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Regulations on Candidate Competencies and Suitability

These regulations define the criteria for evaluating candidates for LACNIC's statutory bodies, as provided in Article 26.2.9 of the LACNIC Bylaws.

This process is intended to ensure that individuals elected to LACNIC's statutory bodies have the competencies and suitability required to fulfill the responsibilities of their roles.

The LACNIC Board of Directors prepared these regulations under the powers and responsibilities set forth in Article 26 of the LACNIC Bylaws.

Likewise, as established in Article 20.3, the Electoral Commission shall be responsible for "*Verifying and checking the documentation presented by each candidate to certify compliance with the requirements established in the Regulations on Candidate Competencies and Suitability [of Candidates to Statutory Bodies]*".

These regulations, and any future amendments, will take effect upon approval by the Board of Directors and will apply to election processes that begin after approval. They must be published on the LACNIC website together with the information for each statutory election.

Relevant Competencies for Members of the Board of Directors

The LACNIC Board of Directors administers the organization, defines its strategic direction, and ensures the proper implementation of resolutions adopted by the Assembly (Article 26 — Powers and Responsibilities of the Board of Directors).

To fulfill these responsibilities, members of the Board must have the competencies and qualifications necessary to perform their duties and make sound decisions in LACNIC's best interests.

The Board of Directors has identified the following areas of knowledge as essential competencies for its members:

1. Institutional Governance of Non-Profit Organizations

i. Legal status of LACNIC, LACNIC Bylaws, and legal framework
ii. LACNIC's management and governing bodies
iii. Tax regime and other general obligations under Uruguayan law
iv. Collective responsibility of the Board of Directors
v. Fiduciary duties of the Directors

1. Commitments of the LACNIC Board
2. LACNIC Community Code of Conduct and Code of Ethics
3. Transparency Guidelines

vi. Delegation of functions
vii. Functions of the Board of Directors
viii. Effective Board of Directors

1. Managing the organizational culture
2. Financial management
3. Managing the business environment
4. Cybersecurity management
5. Stakeholder management
6. Leadership succession

2. LACNIC and Its Processes

i. Strategic processes
ii. Realization processes

1. Process map
2. Policy Development Process (PDP)
3. Registration service
4. Community and capacity building

iii. LACNIC and capacity building: most relevant programs and projects

3. LACNIC's Environment

i. The technical Internet community; origin and evolution.
ii. The Regional Internet Registries (RIR) system
iii. Organizations related to LACNIC
iv. Technical Community organizations and their relationship with LACNIC
v. Other organizations at *Casa de Internet*

The Board of Directors may include other aspects it considers relevant.

Relevant Competencies for Members of the Electoral Commission

LACNIC's Electoral Commission oversees and certifies election processes for the organization's statutory bodies and any other election processes assigned to it by the Board of Directors. It also has the authority to investigate and resolve alleged conflicts of interest involving members of the Board of Directors and the Fiscal Commission (Article 20.3, “About the Electoral Commission”).

To comply with the above, members of this body must have the necessary competencies and qualifications to perform their duties and make appropriate decisions for the benefit of LACNIC.

The Board of Directors has identified the following competencies as essential for members of the Electoral Commission. Candidates for the commission must demonstrate proficiency in these areas:

1. **Institutional Governance of Non-Profit Organizations**
    i. Legal status of LACNIC, LACNIC Bylaws, and legal framework
    ii. LACNIC's management and governing bodies
    iii. Tax regime and other general obligations under Uruguayan law
    iv. Collective responsibility of the Electoral Commission
    v. Fiduciary duties of the Electoral Commission
        1. Commitments of LACNIC's Electoral Commission
        2. LACNIC Community Code of Conduct and Code of Ethics
        3. Transparency Guidelines
    vi. Delegation of functions
    vii. Responsibilities of the Electoral Commission
2. **LACNIC and Its Processes**
    i. Strategic processes
    ii. Realization processes
        1. Process map
        2. Policy Development Process (PDP)
        3. Registration service
        4. Community and capacity building
    iii. LACNIC and capacity building: most relevant programs and projects
3. **LACNIC's Environment**
    i. The technical Internet community; origin and evolution.
    ii. The Regional Internet Registries (RIR) system
    iii. Organizations related to LACNIC
    iv. Technical Community organizations and their relationship with LACNIC
    v. Other organizations at *Casa de Internet*

The Board of Directors may include other aspects it considers relevant.

Relevant Competencies for Members of the Fiscal Commission

LACNIC's Fiscal Commission oversees the organization's accounting records and validates the financial documents submitted by LACNIC to the Annual Member Assembly.

To comply with the above, members of this body must have the necessary competencies and qualifications to perform their duties and make appropriate decisions for the benefit of LACNIC.

The Board of Directors has identified the following competencies as essential for members of the Fiscal Commission. Candidates for the Commission must demonstrate proficiency in these areas:

1. **Institutional Governance of Non-Profit Organizations**
    i. Legal status of LACNIC, LACNIC Bylaws, and legal framework
    ii. LACNIC's management and governing bodies
    iii. Tax regime and other general obligations under Uruguayan law

iv. Collective responsibility of the Fiscal Commission
v. Fiduciary duties of the Fiscal Commission
    1. Commitments of LACNIC's Fiscal Commission
    2. LACNIC Community Code of Conduct and Code of Ethics
    3. Transparency Guidelines
vi. Delegation of functions
vii. Responsibilities of the Fiscal Commission
viii. Financial Management of Non-Profit Organizations

2. LACNIC and Its Processes

i. Strategic processes
ii. Realization processes
    1. Process map
    2. Policy Development Process (PDP)
    3. Registration service
    4. Community and capacity building
iii. LACNIC and capacity building: most relevant programs and projects

3. LACNIC's Environment

i. The technical Internet community; origin and evolution.
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The Board of Directors may include other aspects it considers relevant.

Competency Evaluation for Candidates to the Statutory Bodies

To assess the required competencies, LACNIC has developed a training course on the topics listed above, as well as an evaluation designed to measure nominees' knowledge of those topics. The comprehensive competency evaluation process may be reviewed periodically.

Individuals nominated as candidates **must**:

1. Successfully pass the evaluation of the competencies listed above by earning a score of at least 70%. A passing result is valid for 18 months.
2. Consent to the use, processing, and publication of their personal data and evaluation results, allowing those involved in the evaluation service, as well as the Electoral Commission, to access and validate the results of the evaluation.

For this purpose, **individuals nominated** as candidates **may**:

1. Enroll in the course to receive training in the competencies listed above.
2. Take the evaluation as many times as they deem necessary, but no more than once per semester, to demonstrate their level of competence.

The LACNIC **Staff shall**:

1. Publish the list of topics to be evaluated by the date on which the call for candidates for the corresponding election process is published.
2. Facilitate access to the course for individuals nominated as candidates.
3. Provide the Electoral Commission with a remote proctoring system that will allow them to validate the elements described in the sections below.

As the authority responsible for overseeing the election processes described in this document, the **Electoral Commission shall**:

1. **Verify the identity of the person taking the evaluation**: confirm the nominated individual's identity using the personal identification document presented at the start of the evaluation and monitor identity throughout the evaluation.
2. **Ensure the integrity of the evaluation**: prevent the evaluation from being copied or distributed.
3. **Verify the authenticity of the responses**: ensure that the person taking the evaluation relies solely on their own knowledge and that their physical and digital environments contain no materials or tools that could be used to answer the questions.

To perform these duties, the **Electoral Commission** will review the remote proctoring report generated for each candidate and **shall** determine which candidacies are valid. The Commission shall receive supporting evidence for each individual who completes the evaluation, including:

1. Candidate details.
2. Evaluation results.
3. Incident reports concerning the candidate, with the corresponding analyses and conclusions.
4. Links to videos of any incidents that may have occurred during the evaluation use in validating the candidacy.

A person who submits a candidacy but has not passed the competency evaluation shall not be validated as a candidate and may not participate in the corresponding election.

Review of a Decision by the Electoral Commission

A nominated individual who has passed the evaluation (with a score equal to or higher than the established threshold) but whose candidacy has not been validated by the Electoral Commission may request a review. The request must be submitted within the deadline for filing complaints specified in the call for the relevant election process.

The Electoral Commission shall conduct the review based on the materials submitted by the interested party and the evidence provided by the evaluation provider. **The result of this review shall be final.**