutes NRO EC Teleconference - DRAFT (Pending: ARIN, RIPE NCC)
- 2023-May-16: Minutes NRO EC Teleconference - DRAFT (Pending: ARIN)

10.- Next Meetings

- a) Tuesday 19 September 2023 Teleconference
- b) Tuesday 17 October 2023 Teleconference
- c) Tuesday 21 November 2023 Teleconference

11.- AOB

12.- Adjourn

Minutes

1.- Welcome

JC welcomed everyone and opened the meeting at 11:043 UTC.

2.- Agenda Review

JC went over the agenda, which was approved as written.

3.- AFRICA Internet Summit Update

GV shared on screen the proposed agenda for the AIS and JS proceeded to read this agenda, mentioning each topic along with its presenter, and status/notes:

- NRO Update by PW
- Internet Number Resource Status Report by Saul Stein (ASO AC)
- ASO AC Update by Saul Stein (ASO AC)
- The RIRs - beyond registry services by Kevon Swift (LACNIC)
- IPv6 - making a business case for leadership decision makers by OR

GV added that he will be working with PW to have the NRO slides ready and that he has also been in contact with Saul Stein and is working with him to arrange his travel to AIS. JS noted that Micheal Abejuela will also be there.

JC thanked JS and GV.

4.- AFRINIC Update

NM then provided an update on the legal proceedings. They had no news from the court.

5.- NRO Strategy Update

GV presented the following update on the RPKI PM hiring process: He and JS have been working with the RIR's HR departments and, following their recommendation, will be adding another step to the process, a screen call for the 14 candidates we have at this stage. We are coordinating these calls with all candidates (four from APNIC, four from RIPE NCC, four from ARIN, one from LACNIC, one from AFRINIC), which will be concluded by the end of the week. Next step: a smaller set of candidates will move forward to formal interviews with the Steering Committee and the corresponding HR departments.

As for the Government Engagement Program, GV said they are organizing a call for next week, members of the Steering Group will start discussing the program scope, charter, PM position description, and so on (probably Wednesday next week). In turn, the Cybersecurity program will be organized with the same purpose the week after next.

As a second point, HPH said that in a recruitment process there are clear goals for each round to avoid overlapping questions. For a position at this level, RIPE NCC also does a professional evaluation by an external party on leadership and some other skills.

JC agreed that if HPH must have a professional assessment done, then that presumably will be done for the candidates that are coming out of RIPE, as each RIR is following their own process.

HPH replied that this was not his understanding.

JC noted that if the five RIRs are all running their own process by best practices, when we get to the end of the process each RIR will have determined the candidates they believe are worth putting forward, even if they come to that conclusion differently.

As for HPH's question about who participates in the different rounds of interviews, RJ clarified that his understanding is that there has been a request from one or two of the HR leads to go into a pre-screening process before the interviews in order not to waste the Steering Group members' time, so GV has agreed to set up the pre-screening. When it comes to consistency across all the interviews, GV will be in every interview that takes place for these candidates, together with the HR leads of the RIR of the candidates that are inside their region. Candidates who are not eliminated will move on to interviews with the Steering Group members, GV, and the HR leads of their region. Each HR lead has an external review process for candidates, which may be slightly different than RIPE NCC's, but will be applied to the candidates that are going on to the interviews in their own regions and ultimately to the interview with the RIR CEOs. At that time, if the CEOs want further assessment, that can of course be done.

HPH said that the legal background screening is something that RIPE NCC does at the end (criminal charges, economic fraud, etc.) and he would definitely do that for the RPKI PM. When

he talks about assessments, he means that they use a professional to assess leadership skills, intellectual capability, numeric reasoning, and so on, based on standard isometric tests.

RJ reiterated that GV will be accompanied by the HR lead of the corresponding region and asked HPH if he would like GV to be accompanied by a single HR lead in every single interview.

HPH replied that having one or more HR leads consistently involved in all the interviews would definitely help, but when it comes to the Steering Group, HPH would like to make sure that the other RIRs' experts in RPKI are also present when interviewing the candidates in the RIPE NCC region and vice versa to evaluate their technical capability in program management and in the technology that we are managing.

RJ observed that the understanding for this process for hiring the PM is that we're looking for PM skills first, not a subject matter expert.

OR shared that these are valid concerns, but that he is worried that these issues are being brought up at this time when we have almost finalized the set of candidates for this position.

HPH said he has raised these questions before but has come back empty-handed.

GV explained that we are learning as we move along, it is the first time we are hiring for the NRO. People participate in many different time zones which is an additional complexity, there are also differing opinions from the various HR departments. At some point we need to rely on each other on how we are going to do the interviews and share the information and move along in this process.

JC explained his opinion: we need to hire someone, and we need to have resources to provide that function. No matter which RIR hires someone to provide that function, if any of the CEOs says "we have interviewed this person and believe we can hire them," JC will not question this. If it is his decision, he will be putting his reputation on the line. We are doing a joint process, but if an RIR vets someone, at the end of the day he will take his fellow RIR's word on that.

HPH suggested having one person from each RIR, e.g., in each of the second-round interviews.

OR said that it would be impossible to re-apply all the criteria to all the candidates. If he were to ask for a specific change, he would focus on the background checks, but without wasting too much time on these adjustments.

PW said that it does not need to involve every RIR, but those who wish to do so should be able to participate in the interviews.

JC said that the final list of candidates could be subject to an external professional assessment or an external background check because we are looking to fill a position of trust. But he is hesitant to suggest what steps we are inserting and where.

HPH observed that he and PW seem to be converging, if we are given the chance to join in we can decide to take it. The background check is different, a professional leadership assessment might be beneficial but tricky with people across the globe.

RJ said we could make sure that at least one member of the Steering Group from each RIR is invited to the interviews, which is something we can enforce.

All agreed, so it was decided to implement this suggestion.

6.- ASO AC Procedures Update

JC noted that the EC has the final set of markup documents for review and the ASO AC is waiting for our reply. He asked that we all take a look at this.

OR said he has reviewed those changes and is particularly interested in the ability for the ASO AC to maintain operations even if they have no representation from one of the regions. The ASO AC appears to have taken everything into account. What he found somewhat difficult to understand is the text on voting, as he is not sure if they are moving that text outside of the general procedures or if the text that remains in these procedures allows everyone to understand the process.

At JC's request, the following action item was created:

New Action Item 230815-1: GV to let the ASO AC know that the NRO EC will provide their comments on the redline ASO AC procedures review documents by 1st September. Also, GV to check whether, after the ASO AC procedures review, the text on voting has been moved to a different section.

7.- RIR CEO Updates

JC noted that ARIN is in the middle of a Board meeting.

OR shared that a call for candidates for the LACNIC Board will be launched in two weeks. This call will implement a new process / new criteria required for those wishing to run as candidates, this is going to be an assessment of knowledge of LACNIC processes, the LACNIC ecosystem, and LACNIC's institutional governance. There will be an online evaluation similar to university evaluations (alone, 360 video footage, etc.), and any violation will trigger a disqualification. He expects that this will allow LACNIC to have candidates with the necessary knowledge and skills to be Board members. This election will also trigger another seat on the board (going from 7 to 8 members). The election will conclude at the end of October.

PW asked if OR could share these criteria, if they are available in English.

OR replied that they will be translated in two weeks, but that the evaluation will only be conducted in Spanish, which is the language used by the organization by-laws.

As for APNIC, PW shared that nominations will be opening soon for NC elections. Also, he noted that a set of propositions for six changes to the bylaws are under study and invited the others to take a look at what's happening on the APNIC Talk list. The wording for these changes to the bylaws has not yet been finalized, but we have discussed what those changes might be. We also have a big meeting coming up in Kyoto, already 700+ registrants.

HPH reported that RIPE NCC has hired a new chief registry officer, James Kennedy, who will take on his new position after Kyoto. We have picked four areas of focus for next year: 1) Be a centre of excellence for data, measurements and tools that provide insight on the Internet and its operations. (storytelling or providing insight on the internet and its operations based not only on register data, but also on our measurements, data from Atlas, risks, and so on to show our members, governments, and others what's happening in the registry system) , 2) Ensure the organisation's stability and financial strength, 3) Be resilient in the face of political, legislative and regulatory changes that have the potential to affect our operations, 4) Maintain necessary levels of security and compliance with best practices and applicable regulations.

8.- Open Actions Review

Action Item 230620-1: GV to check with Arthur what the plans are for the African Peering Forum and the AIS meeting (28 September) and get back to the EC with this information, as well as with any other events prior to September in which it might be of interest for the NRO to participate. CLOSED

Action Item 230620-5: All to take the time to review the ASO AC Procedures Update document and analyze its approval. IN PROGRESS

Action Item 220726-4: HPH will share with the EC draft output of the RIPE NCC'S recommended approaches to crisis response once this output is ready (2022 Q4). OPEN

Action Item 210316-4: HPH to follow up with Kim Davies about their (second round of) comments to our proposal to include reverse DNS resolution in the SLA. CLOSED

GV mentioned that, after the meeting in Cancun, Kim Davies said they would have a final review with ICANN lawyers considering the public comments. GV contacted Kim Davies a couple of weeks ago to enquire about the status of this review and invited him to today's EC meeting, to which the reply was that the lawyers have not completed their review so he was not yet ready to present it to the NRO EC. GV will be following up with Kim Davies.

At HPH's suggestion, the following action item was decided:

New Action Item 230815-2: GV to follow up with Kim Davies about the EC's proposal to include reverse DNS resolution in the revised SLA by 1st September.

9.- Minutes Review

- 2023-July-18: Minutes NRO EC Teleconference - DRAFT (Pending: ARIN, LACNIC, RIPE NCC)
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JC asked everyone to try to catch up with the review of the minutes.

10.- Next Meetings

- a) Tuesday 19 September 2023 Teleconference
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- c) Tuesday 21 November 2023 Teleconference

After discussing the upcoming teleconference dates, all agreed to cancel the 17 October teleconference with the assumption that the NRO EC will meet f2f in Hamburg on 24 September (ICANN 78).

GV shared that he has requested a room for the NRO EC at ICANN 78 and that the room has been confirmed.

11.- AOB

12.- Adjourn

There being nothing further to discuss, the meeting was adjourned at 12:17 UTC.