The Nominating Committee

Call for Applications: Chair of the International Ethics Standards Board for Accountants (IESBA)

May 8, 2014
This document is issued by the Nominating Committee.

The Nominating Committee makes recommendations to the IFAC Board and Public Interest Oversight Board (PIOB) on the composition of the independent standard-setting boards.

The Nominating Committee is guided in its work by the principle of selecting the best person for the position. In so doing, 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, as well as representations from countries with different levels of economic development.

The structures and processes that support the operations of the IESBA are facilitated by the International Federation of Accountants (IFAC).

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# CHAIR OF THE INTERNATIONAL ETHICS STANDARDS BOARD FOR ACCOUNTANTS (IESBA)

## CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overview</td>
<td>4</td>
</tr>
<tr>
<td>IESBA Chair: General Roles &amp; Responsibilities</td>
<td>4</td>
</tr>
<tr>
<td>Leader of the IESBA</td>
<td>4</td>
</tr>
<tr>
<td>IESBA Spokesperson and Representative</td>
<td>5</td>
</tr>
<tr>
<td>Liaison</td>
<td>5</td>
</tr>
<tr>
<td>Reporting responsibility</td>
<td>6</td>
</tr>
<tr>
<td>Strategic Direction</td>
<td>6</td>
</tr>
<tr>
<td>Development of Standards</td>
<td>6</td>
</tr>
<tr>
<td>Adoption and Implementation</td>
<td>6</td>
</tr>
<tr>
<td>Convergence</td>
<td>6</td>
</tr>
<tr>
<td>Criteria and Selection Process</td>
<td>7</td>
</tr>
<tr>
<td>Application Process</td>
<td>8</td>
</tr>
<tr>
<td>Further Questions</td>
<td>8</td>
</tr>
</tbody>
</table>
Overview
The Call for Applications: Chair of the International Ethics Standards Board for Accountants (IESBA) is an official notice for IFAC Members and the general public outlining the requirements and job description of the IESBA Chair. The position of IESBA Chair requires between 150—200 days per year. By mutual agreement, this commitment may be increased if circumstances warrant. If candidates have additional commitments that do not conflict with the role as IESBA Chair, these may be accommodated. The Chair will be independently contracted and remunerated. Contract conditions are negotiable. We do not anticipate that any relocation would be required.

The appointment of the Chair is endorsed by the IFAC Board and approved by the Public Interest Oversight Board (PIOB). The Chair is initially appointed for a three-year term, and could be re-appointed twice, for a total service of nine years. The IESBA Chair will be appointed for a term beginning January 1, 2015, and ending December 31, 2017.

The IESBA Chair reports functionally to the PIOB on the matters related to the board’s work program, including due process and refers to the Managing Director, Professional Standards, as a resource and key source of advice. The IFAC Chief Executive Officer engages with the IESBA Chair on matters related to contract administration and to discuss feedback provided by IESBA members.

The objective of the IESBA is to serve the public interest by setting, independently and under its own authority, high-quality ethics standards for professional accountants and by facilitating the convergence of international and national ethics standards. Achieving these goals enhances the quality and consistency of services provided by professional accountants throughout the world and strengthens public confidence in the global accounting profession. To learn more about the IESBA, please visit http://www.ifac.org/Ethics.

IESBA Chair: General Roles & Responsibilities
The role of the IESBA Chair is especially important as this person must achieve results while maintaining harmony among members’ views and following due process. The IESBA Chair fulfills several interrelated roles.

Leader of the IESBA
The Chair provides leadership to the IESBA in the conduct of its activities, working closely with the Technical Director, IESBA, and the Managing Director, Professional Standards, to achieve the board’s various goals. The Chair leads the strategic direction for the IESBA and, at the same time, facilitates the consultative process that underlies the credibility of the IESBA and its activities. The maintenance of a public interest focus in the activities of the IESBA is a critical element of the Chair’s leadership role. The Chair (with the Managing Director, Professional Standards) oversees the efficient use of resources and effective achievement of IESBA goals and objectives.

As leader of the IESBA, the responsibility of the Chair will be to:

- Provide leadership in the development and implementation of strategic objectives, initiatives, and action plans, taking into account the views of the IESBA, its consultative advisory group, and the PIOB.
• Lead the IESBA toward achieving its strategic objectives and ensure the IESBA’s output is of high quality (including compliance with due process) and meets the expectations of those affected by the board’s work.

• Actively identify and evaluate the impact of emerging issues on the accountancy profession to provide direction to the IESBA’s work.

• Provide direction in the establishment of policies, as necessary, and with the Managing Director, Professional Standards, oversee management of the resources available to the IESBA.

• Chair the IESBA meetings and ensure they are conducted properly. This responsibility includes, among others:
  o encouraging and promoting open, candid discussions and debate;
  o ensuring members’ views are duly considered and conclusions are mutually agreed on;
  o ensuring the public interest is paramount in debates;
  o effectively using time by prioritizing issues; and
  o ensuring compliance with proper meeting procedures.

• Proactively lead debate and seek consensus, where possible, on solutions relating to contentious matters being addressed by the IESBA. Utilize the necessary technical expertise on significant matters.

• Assess the performance of the IESBA and its members on an annual basis and report on this assessment (in conjunction with the Deputy Chair and Technical Director, IESBA) to the IFAC Nominating Committee. Additionally, communicate the findings of the evaluation and provide constructive feedback on the assessment to IESBA members.

• Keep the PIOB fully informed on IESBA's progress on achievement of agreed strategic objectives and work program.

• Provide updates to the IFAC Board on the IESBA's progress and work plans on a regular basis.

IESBA Spokesperson and Representative

The Chair acts as the primary spokesperson for the IESBA, enabling, encouraging, and promoting a deeper stakeholder and public understanding of the board’s strategies, objectives, and activities. The Chair will serve as the primary IESBA spokesperson and representative, with the responsibility to:

• Actively promote the IESBA's identity, objectives, activities, and output in the media, public forums, and other meetings with IESBA stakeholders.

• Encourage and promote the convergence of national and international standards.

• Establish and develop effective relationships with stakeholders such as national standard setters and regulators.

Liaison

The Chair is the IESBA's key representative and acts (in conjunction with the Managing Director, Professional Standards) as its primary liaison with key stakeholders.
The Chair’s responsibility are to:

- Establish and develop effective relationships with key stakeholders, such as national standard setters, oversight authorities, and regulators.
- Maintain appropriate liaison with other standard-setting boards and IFAC committees to ensure no conflicts arise in the work programs of the individual boards and committees.
- Attend IFAC board meetings as considered appropriate.
- Attend PIOB meetings as required.
- Represent the IESBA at other external meetings as appropriate.

**Reporting Responsibility**

The Chair’s reporting responsibility is as follows:

- The Chair reports to the PIOB about all public interest aspects of IESBA activities and provides updates to the IFAC board.
- The appointment of the Chair is endorsed by the IFAC Board and approved by the PIOB.

**Strategic Direction**


**Development of Standards**

The IESBA plans to develop additional guidance for professional accountants in the areas of:

- identifying non-compliance with laws and regulations;
- long association; and
- non-assurance services.

The IESBA will also review the structure of the Code with the goal of improving its effective adoption and implementation.

**Adoption and Implementation**

The IESBA will continue its activities to provide support for those who are adopting and implementing the Code.

**Convergence**

The IESBA will consider input from the following three interrelated activities to determine the best course of action for furthering its objective of achieving convergence of the Code with national standards and regulations:

- the types of improvements that regulators and national standard setters believe should be made for the Code to gain acceptance and recognition in their jurisdiction;
• a comparison of key provisions in the Code to the standards and regulations of select jurisdictions to understand similarities and differences; and
• increased outreach efforts to engage various regulators and national standard setters in a dialogue to facilitate the IESBA’s convergence efforts.

Criteria and Selection Process
The IFAC Nominating Committee will look for many qualities related to professional skills, experience, and leadership.

The successful candidate should have significant and senior experience and will be well recognized within the professional or regulatory community. He or she will have effective leadership, communication, and strategic skills; demonstrated technical and professional competency; and a strong commitment to the IESBA and its mission to protect the public interest. Only individuals who possess the highest integrity will be considered. Specifically, the following criteria apply for choosing an IESBA Chair:

• Integrity, objectivity, and discipline
• Commitment to IESBA mission and the public interest
• Effective leadership and strategic skills
• Effective facilitation and communication skills and ability to listen and consider the views of others
• Strong understanding of current and emerging issues
• Effective public speaking skills
• Effective time management skills
• Established bonds with key constituents and stakeholders or the ability to develop and maintain strong bonds with key constituents and stakeholders
• Effective networking and relationship building skills
• Demonstrated technical and professional competency
• Strong analytical and negotiating skills
• Outputs-focused
• Consultative and judicious decision making
• Ability to promote and work in a collegial atmosphere

Prior to appointment, the IESBA Chair must consent to the general principle and specific rules, indicated below, that establish independence from the accounting profession, former and potential employers, and other related professional arrangements.

General Principle
The Chair may hold other minor positions. If the candidate is employed by other organization(s), however, it should not create any conflicts of interest that might call into question his/her independence of judgment in setting ethics standards. The Chair should keep the IFAC Chief Executive Officer fully informed of any changes in his/her employment status, and any other significant professional relationships or associations.
Specific Rules

The specific rules intended to reinforce or clarify this principle are:

- The preferred candidate is an individual who is not a professional accountant. Candidates who are professional accountants will need to demonstrate their independence from the accountancy profession.

- On completion of the term as Chair, there would be a cooling off period of two years, during which time the candidate would refrain from interaction with the IESBA, unless such interaction were at the specific request of the new Chair.

- The appointee would sign a public declaration asserting that:
  - the Chair will act in the public interest and with integrity in discharging the responsibilities of his/her role as the IESBA Chair; and
  - the Chair will serve the IESBA to the best of his/her abilities while not submitting to improper influence from any source, whether firm, organizational, national, regional, or other.

- The IESBA Chair would not, from the date of announcement of his/her appointment to the date of completion of his/her term, enter into any negotiation for employment subsequent to the term that, in the opinion of either the IFAC Board or the PIOB, could impair, or be perceived to impair, the Chair’s independence.

Application Process

Candidates should submit their applications to Elena Churikova, Manager, Governance via email at ElenaChurikova@ifac.org, via facsimile at +1 212 286 9570, or via mail to the attention of: Elena Churikova, International Federation of Accountants, 545 Fifth Avenue, 14th Floor, New York, NY 10017, USA. To be considered, applications must be received by June 6, 2014.

Applications should consist of your CV and a two-page cover letter, which should include the following information:

- Highlights of any experience with the development and implementation of ethics standards.
- Strengths and capabilities relevant to the role.
- Your vision of the critical activities the Chair should undertake during the first term in office.

The Nominating Committee will aim to conduct its review of IESBA Chair candidates by September 5, 2014. At that time, the committee should have notified all candidates of their status, several of whom will be selected for a short list. The Nominating Committee will conduct interviews for short-listed candidates only. In doing so, the committee will seek information in areas that may be more effectively addressed through the interview process.

Although the term for IESBA Chair is scheduled to commence on January 1, 2015, the contract can begin as early as October 1, 2014, to provide time for orientation.

Further Questions

Questions regarding the position can be directed on a confidential basis to Elena Churikova, Manager, Governance, via email at ElenaChurikova@ifac.org.
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