
AFRINIC BOARD ELECTION 2025 ELECTION CRITERIA

Introduction

1. This document sets out the election criteria for candidates in the 2025 election for AFRINIC's Board of Directors. It is promulgated by the Nomination Committee (NomCoM) pursuant to its powers in Article 9(ii)(b) of the AFRINIC Bylaws to "prescribe criteria and qualifications for eligibility to stand as a candidate for elections held by AFRINIC."
2. This document is divided into three sections:
 - i. Minimum Eligibility Candidate Criteria
 - ii. Specific Candidate Criteria
 - iii. Application of the Candidate Criteria
3. The first two sections set out the criteria against which the Nomination Committee will assess all nominees in assessing whether to approve them for inclusion in the final slate of candidates. A nominee will need to meet both the Minimum Eligibility Candidate Criteria and the Specific Candidate Criteria to become a candidate in the election.
4. The third section sets out how the Nomination Committee will apply those criteria in making that assessment.
5. The Nomination Committee will make all its decisions, and has prepared this document, in line with the AFRINIC's Bylaws and with a Schedule of Interpretations of those Bylaws prepared by the Nomination Committee. In case of any conflict in the interpretation of an Article in the Bylaws, then the Schedule Interpretation of those Articles of the Bylaws prepared by the NomCom shall prevail.

Minimum Eligibility Candidate Criteria

6. All candidates must:
 - a. be at least 18 years of age;
 - b. be a natural person;
 - c. not have been adjudged to be of unsound mind;
 - d. not be an undischarged bankrupt;

- e. have consented in writing to their appointment as a Director in the event of their being elected;
- f. have indicated in writing a willingness to sign the forms required to be a Registered Member of AFRINIC in the event of their being elected;
- g. not have been convicted, in the period of five years preceding the day before the Election Period, of any criminal offence in any jurisdiction, including but not limited to any offence:
 - i. in connection with the promotion, formation or management of a company;
 - ii. involving fraud or dishonesty punishable with imprisonment for 3 months or more; or
 - iii. of acting in breach of any statutory duty to exercise care, diligence and skill as a Director of any company.
- h. not have been serving a term of imprisonment in prison, in the period of five years preceding the day before the Election Period, of any criminal offence in any jurisdiction, including but not limited to any offence:
 - i. in connection with the promotion, formation or management of a company;
 - ii. involving fraud or dishonesty punishable with imprisonment for 3 months or more, or; of acting in breach of any statutory duty to exercise care, diligence and skill as a Director of any company;
- i. not have been convicted, in the period of five years preceding the day before the Election Period, of an offence:
 - i. under section 332, 333, 334, or 335 of the Companies Act 2001 (Mauritius);
 - ii. under section 46 of the Stock Exchange Act (Mauritius) as an insider;
 - iii. under Part IX of the Securities Act 2005 (Mauritius), or;
 - iv. under Mauritian law involving dishonesty;
- j. not be prohibited from being a director, promoter, or being concerned or taking part in the management of a company by an order made under section 338 of the Companies Act 2001 (Mauritius) on the day of the Election Period; and
- k. have signed a declaration to the effect that they meet the criteria set out above

7. Candidates must indicate in their application whether they are

nominating for either a regional seat and if so, for which region, or for a region-independent seat.

Specific Candidate Criteria

8. Candidates are expected to be able to specifically demonstrate, and should make clear in their application:
 - a. Understanding of AFRINIC's Mandate and RIR Ecosystem:
 - demonstrate knowledge of AFRINIC's role within the global Internet governance structure and the RIR system.
 - The candidate must be aware of relevant policy development processes
 - b. Commitment to multistakeholder based governance models:
 - Proven understanding and support for multistakeholder, community-based or bottom-up governance models.
 - Ability to maintain neutrality and represent the collective interest of the AFRINIC membership
 - c. Strong Ethical and Governance Standards
 - No previous conflict of interest in previous roles
 - Proven integrity and adherence to fiduciary responsibilities
 - d. Previous Board or organizational leadership experience;
 - e. Skills in business management and leadership;
 - f. Familiarity with financial statements and budgeting
 - g. Proven experience in one of the following fields: legal, policy environment relevant to ICT, telecom regulations, network operations, Internet services or non-profit governance in Africa,
 - h. Understanding of the Internet Infrastructure
 - i. Ability to commit sufficient time to board meetings and contribute to the board duties through the board member's term
 - j. Understanding international business development.

iii. Application of the Candidate Criteria

9. At or after the close of the nomination period the Nomination Committee shall meet and review all applications received by nominees.
10. The Nomination Committee, after initial vetting by the Election Committee, shall review and confirm the information shared by the ElecCom regarding nominees Minimum Eligibility Criteria.
11. Any nominee who does not meet any of the Minimum Eligibility Criteria will be automatically rejected as a candidate by the Nomination Committee.
12. Any nominee who fails to indicate if they are nominating for either a regional seat or a region-independent seat will be automatically rejected as a candidate by the Nomination Committee.
13. The Nomination Committee may conduct interviews with nominees not automatically rejected by virtue of failing to meet the Minimum Eligibility Candidate Criteria.
14. Those interviews will take place based on the submitted nomination applications and will assess candidates against the Specific Candidate Criteria. Nominees will be expected to be able to demonstrate evidence of any skills or experience claimed in their application.
15. All interviews will be recorded for transparency and documentation purposes.
16. To fulfill its responsibilities, The Nomination Committee, will work with the Election Committee, and may engage a third party firm to conduct background and due diligence checks
17. At the conclusion of the interviews, the Nomination Committee will consider all successful nominees for confirmation as candidates.
18. The Nomination Committee may refuse to confirm a nominee as a candidate where:
 - a. the nominee fails to demonstrate any of the Specific Candidate Criteria;
 - b. the nominee demonstrates some or all Candidate Criteria, but at a level substantially below that to be expected of a Director of AFRINIC by reference to the qualifications and experience of previous Directors of AFRINIC, the Directors of other Regional Internet Registries, and the judgment and experience of the members of the Nomination Committee; or

- c. the nominee presents a false or misleading application to the Nomination Committee.
- 19. All Specific Candidate Criteria will be given equal weight in assessing the suitability of nominees for confirmation as candidates.
- 20. Once the Nomination Committee has considered all nominees, the Nomination Committee will arrange for the publication of the list of the slate of candidates (known as the list of candidates) and a list of any unsuccessful nominees.
- 21. Due Diligence and Background Screening: as part of the selection process, all shortlisted candidates will be subject to a due diligence process, which include background checks conducted by a qualified third-party service provider. By submitting a nomination, candidates consent to undergo such checks and to provide any additional information or documentation required to complete the process. The outcome of the due diligence process will inform the final decision of the Nominating Committee.