

November 29, 2018

Call for Nominations for the
IAASB and IESBA
Membership in 2020

IAASB

International Auditing
and Assurance
Standards Board

IESBA

International
Ethics Standards
Board for Accountants

The Nominating Committee makes recommendations to the International Federation of Accountants® (IFAC®) Board and Public Interest Oversight Board (PIOB) on the composition of the Public Interest Activity Committees (PIACs)' independent standard-setting boards (SSBs).

The Nominating Committee is guided in its work by the principle of selecting the most suitable person for the position. In doing so, it endeavors to balance the nominee's abilities and professional qualifications with the representational needs of the board. The Nominating Committee also seeks a broad regional and professional representation, representation from countries with different levels of economic development, as well as gender balance.

The Monitoring Group (MG), is a group of regulatory bodies and international financial institutions that oversees the international standard-setting process applicable to the IAASB and the IESBA. The MG has is currently reviewing the standard-setting processes and, at this time, it is not possible to determine the outcome and implementation timeline for any agreed-upon recommendations. The Nominating Committee advises interested candidates of the possibility of future changes to the structure and composition of the IAASB and the IESBA.

High-quality international standards are crucial to sustainable economies worldwide and, therefore, continued effective functioning of both the IAASB and the IESBA is very important. The Nominating Committee encourages strong candidates to apply and contribute to the Boards' credible work.

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Introduction

Purpose of the Call

This *Call for Nominations for the IAASB and the IESBA in 2020* is issued to key stakeholders and interested parties to invite their nominations for available vacancies on the following independent standard-setting boards (SSBs):

- International Auditing and Assurance Standards Board (IAASB); and
- International Ethics Standards Board for Accountants (IESBA).

Candidates could be nominated by one or more organizations or by an individual. Where appropriate, references to “nominating organization” in this document should be interpreted to include individuals who nominate other individuals or who self-nominate.

[IFAC](#) provides operational and resource support to the effective functioning of the independent SSBs. IFAC is the global organization for the accountancy profession dedicated to serving the public interest by strengthening the profession and contributing to the development of strong international economies. IFAC comprises more than 175 members and associates in more than 130 countries and jurisdictions, representing almost 3 million accountants in public practice, education, government service, industry, and commerce.

The [Public Interest Oversight Board \(PIOB\)](#) has oversight over the IAASB and the IESBA. The PIOB is the global independent body that seeks to improve the quality and public interest focus of the international standards formulated by the independent SSBs in the areas of audit and assurance, ethics, and education. Among its other responsibilities, the PIOB oversees the nominations process for the Public Interest Activity Committees (PIACs)¹ by directly observing parts of the Nominating Committee’s meetings when the selection process and other matters related to PIACs are taking place.

Volunteers

Volunteers are central to the effective functioning of the independent SSBs. The boards depend on the efforts of dedicated volunteers and are indebted to them for both their time and their commitment to the public interest and the accountancy profession. Volunteers contribute mainly through active participation in meetings, task forces, and other working groups, as well as in outreach activities. Appointment as a Chair or member is a significant responsibility that entails the following:

- Acting in the public interest.
- Acting as an ambassador for the independent SSBs in the member’s country and region, by way of explaining and promoting the work of the boards.
- Preparing for, attending, and actively participating in all meetings of a particular board, as well as participating in task forces and other working groups as required.

¹ PIACs comprise the International Auditing and Assurance Standards Board (IAASB), International Accounting Education Standards Board (IAESB), International Ethics Standards Board for Accountants (IESBA), and the Compliance Advisory Panel (CAP).

Financial Requirements and Support

Costs of attending IAASB and IESBA meetings, including insurance coverage, are borne by the member or the member's nominating organization. If a member wishes to bring a technical advisor to any meeting, these costs are also borne by the member or the member's nominating organization.

Funding is available for public members who typically are not members of the accountancy profession. We value the contribution of public members, who clearly represent, and are seen to represent, the broad public interest. Public members do not always receive financial support from their nominating organization (if there is one). If that is the case, their expenses incurred as board members will be fully covered by the IAASB or IESBA, respectively. See [Appendix B](#) for a detailed description of a public member.

Financial support is also available to all self-nominees and qualifying nominating organizations from developing nations under the Travel Support Program. Please refer to [Appendix D](#) to learn more about the program and determine eligibility.

There is no financial support available for technical advisors.

General Requirements for Membership

It is important to note that, when a nomination leads to an appointment, the member and nominating organization, if applicable, are required to adhere to the following statements:

- The member will act in the public interest, and will not submit to improper influence, whether financial or otherwise, that might impair his/her ability to serve or act as a member with independence, integrity, and in the public interest. The member will be asked to make a written declaration to that effect.
- The member will notify the Nominating Committee as soon as possible of any changes in his/her employer, employment status, or country of residence.
- The member will assign to IFAC all of his/her rights, titles, and interests, including all rights of copyright, in his/her contributions to the work product of the board, expressly waiving any "moral rights" in such contributions. The member will be required to do so in writing.
- The nominating organization will support the member in his/her role, and will not exert improper influence, whether financial or otherwise, that might impair the member's ability to act with independence, integrity, and in the public interest. The nominating organization will be asked to make a written declaration to that effect.
- The nominating organization or an individual, when completing the nominations form, will be asked whether it/he/she has received, or is aware of, any formal complaints about the nominee or whether any disciplinary actions have been taken against the nominee. The nominating organization or the individual should inform the Nominating Committee of any such developments taking place after the nominations form has been submitted.

Term Limits

In accordance with Article 33.2 of the IFAC Bylaws, a member is ordinarily appointed for an initial term of up to 3 years, and is expected to complete this term. To address imbalance in rotations during any given year, or for other reasons, the Nominating Committee may recommend an initial term (or subsequent term) of fewer than 3 years.

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Each year, approximately one-third of the membership terms expire. The Nominating Committee values the continuity of membership on the boards and, therefore, generally encourages members who have completed their first term of service to stand for re-nomination for a second term.

The continuous term of service on any particular board cannot exceed 6 years, unless a member is appointed as Chair during or at the end of his/her term. If a member is appointed as Chair during or at the end of his/her last term, he/she can serve for 9 consecutive years (including any term served as a member). In exceptional circumstances, as determined by the Nominating Committee, a Chair's term of service could be extended for up to 3 years, for a total term as member and/or Chair not exceeding 12 years.

The Role of Technical Advisors

Each nominating organization has the right to appoint a technical advisor to aid a member in making contributions to a particular board by helping with preparation for meetings and providing research and staff support.

Technical advisors attend board meetings and participate in discussions and deliberations at the discretion of the Chair and the members they accompany. Technical advisors may be appointed as members of task forces or other working groups.

Technical advisors provide valuable support to members. The nominations form asks whether the nominating organization will provide technical support to the nominee. The nominating organization is encouraged to discuss with the nominee the organization's intention to appoint a technical advisor and the role of said technical advisor.

Technical advisors will be asked to sign a statement declaring that they will not submit to improper influence, whether financial or otherwise, that might impair their ability to serve or act with independence, integrity, and in the public interest in discharging their responsibilities.

Technical advisors will be also asked to sign a statement assigning to IFAC all of his/her rights, titles, and interests, including all rights of copyright, in his/her contributions to the work product of the board, expressly waiving any "moral rights" in such contributions.

Selection Criteria

The Nominating Committee reviews the nominations to recommend the most suitable candidates for the available positions: those who are most likely to enhance the quality of the output of a particular board. In evaluating candidates from what is typically a large pool of nominees, the Nominating Committee considers matters such as relevance of candidates' professional backgrounds, technical skills, past and present contributions to the accountancy profession at regional and international levels, and the ability to make a significant contribution to the matters and areas of emphasis reflected in the work plan of a particular board when considered in combination with the mix of current board members' backgrounds. Although the Nominating Committee also considers gender and regional balance, the most suitable candidate principle is the overriding objective for selection.

Furthermore, it is essential that candidates be fluent in English, because that is the operating language for the independent SSBs.

The Nominating Committee encourages nomination of new candidates (i.e., those who did not previously serve on boards or committees) to provide the opportunity for a broader group to serve on the boards, and to bring new perspectives and ideas for the advancement of a board's initiatives and work programs (this does not apply to candidates re-nominated for the second term of service). When the Nominating

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Committee receives a nomination of a candidate for service on a board on which he/she has previously served, the Nominating Committee will consider new candidates in the first instance, and then consider a candidate with a previous service record in the context of the current needs of a particular board.

Nominations Strategy

To provide nominating organizations and nominees with some insight into the nominations process and the value of serving on the standard-setting boards, the following documents are available on the Nominating Committee's web page: [Developing a Nominations Strategy](#) and [Giving Back to the Profession: The Value of Serving](#).

Submitting Nominations

Nominations of new members and re-nominations of current members can be submitted online from the date of the issue of this Call until **February 15, 2019**. Nominations submitted after the deadline will be reviewed at the discretion of the Nominating Committee.

Instructions on how to submit a nomination are available on the [Nominating Committee's webpage](#).

Interview Process

The Nominating Committee has adopted a consistent and uniform treatment of candidate information to ensure a transparent process. A selection of short-listed candidates based on the review of their CVs is conducted anonymously via an independent voting process using the online system, followed by a discussion based on the outcome of the voting process. Interviews of short-listed candidates are conducted via phone by the board Chair and a Nominating Committee representative. The selection of candidates for recommendation for membership is based on the criteria outlined above and on the outcome of the interview process.

It is very important that the candidates are well prepared for their interviews and demonstrate an understanding of the board's agenda, key projects, and how they expect to contribute to the work of that board.

The majority of interviews will be scheduled during the period of April–June. It is possible, however, that the period for phone interviews could be extended.

Outcome of the Nominations Process

Finalizing the decisions on appointments is a lengthy undertaking because of the significant due process requirements. Therefore, it is possible that nominating organizations and self-nominees will not be notified of the outcome of the nominations process until September. The Nominating Committee does not normally notify individuals, but rather defers to the nominating organizations in conveying the message to their nominees. In exceptional circumstances, the Nominating Committee may notify a nominee after consulting with the nominating organization.

The Nominating Committee will submit its recommendations to the IFAC Board and PIOB, as appropriate, in August/September.

Contact Information

Please direct any inquiries to Elena Churikova, Senior Manager, Governance, at elenachurikova@ifac.org.

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Overview of Vacancies

Independent SSB	Category	Total Number of Vacancies	Members Eligible for Re-appointment ²	Matters to Consider in Developing a Nominations Strategy: <ul style="list-style-type: none"> • English proficiency is essential. • Ability to commit to the required time is essential. • Specific gender and regional targets as detailed below. 	For More Information, Click on the Link
IAASB	Public Members	2	1	<p>Nominees should have experience with audit and/or assurance issues and sufficient knowledge of the subject matters considered by the IAASB to be able to contribute effectively to the Board's work.</p> <p>For public member and non-practitioner vacancies, the Nominating Committee is interested in nominations of users of audited financial statements or assurance reports (including institutional investors and analysts, audit committee members, and individuals from the corporate governance community); nominees from regulatory and audit inspection or oversight bodies who have experience in financial reporting matters; preparers of financial reports; academics; and those working in the government sector. For practitioner vacancies, nominations of candidates from small- and medium-sized practices (SMPs) and small- and medium-sized enterprises (SMEs) are strongly encouraged.</p> <p>Total time commitment is approximately between 550–800 hours per year, depending on members' involvement with projects, outreach, and leadership roles. An additional 90–350 hours will be required for travel, depending on a member's location.</p> <p>Nominations from the Africa-Middle East, Latin America-Caribbean, and Asia regions are strongly encouraged.</p> <p>Nominations of female candidates are also strongly encouraged.</p>	IAASB
	Non-Practitioners		0		
	Practitioners	3	1		

² The number of members eligible for re-appointment is included in the total number of vacancies in the preceding column; it is shown separately in this column, however, as members are often re-nominated and, if considered appropriate, recommended for re-appointment; this could reduce the number of vacancies available to new nominees.

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Independent SSB	Category	Total Number of Vacancies	Members Eligible for Re-appointment ²	Matters to Consider in Developing a Nominations Strategy: <ul style="list-style-type: none"> • English proficiency is essential. • Ability to commit to the required time is essential. • Specific gender and regional targets as detailed below. 	For More Information, Click on the Link
IESBA	Chair	1	1	<p>The current IESBA Chair was re-appointed for a one-year renewable term of service in 2019. The Nominating Committee will assess the need for a Call for applications for an independent, contracted IESBA Chair early in 2019.</p>	IESBA
	Public Members	1	1	<p>Nominees should have sufficient knowledge of the subject matters considered by the IESBA to be able to contribute effectively to the Board's work.</p> <p>For public member and non-practitioner vacancies, the Nominating Committee is interested in nominees who are preparers, users of audited financial statements, such as investors and those charged with governance, as well as academics, regulators, policy makers, and standard setters. For practitioner vacancies, nominees from SMPs and SMEs are strongly encouraged.</p>	
	Non-Practitioners	5	0	<p>Nominees with experience in the public sector and in solving ethical dilemmas within an accounting or business context are also welcome.</p>	
	Practitioners		4	<p>Total time commitment is approximately between 325–570 hours per year, depending on members' involvement with projects, outreach, and leadership roles. An additional 75–300 hours will be required for travel, depending on a member's location.</p> <p>Nominations from the Africa-Middle East, Australia-Oceania, and Latin America-Caribbean regions are strongly encouraged.</p> <p>Nominations of female candidates are also strongly encouraged.</p>	

International Auditing and Assurance Standards Board (IAASB)

Board Size:	18 members (of whom no more than 9 are practitioners and no fewer than 3 are public members)
Vacancies for 2020:	5 (2 public members, 3 members) Included in the above are 2 current members (1 public member and 1 practitioner member) who are eligible for re-appointment for the second term
Who Can Nominate:	Any individual or organization
Approval Required:	IFAC Board endorsement and Public Interest Oversight Board approval

About the IAASB

The International Auditing and Assurance Standards Board (IAASB) is an independent standard-setting body that serves the public interest by setting, under its own authority, high-quality international standards. These standards cover a broad range of engagements, including: audits of financial statements of both public and private entities, irrespective of size; engagements to review financial statements; assurance engagements other than audits or reviews of historical financial information; engagements to compile historical financial information; engagements to apply agreed-upon procedures to information; and other related services engagements. The IAASB also develops international standards on quality control that apply to firms conducting these engagements.

The IAASB sets its international standards under the oversight of the PIOB and with the advice of the IAASB's Consultative Advisory Group (CAG), which provides public interest input into the Board's strategy, agenda, priorities, and technical issues related to these standards. In developing its standards, the IAASB is required to be, and is dedicated to being, transparent in its activities and to adhere to due process as approved by the PIOB.

To learn more about the IAASB, its strategy and work plan, due process, current membership, etc., please visit the [IAASB website](#).

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Vacancy Overview

The IAASB has 18 members comprising practitioners and non-practitioners, of whom no more than 9 can be practitioners and no fewer than 3 should be public members.

The IAASB has 5 vacancies for 2020—2 public members and 3 members. Two current members (1 public member and 1 practitioner) are eligible for re-appointment for the second term of service. Although current members are often re-nominated and—if considered appropriate—recommended for re-appointment, it is uncertain whether they will be re-nominated or re-appointed. Nominations of highly qualified candidates from the regions with the lowest representation are particularly encouraged. As presented



on the chart, these regions are: **Africa-Middle East, Latin America-Caribbean, and Asia.**

Nominations of female candidate are strongly encouraged.

See [Appendices A and B](#) for a more detailed description of practitioner, non-practitioner, and public member.

Background and Experience

The Nominating Committee is interested in receiving nominations from public members, non-practitioners, and practitioners. For public member and non-practitioner vacancies, the Nominating Committee would like to receive nominations of:

- users of audited financial statements or assurance reports (including institutional investors and analysts, audit committee members, and individuals from the corporate governance community);
- nominees from regulatory and audit inspection or oversight bodies who have experience in financial reporting matters;
- preparers of financial reports;
- academics; and
- work in the government sector.

For practitioner vacancies, the nomination of candidates from SMPs and SMEs is strongly encouraged.

To be able to contribute effectively to the Board's work, nominees should have experience with audit issues relevant to one or more of the public company, private company, or governmental sectors, experience with assurance or related services issues, or experience in public policy matters and useful technical knowledge of the subject matters considered by the IAASB. Such experience and knowledge may be from the perspective of a user (including regulator or investor), preparer, auditor, or assurance provider. Individuals with exposure to, or experience with, the implications of transformative technologies on the financial reporting process and related assurance issues are also of particular interest.

The Nominating Committee welcomes nominations from all stakeholders, including the general public, as well as from IFAC Members, the Forum of Firms, or other organizations. English proficiency (both written and oral) is essential.

Membership Requirements

Time Requirements

At a minimum, IAASB members are expected to:

- Attend all 4 in-person IAASB meetings each year, each typically lasting 5 days (and any other Board meetings or teleconferences that may be held in addition to the planned schedule). The IAASB typically meets in New York City, USA, for 3 of its 4 annual meetings.
- Attend scheduled IAASB teleconferences, approximately 6 per year, 2–3 hours each.
- Participate in at least 2 project task forces. Each task force meets in-person approximately 3 times per year. These meetings generally last 2 days and are typically held in North America or Europe.
- Periodically, there will also be short task force teleconferences and material circulated for review electronically. This requires approximately 25 hours annually.

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- Contribute to the broader activities of the Board, including seeking input to agenda matters and conducting outreach activities. This requires approximately 35 hours annually for each task force (some members serve on 2–3 task forces).

Preparation time will vary depending on the member, but is approximately 190 hours annually.

Therefore, the minimum time requirement of an IAASB member is approximately 550 hours per year, excluding travel. This comprises approximately 260 hours for physical attendance at Board and task force meetings, and 290 hours for preparation, teleconferences, and outreach activities. Related travel is approximately 90–250 hours, depending on a member's location.

In terms of the upper range of required hours, as members gain experience over their term and depending on agenda demands and member backgrounds and interests:

- Members may be asked to serve on additional task forces, or to be significantly involved in outreach. Excluding travel, the approximate time required is 75 hours per year.
- Members may also be asked to serve as a task force Chair. Excluding travel, serving as a task force Chair requires approximately 175 hours per year (for example, for task force preparations and to attend meetings of the IAASB CAG and IAASB-National Standard Setters liaison group to discuss task force findings).

The upper range of a member's total time is, therefore, approximately 800 hours per year, excluding travel. Total travel may amount to approximately 150–350 hours per year. Some members may combine travel with preparation and/or business travel, which may reduce the total hours.

Candidates will be asked to confirm whether their employers support their membership and are willing to make the time available for them to adequately fulfill these requirements.

Summary of Time Commitment

- 4 in-person IAASB meetings per year (generally 5 days in duration), scheduled Board teleconferences, and any additional Board meetings that may be held.
- 1–3 project task forces or working groups.
- Total time commitment (excluding travel) is approximately between 550–800 hours per year depending on a member's involvement with projects and leadership roles.
- Travel commitment is approximately 90–350 hours depending on where members live and their involvement with the Board's work.

Performance

IAASB members are evaluated each year under the Volunteer Performance Program. Assessment of their performance is based on attendance, preparation, input to the board's work, and participation in task forces, working groups, and selected outreach activities. The Nominating Committee uses the results of the assessment to decide on the eligibility of candidates for re-appointment and for leadership opportunities.

Financial and Visa Requirements

Costs of attending IAASB meetings, including insurance coverage, are borne by the member or the member's nominating organization. If a member wishes to bring a technical advisor to any meeting, these costs are also borne by the member or the member's nominating organization. The Travel Support Program is available to all self-nominees and qualifying nominating organizations from developing nations (please refer to [Appendix D](#) to learn more about the program and determine eligibility).

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Should any public members require financial assistance, travel and other expenses will be covered by the IAASB. If a public member wishes to bring a technical advisor to any meeting, however, these costs are borne by the member or member's nominating organization. See [Appendix B](#) for a detailed description of a public member.

Members are responsible for making their own visa arrangements for international travel. IAASB staff will only provide visa support letters.

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IAASB Rotation Schedule 2019							Term Ending (X) Eligible for re- appointment (X1)		
Public Members	Gender	Region	Country	Nominating Organization	Professional Classification	Service	2019	2020	2021
Grabowski	M	EU	UK	Fin. Reporting Council	FSR	2014	X		
Marten	M	EU	Germany	IDW/WPK	Academic	2018		X1	
Provost	F	AU	New Zealand	External Reporting Board	PSA	2017	X1		
Simnett	M	AU	Australia	FRC Australia	SS	2019			X1
Vanker	M	A-ME	South Africa	SAICA/IRBA	FSR	2016			X
Non-Practitioner Members	Gender	Region	Country	Nominating Organization	Professional Classification	Service	2019	2020	2021
<i>Chair Vacancy</i>									X1
Chiew	M	EU (AS)	UK (Singapore)	ACCA	Member Staff	2018		X1	
Hagen	M	EU	Norway	NRF	PAIB-SME	2019			X1
Turner	M	NA	Canada	CPA CA	SS	2019			X1
Practitioner Members	Gender	Region	Country	Nominating Organization	Professional Classification	Service	2019	2020	2021
Campbell	F	AU	Australia	E&Y	P-Big 4	2015		X	
Dohrer	M	NA	USA	AICPA	Member Staff	2015		X	
French	F	NA	USA	Grant Thornton	P-OIN	2014	X		
Jui	M	AS	China	KPMG	P-Big 4	2017	X1		
Kai	F	AS	Japan	JICPA	Member Staff	2019			X1
Monroy	M	LA	Mexico	IMCP	P-Big 4 (E&Y)	2018		X1	
Sharko	M	EU	Netherlands	PwC	P-Big 4	2015		X	
Tracq-Sengeissen	F	EU	France	CNCC / CSOEC	P-Big 4 (E&Y)	2018		X1	
Zietsman (Deputy Chair, 2017-2019)	F	NA	USA	Deloitte	P-Big 4	2014	X		
Total							5	7	6

International Ethics Standards Board for Accountants (IESBA)

Board Size:	18 members (of whom no more than 9 are practitioners and no fewer than 3 are public members)
Vacancies for 2020:	Chair (the current Chair is eligible for re-appointment) 6 (1 public member, 5 other members) Included in the above are 5 current members (1 public member and 4 practitioner members) who are eligible for re-appointment
Who Can Nominate:	Any individual or organization
Approval Required:	IFAC Board endorsement and Public Interest Oversight Board (PIOB) approval

About the IESBA

The International Ethics Standards Board for Accountants (IESBA) is an independent standard-setting body that serves the public interest by setting, under its own authority, high-quality ethics standards and other pronouncements for professional accountants around the world. The IESBA issues the *International Code of Ethics for Professional Accountants (including International Independence Standards)* (the Code), which applies to all professional accountants who belong to IFAC member organizations, whether in public practice or in business (including academia, the public sector, and the not-for-profit sector). The IESBA also publishes other ethics-related materials, thereby advancing public understanding of the ethical requirements of professional accountants.

The IESBA sets its international standards under the oversight of the PIOB and with the advice of the IESBA's Consultative Advisory Group (CAG), which provides public interest input into the development of the standards. In developing its standards, the IESBA is required to be, and is dedicated to being, transparent in its activities and to adhering to due process as approved by the PIOB.

To learn more about the IESBA, its strategy and work plan, due process, current membership, etc., please visit the [IESBA website](#).

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Chair

The current IESBA Chair was re-appointed for a one-year renewable term of service for 2019. The Nominating Committee will assess the need for a Call for applications for an independent, contracted IESBA Chair during the course of 2019.

Membership

The IESBA has 18 members, comprising practitioners and non-practitioners, of whom no more than 9 can be practitioners and no fewer than 3 should be public members.

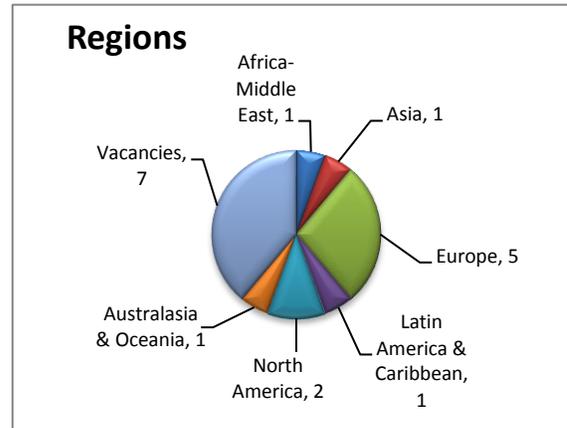
Vacancy Overview

The IESBA has 6 vacancies for 2020—1 public member and 5 other members. Five current members (1 public member and 4 practitioners) are eligible for re-appointment in 2020. Although current members are often re-nominated and—if considered appropriate—recommended for re-appointment, it is uncertain whether they will be re-nominated or re-appointed. Nominations of highly qualified candidates from the

regions with the lowest representation are particularly encouraged. As presented in the chart, these regions are: **Africa-Middle East, Asia, Australasia-Oceania, and Latin America-Caribbean.**

Nominations of female candidates are strongly encouraged.

To manage possible imbalances in rotations on the IESBA and to meet other composition needs, the Nominating Committee may recommend a term of fewer than 3 years and, therefore, some members may not be able to serve for the maximum term of 6 years.



See [Appendices A and B](#) for a more detailed description of practitioner, non-practitioner, and public member.

Background and Experience

The Nominating Committee is interested in receiving nominations from public members, non-practitioners, and practitioners. For public member and non-practitioner vacancies, the Nominating Committee would like to receive nominations of:

- preparers of financial statements;
- users of audited financial statements, such as investors, investor representatives, and those charged with governance;
- academics;
- regulators;
- policy makers; and
- standard setters with relevant experience.

For practitioner vacancies, the nomination of candidates from SMPs and SMEs is strongly encouraged.

Nominees with experience in the public sector and in solving ethical dilemmas within an accounting or business context are also welcome for all vacancies.

The Nominating Committee welcomes nominations from all stakeholders, including the general public, as well as from IFAC member organizations, the Forum of Firms, or other organizations. English proficiency (both written and oral) is essential.

Membership Requirements

Time Requirements

At a minimum, IESBA members are expected to:

- Attend all 4 in-person IESBA meetings each year, each typically lasting 3 days, and any Board teleconferences that may be held. The IESBA typically meets in New York City, USA, for 3 of its 4 annual meetings.
- Participate in at least one project task force. Each task force meets in person approximately 3 times per year. These meetings generally last 2 days and are usually held in North America or Europe.

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- Periodically, there will also be short task force teleconferences and material circulated for review electronically. This requires approximately 25 hours annually.
- Contribute to the broader activities of the Board, including seeking input to agenda matters and conducting outreach. This requires approximately 25 hours annually.

Preparation time will vary depending on the member, but is approximately 130 hours annually.

Therefore, the estimated minimum time requirement for an IESBA member is approximately 325 hours per year, excluding travel. This comprises approximately 145 hours for physical attendance at Board and task force meetings, and 180 hours for preparation, teleconference, and outreach activities. Related travel time ranges between approximately 75-210 hours depending on a member's location.

In terms of the estimated upper range of required hours, as members gain experience with the IESBA over their term and depending on agenda demands and member background and interests:

- Members may be asked to serve on two task forces, or to be significantly involved in outreach. Excluding travel, the approximate time required for this is 100 hours per year.
- Members may also be asked to serve as a task force Chair. Excluding travel, serving as a task force Chair requires approximately 145 hours per year (for example, for task force preparations and to attend meetings of the IESBA CAG and IESBA-National Standard Setters liaison group to discuss agenda priorities or task force findings).

The upper end of the range for a member's total time is, therefore, approximately 570 hours per year, excluding travel. Total travel may be approximately 130–300 hours per year. Some members may combine travel with preparation and/or business travel, which may reduce the total hours.

Candidates will be asked to confirm whether their employers support their membership and are willing to make the time available for them to adequately fulfill these requirements.

Summary of Time Commitment

- 4 in-person IESBA meetings each year, generally 3 days in duration each.
- 1–2 project task forces.
- IESBA CAG and IESBA–National Standard Setters Liaison Group meetings, as appropriate.
- Total time commitment (excluding travel) is approximately 325–570 hours per year depending on a member's involvement with projects and leadership roles.
- Travel commitment is approximately 75–300 hours depending on where members live and their involvement with the Board's work.

Performance

IESBA members are evaluated each year under the Volunteer Performance Program. Assessment of their performance is based on attendance, preparation, input to the board's work, and participation in task forces, working groups, and selected outreach activities. The Nominating Committee uses the results of the assessment to decide on the eligibility of candidates for re-appointment and for leadership opportunities.

Financial and Visa Requirements

Costs of attending IESBA meetings, including insurance coverage, are borne by the member or the member's nominating organization. If a member wishes to bring a technical advisor to any meeting, these costs are also borne by the member or the member's nominating organization. The Travel Support Program

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is available to all self-nominees and qualifying nominating organizations from developing nations (please refer to [Appendix D](#) to learn more about the program and determine eligibility).

Should any public members require financial assistance, travel and other expenses will be covered by the IESBA. If a public member wishes to bring a technical advisor to any meeting, however, these costs are borne by the member or member's nominating organization. See [Appendix B](#) for a detailed description of a public member.

Members are responsible for making their own visa arrangements for international travel. IESBA staff will only provide visa support letters.

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IESBA Rotation Schedule 2019							Term Ending (X) Eligible for re- appointment (X1)		
Public Member	Gender	Region	Country	Nominating Organization	Professional Classification	Service	2019	2020	2021
Fleck (Deputy Chair, 2016-2019)	M	EU	UK	Self	FSR	2015		X	
Fukukawa	M	AS	Japan	JICPA	Academic	2017	X1		
Juenemann	M	LA	Brazil	Brazilian Inst. of Corp. Gov.	Lawyer	2016		X1	
Kiryabwire	F	A-ME	Uganda	Self	Academic	2018		X1	
McPhee	M	AU	Australia	CAA NZ/CPA AU	Government	2016			X
Thomadakis (Chair, 2015-2017; 2018; 2019)	M	EU	Greece	Self	SS	2015	X1		
Non-Practitioner Members	Gender	Region	Country	Nominating Organization	Professional Classification	Service	2019	2020	2021
Ashley	M	EU	UK	CCAB (ICAEW)	Retired P-Big 4 (KPMG)	2016			X
Friedrich	M	NA	Canada	CPA Canada	Consultant	2018		X1	
Madden	F	EU	UK	CIMA	PAIB-SME	2018		X1	
Poll	M	EU	Germany	IDW/WPK	Consultant	2018		X1	
Practitioner	Gender	Region	Country	Nominating Organization	Professional Classification	Service	2019	2020	2021
Chaudhary	M	AS	India	ICAI-Chartered	P-Big 4 (KPMG)	2019			X1
Gibson	F	NA	USA	Grant Thornton	P-OIN	2016	X1		
Haustermans	F	EU	Belgium	Deloitte	P-Big 4	2016			X
Lee	F	AS	Singapore	KPMG	P-Big 4	2017	X1		
Leung	M	AS	Hong Kong	HKICPA	P-Big 4 (E&Y)	2018	X1		
Mintzer	M	NA	USA	AICPA	P-SMP	2019			X1
Mulvaney	F	NA	USA	PwC	P-Big 4	2016	X1		
Soulier	F	EU	France	E&Y	P-Big 4	2014	X		
Total							7	6	5

Definition of Practitioners and Non-Practitioners

In 2017, the Nominating Committee is committed to the goal of maintaining parity between practitioners and non-practitioners on the International Audit and Assurance Standards Board (IAASB), the International Ethics Standards Board for Accountants (IESBA), and the International Accounting Education Standards Board (IAESB).

Practitioners

A practitioner is a member or an employee of an audit firm. IFAC classifies candidates from such firms into the following 4 categories:

- Practitioner—Big 4
- Practitioner—Other International Networks
- Practitioner—Large National Firm
- Practitioner—Small- and Medium-Sized Practice

Even though audit firms can provide a variety of professional services other than auditing, all of their employees are considered practitioners for the purposes of this classification. Individuals who are not providing auditing services, but do provide, for example, other assurance services or business advisory services, are designated as practitioners because their employment relationship places them in a position of having an interest in the economic results of their firm as a whole.

Non-Practitioners

A non-practitioner is not a member or an employee of an audit firm. Former members or employees of such firms can be regarded as non-practitioners only after 3 years have elapsed since ceasing membership in, or employment by, a firm. The Public Interest Oversight Board (PIOB) does have the authority, however, to reduce that period, on a “comply or explain basis,” to no less than 1 year. The category of non-practitioners is a broad one; it includes professionals from academia, the government, the public sector, international agencies, development banks, and other organizations related to the accounting profession. Professional Accountants in Business (PAIBs) are also considered non-practitioners. Non-practitioners may also be individuals who are not professional accountants. The non-practitioner category includes the following, based on backgrounds or occupations:

- Academic
- Development Bank Staff
- Financial Services Regulator
- Government Staff
- Non-Governmental Organization Staff
- Standard-Setter Staff
- Consultant

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- International Agency Staff
- IFAC Member Staff (see guidance below)
- PAIB—Large Entity
- PAIB—Small- and Medium-Sized Enterprise
- Public Sector—Auditor
- Public Sector—Preparer
- Retired PAIB—Large Entity
- Retired Practitioner—Big 4
- Retired—Other
- Other

IFAC Member Staff Classification

Classification of IFAC member staff as non-practitioners or practitioners is based on a detailed review by the Nominating Committee of the information in a candidate's nomination form and membership statistics. As a general rule:

1. IFAC member staff can be regarded as non-practitioners only after 3 years have elapsed since ceasing membership in, or employment by, an audit firm.

If an IFAC member staff person is a retired partner of an audit firm, the Nominating Committee will consider whether that person's obligations to the audit firm, or the audit firm's obligations to the person, may require him/her to be regarded as a practitioner, despite the fact that 3 years have elapsed since ceasing membership in the audit firm.

2. IFAC member staff can be regarded as non-practitioners if the percentage of their membership in a public practice is less than 50 percent and their revenue from public practice membership fees (individual or firms) is less than 50 percent. If any of these percentages are more than 66 percent, IFAC member staff are considered to be practitioners. If the percentage is between 50 percent and 66 percent, the Nominating Committee will determine how to classify the nominee after considering the combined effect of (1) and (2) and any other relevant factors.

An IFAC member's membership in public practice and revenue from public practice membership fees are calculated based on the annual membership statistics received from IFAC members and take account only of the statistics related to active members, excluding retirees and students.

Definition of Public Members

Every member of an independent standard-setting board is required to act in the public interest. Nevertheless, to further strengthen the independence and overall public interest, at least three positions on each of the independent standard-setting boards are designated for public members.

Public members clearly represent, and are seen to represent, the broad public interest; therefore, nominations of non-accountants are strongly encouraged for these positions. Preferably, individuals nominated for public member positions should have knowledge of the subject matters considered by their board. Public members cannot be practitioners (see [Appendix A](#) for the definition of a practitioner).

Public member positions are subject to the same rotation arrangements as other positions on the independent standard-setting boards. Public members can be self-nominated or nominated by any individual or organization, including IFAC member organizations.

Financial support is available for public members who do not have a sponsoring organization. If a public member wishes to bring a technical advisor to any meeting, these costs are borne by the member or his/her nominating organization.

Volunteer Performance Program

The quality of the output of the independent standard-setting boards (SSBs), as well as their credibility, is ultimately determined by the input provided by its members. The Volunteer Performance Program offers constructive dialogue between Chairs and their members about their expectations and members' involvement in the work of the boards. It also provides valuable information to the Nominating Committee. The IFAC Board and the Public Interest Oversight Board (PIOB), as appropriate, receive a report on the outcomes of the program, in summarized and anonymous format.

The Volunteer Performance Program calls on the Chair, in consultation with the Deputy Chair and senior staff, to review the performance of each member, and on each member to review the performance of the Chair. Chairs and members fill out confidential forms that they submit to the Nominating Committee.

Application of the Volunteer Performance Program

The Volunteer Performance Program provides valuable information to the Nominating Committee in deciding on potential re-appointments, succession planning, and performance issues.

Re-appointments

- The Nominating Committee values the continuity of membership on boards, but decisions on the re-appointment of members are foremost guided by the most suitable person for the position criteria.
- The Nominating Committee considers the performance evaluations of re-nominated members in deciding on their re-appointment. Generally, well-performing members are likely to be appointed for another term, unless there is a nominee whose professional qualifications, work experience, and/or educational background are more suited to the current needs of a particular board. When performance does not meet expectations, members are unlikely to be recommended for re-appointment.

Succession Planning

- The planned succession of board leadership also contributes to continuity, which ultimately affects the quality of the output. Through the Volunteer Performance Program, the Nominating Committee consults with the Chair on the members' potential for future leadership. The Nominating Committee considers this opinion when deciding on its recommendations for leadership positions.

Performance Issues

- In rare circumstances, the Nominating Committee may identify a member whose performance does not meet expectations. In such cases, the Nominating Committee may ask the Chair to monitor the situation for a period of time. In the rare circumstances where the Nominating Committee identifies a lack of improvement, it may recommend to the IFAC Board and the PIOAs, as appropriate, the removal of the member.

Travel Support Program for Board Members

IFAC offers travel support to qualifying members of the independent standard-setting boards (SSBs). The objective is to facilitate self-nominations, as well as representation from developing countries on the boards.

To qualify for the program, a candidate has to be self-nominated or nominated by an organization from a developing nation (please see list of qualifying countries below) having total annual revenue not exceeding \$2 million USD.

Travel support is for attending in-person full meetings of the board; it does not apply to meetings conducted by other means (video or teleconference, etc.) or meetings of task forces and other outreach activities.

The Travel Support Program will cover all expenses in accordance with the policy on a reimbursement basis. However, there is an annual member contribution that will be deducted from the first claim as follows:

- \$500 USD for self-nominees;
- \$1,500 USD for individuals nominated by an organization(s).

Participants should adhere to the requirements of the Travel Support Policy, which include the conditions for reimbursement, such as the use of economy airfares and the prompt submission of expense claims with all receipts and vouchers. The Travel Support Policy will be distributed to the approved members on the annual basis.

List of Developing Countries

Total of 137 countries

Afghanistan	Congo, Dem. Rep	Iran, Islamic Rep.	Montenegro	St. Lucia
Albania	Congo, Rep.	Iraq	Morocco	St. Vincent and the Grenadines
Algeria	Costa Rica	Jamaica	Mozambique	Sudan
American Samoa	Côte d'Ivoire	Jordan	Myanmar	Suriname
Angola	Cuba	Kazakhstan	Namibia	Swaziland
Armenia	Djibouti	Kenya	Nauru	Syrian Arab Republic
Azerbaijan	Dominica	Kiribati	Nepal	Tajikistan
Bangladesh	Dominican Republic	Korea, Dem.	Nicaragua	Tanzania
Belarus	Ecuador	People's Rep	Niger	Thailand
Belize	Egypt, Arab Rep.	Kosovo	Nigeria	Timor-Leste
Benin	El Salvador	Kyrgyz Republic	Pakistan	Togo
Bhutan	Equatorial Guinea	Lao PDR	Papua New Guinea	Tonga
Bolivia	Eritrea	Lebanon	Paraguay	Tunisia
Bosnia and Herzegovina	Ethiopia	Lesotho	Peru	Turkey
Botswana	Fiji	Liberia	Philippines	Turkmenistan
Brazil	Gabon	Libya	Romania	Tuvalu
Bulgaria	Gambia, The	Macedonia, FYR	Russian Federation	Uganda
Burkina Faso	Georgia	Madagascar	Rwanda	Ukraine
Burundi	Ghana	Malawi	Samoa	Uzbekistan
Cabo Verde	Grenada	Malaysia	São Tomé and Príncipe	Vanuatu
Cambodia	Guatemala	Maldives	Senegal	Venezuela, RB
Cameroon	Guinea	Mali	Serbia	Vietnam
Central African Republic	Guinea-Bissau	Marshall Islands	Sierra Leone	West Bank and Gaza
Chad	Guyana	Mauritania	Solomon Islands	Yemen, Rep.
China	Haiti	Mauritius	Somalia	Zambia
Colombia	Honduras	Mexico	South Africa	Zimbabwe
Comoros	India	Micronesia, Fed. Sts.	South Sudan	
	Indonesia	Moldova	Sri Lanka	
		Mongolia		

Source: World Bank Country and Lending Groups

<https://datahelpdesk.worldbank.org/knowledgebase/articles/906519>

For the current 2019 fiscal year, low-income economies are defined as those with a GNI per capita, calculated using the [World Bank Atlas method](#), of \$995 or less in 2017; lower middle-income economies are those with a GNI per capita between \$996 and \$3,895; upper middle-income economies are those with a GNI per capita between \$3,895 and \$12,055.

IAASB

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