



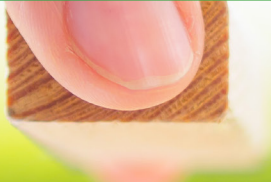
**IESBA**

International  
Ethics Standards  
Board for Account

**Call for Nominations for 2021:**

**Seeking Volunteer  
Members to Serve  
on the IESBA**

# Call for Nominations for IESBA for 2021



## Executive Summary

The Nominating Committee is looking for highly qualified volunteers to serve on the [International Ethics Standards Board for Accountants \(IESBA\)](#) for an initial term of service of up to 3 years, commencing January 1, 2021.

There are 6 vacancies on the IESBA for 2021: 5 vacancies for public members and non-practitioners, and 1 vacancy for a practitioner.

Candidates should have experience with issues relating to ethics and independence and sufficient knowledge of the subject matters considered by the IESBA to be able to contribute effectively to the board's work. English proficiency (both written and oral) is essential.

Nominations of candidates are sought from a wide range of relevant backgrounds, including, but not limited to: preparers of financial statements; users of audited financial statements or assurance reports (including institutional investors, investor representatives and analysts, audit committee members, and those charged with corporate governance); academics; regulators; and policy makers. For practitioner vacancies, nominations of candidates from small- and medium-sized practices (SMPs) are strongly encouraged. English proficiency (both written and oral) is essential.

Total time commitment (excluding travel) is approximately 325–570 hours per year, depending on a member's involvement with projects and leadership roles.

Nominations of highly qualified candidates from all regions are encouraged, with a particular emphasis on nominations from the Asia, Latin America-Caribbean, and Africa-Middle East regions. Nominations of female candidates are also strongly encouraged.

The IESBA is an independent standard-setting body that serves the public interest by setting high-quality, internationally appropriate ethics standard for professional accountants that also include auditor independence requirements.

All stakeholders, including the general public, as well as International Federation of Accountants (IFAC) member organizations, the Forum of Firms, or other organizations are invited to apply or nominate candidates.

Financial support is available for qualifying individuals and public members who do not have a nominating organization.

Deadline for submitting applications is **January 31, 2020**. Please visit the [Nominating Committee's web page](#) to learn how to submit an application via our online database.

# Call for Nominations

The Nominating Committee is looking for highly qualified volunteers to serve on the International Ethics Standards Board for Accountants (IESBA) for an initial term of service of up to 3 years commencing January 1, 2021.

Candidates should have experience with issues relating to ethics and independence and sufficient knowledge of the subject matters considered by the IESBA to be able to contribute effectively to the Board's work. English proficiency (both written and oral) is essential.

There are 6 vacancies on the IESBA for 2021, excluding the chair position<sup>1</sup>: 5 vacancies for public members and non-practitioners, and 1 vacancy for a practitioner. There are 4 current members eligible for re-appointment for the second term of service: 1 public member and 3 non-practitioners, although it is uncertain whether they will be re-nominated or re-appointed. Please see [Appendix A](#) for a public member, non-practitioner and practitioner definitions.

Nominations of candidates are sought from a wide range of relevant backgrounds, including, but not limited to: preparers of financial statements; users of audited financial statements (including investors and analysts, investor representatives, and those charged with corporate governance); academics; regulators; and policy makers. For practitioner vacancies, nominations of candidates from small- and medium-sized practices (SMPs) are strongly encouraged.

All stakeholders, including the general public, as well as IFAC member organizations, the Forum of Firms, or other organizations are invited to apply or nominate candidates.

<sup>1</sup> The current IESBA chair was re-appointed for a one-year renewable term in 2020. The Nominating Committee will assess the need for a call for applications for an independent, contracted IESBA chair early in 2020.

## Note from Stavros Thomadakis, the IESBA Chair



"Ethics is a cornerstone of public trust in business, and the IESBA Code underpins that trust in the global accountancy profession. We are looking for individuals to join our board who are accomplished professionals in their fields, who are keenly interested in solving complex ethical issues and making an impact on a global stage, and who have a mindset that empowers them to make a strong commitment to the public interest."

Nominations of highly qualified candidates from all regions are encouraged, with a particular emphasis on nominations from the Asia, Latin America-Caribbean, and Africa-Middle East regions. Nominations of female candidates are also strongly encouraged.

## About the IESBA

The IESBA is an independent global standard-setting board. The IESBA's mission is to serve the public interest by setting ethics standards, including auditor independence requirements, which seek to raise the bar for ethical conduct and practice for all professional accountants through a robust, globally operable [International Code of Ethics for Professional Accountants](#) (including International Independence Standards) (the Code).

The IESBA believes a single set of high-quality ethics standards enhances the quality and consistency of services provided by professional accountants, thus contributing to public trust and confidence in the accountancy profession. The IESBA sets its international standards in the public interest with advice from the IESBA Consultative Advisory Group (CAG) and under the oversight of the [Public Interest Oversight Board \(PIOB\)](#).<sup>2</sup>

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

This new Strategy and Work Plan embodies the IESBA's clear determination to pursue global public interest objectives and outcomes, underpinned by our firm belief in the centrality of Ethics and in a unified Code for all professional accountants

## Desired Qualifications and Experience

Candidates should ideally be able to demonstrate as many as possible of the following qualifications and types of experience:

- Knowledgeable about issues pertaining to ethics and independence.
- Have a good understanding of the global accountancy profession in both the private and public sectors.
- Standard-setting experience in national, international, or sectorial contexts.
- Understanding of the special considerations related to public interest entities, SMEs/SMPs, or public sector entities.
- Knowledge of the IESBA's International Code of Ethics and its application.
- Understanding of technological developments in accounting practice and related ethical issues.
- Understanding of the interactions of auditing and ethics standards.
- As the IESBA operates in English, excellent written and oral English communications skills are required.

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<sup>2</sup> The Public Interest Oversight Board (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) by directly observing parts of the Nominating Committee's meetings when the selection process and other matters related to PIACs are taking place.

**Additional desired skills and attributes include:**

- Strong leadership skills, including experience with building consensus.
- Effective communication and presentation skills.
- Ability to look beyond the different backgrounds of members and focus on achieving common positions based on commitment to the public interest.
- Ability to cooperate with fellow volunteers in a constructive and productive manner.

Technology opens many opportunities for enhancement to the user experience, and with the eCode we have sought creative and appealing ways to do so. We firmly believe the eCode will greatly facilitate adoption, consistent application and enforcement of the Code in the public interest.

**IESBA**

International  
Ethics Standards  
Board for Accountants®

## The IESBA eCode



**A NEW INNOVATIVE APPROACH TO ENGAGING WITH ETHICS**

**Based on the membership category, desired attributes are as follows:**

*For public members:*

- Knowledge of, and experience with, issues of public policy and regulation relevant to the accountancy profession and related to ethics and codes of conduct.
- Demonstrable track record of public interest responsibility/policy activity/research, with desirable experience in ethical matters.

*For non-practitioners:*

- Experience in corporate governance, audit committees, investor representation, and professional accountant in business (PAIB) roles, including in government, or academic research in these areas.

*For practitioners:*

- Strong audit background, experience with independence, and awareness of current issues of practice.

## Overview of the Position and Volunteer Responsibilities

Appointment as an IESBA member is a significant undertaking, and it is important that candidates carefully consider the responsibilities related to their service.

Members are expected to be committed to, and engaged in, the IESBA's work as follows:

- Preparing, attending, and actively participating in IESBA meetings and teleconferences by reviewing agenda materials and consulting with jurisdictional stakeholders on as needed basis.
- Participating in working groups or task forces to which a member has been allocated.
- Advising IESBA staff on the development of non-authoritative publications and staff-led initiatives.
- Engaging with relevant stakeholders as part of project related outreach or as part of the IESBA's overall program of outreach with key stakeholder groups.
- Individual members may be asked to participate in other IESBA activities or committees, or fulfill a liaison role (for example, for other international standard-setting boards, international regulator or oversight organizations, or professional representative groups or committees).
- Members must act in the public interest.

## Time Commitment

Volunteers contribute primarily through active participation in meetings, working groups, task forces, and outreach activities. Therefore, it is important that candidates carefully consider whether they are able to allocate the time needed for meaningful contribution.

The summary of the time commitment is as follows:

- 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.

## 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, including meeting certain composition targets, the Nominating Committee may recommend an initial or subsequent term of fewer than 3 years.

Members who perform well could be re-appointed for a second term of service based on consideration of the board’s particular needs and whether any new candidates may be more suitable in the context of the board’s priorities and composition targets. The maximum term of service cannot exceed 6 years.

## Financial Support

Costs of attending IESBA meetings, including insurance coverage, are borne by the volunteer’s nominating organization.

Funding for costs of attending IESBA meetings is available to self-nominees, and public members who do not have a nominating organization or require financial assistance.

Additional financial support is available to qualifying nominating organizations from countries with low-income and lower-middle income economies under the Travel Support Program. Please refer to [Appendix C](#) to learn more about the program and determine eligibility.

There is no financial support available for technical advisors.<sup>3</sup>

<sup>3</sup> Under the current structure, each nominating organization has the right to appoint a technical advisor to support its member in making contributions to the IESBA work by helping with preparation for meetings and providing research and technical support. Technical advisors have a right to attend board meetings and participate in discussions and deliberations at the discretion of the Chair and the members they accompany, but cannot vote.

## Application Process

Applications, including re-nominations of current members for an additional term of service, can be submitted online by **January 31, 2020**. Nominations submitted after the deadline will be reviewed at the discretion of the Nominating Committee.

The Nominating Committee respects and values the privacy of all stakeholders. We collect and use personal data only in ways that are consistent with our obligations and stakeholders' rights under the law (for more information, please see [Privacy Policy](#)).

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

## Monitoring Group Reforms

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 is currently reviewing the governance of the standard-setting processes, and it is possible that, as a result, there will be changes to the future structure and composition of the IAASB and the IESBA. Interested parties should be aware that these changes may potentially affect the term of service of current members.

## Further Questions

If you have any questions about volunteer opportunities on the IESBA or application process, please contact Elena Churikova, Senior Manager, Governance, at [elenachurikova@ifac.org](mailto:elenachurikova@ifac.org).





IESBA Rotation Schedule 2020							Term Ending (X) Eligible for re- appointment (X1)		
Public Member	Gender	Region	Country	Nominating Organization	Professional Classification	Service	2020	2021	2022
Fleck (Deputy Chair, 2016-2020)	M	EU	UK	Self	FSR	2015	X		
Juenemann	M	LA	Brazil	Brazilian Inst. of Corp. Gov.	Lawyer	2016	X		
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; 2020)	M	EU	Greece	Self	SS	2015	X1		
Non-Practitioner Members	Gender	Region	Country	Nominating Organization	Professional Classification	Service	2020	2021	2022
Ashley	M	EU	UK	CCAB (ICAEW)	Retired P-Big 4 (KPMG)	2016		X	
Friedrich	M	NA	Canada	CPA Canada	Consultant (Education background)	2018	X1		
Fukukawa	M	AS	Japan	JICPA	Academic	2017			X
Madden	F	NA (EU)	USA (UK)	AICPA**	PAIB-SME	2018	X1		
Poll	M	EU	Germany	IDW/WPK	Consultant (SMP background)	2018	X1		
Practitioner	Gender	Region	Country	Nominating Organization	Professional Classification	Service	2020	2021	2022
Chaudhary	M	AS	India	ICAI-Chartered	P-Big 4 (KPMG)	2019		X1	
Endsley	F	NA	USA	PwC	P-Big 4	2020			X1
Gibson	F	NA	USA	Grant Thornton	P-OIN	2016		X	
Haustermans	F	EU	Belgium	Deloitte	P-Big 4	2016		X	
Huesken	M	NA	USA	E&Y	P-Big 4	2020			X1
Lee	F	AS	Singapore	KPMG	P-Big 4	2017			X
Mintzer	M	NA	USA	AICPA*	P-SMP	2019		X1	
Vacancy									
<b>Total</b>							<b>7</b>	<b>6</b>	<b>4</b>

# Definition of Public Members, Non-Practitioners and Practitioners



## 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.

Because public members clearly represent, and are seen to represent, the broad public interest 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.

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.

## 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 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 to be non-practitioners. Non-practitioners may also be individuals who are not professional accountants.

## 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

# Selection Process and Timeline



## 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 IESBA 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 standard-setting boards.

## Selection Process and Timeline


The Nominating Committee has adopted a consistent and uniform treatment of candidate information to ensure a robust 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 IESBA 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 be well prepared for their interviews and demonstrate an understanding of the IESBA's agenda, key projects, and how they expect to contribute to the work and IESBA outputs.

Finalizing the decisions on appointments involves various steps and is subject to the essential 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.

# Travel Support Program for Board Members



IFAC offers travel support to qualifying members. The objective of providing travel support is to encourage more nominations from the general public and underrepresenting countries.

To qualify for the program, a candidate has to be self-nominated OR nominated by an organization from a country with low-income and lower-middle income economies AND total annual revenue not exceeding \$2 million USD. Please see the list of qualifying countries—countries with low-income economies and lower-middle income economies on the [World Bank website](#).

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. For individuals nominated by an organization, there is an annual contribution of \$1,500 USD that will be deducted from the first claim. There is no contribution/deduction for self-nominees.

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.

## About the Nominating Committee

The Nominating Committee makes recommendations to the International Federation of Accountants® (IFAC®) Board and Public Interest Oversight Board (PIOB) on the composition of the IAASB and IESBA.

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 broad regional and professional representation and representation from countries with different levels of economic development, while also aiming to achieve gender balance.

## Other Related Publications

For information on opportunities for membership on the International Auditing and Assurance Standards Board (IAASB), please see [Call for Nominations for IAASB](#).

For information on opportunities for membership on the International Public Sector Accounting Standards Board (IPSASB), please see [Call for Nominations for IPSASB](#).



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