Staffing the Regions in 2018
Aligning and Right Sizing our Staff

March 2018 Update
Global Engagement Staff Overview for 2018
Aligning and Right Sizing Our Global Workforce

Our goal in 2018 is to continue the alignment of positions throughout the organization.

- Align functional roles and regional staff to ensure cross organizational collaboration and communication
- Identify candidates that have the experience and ability to advance and fulfill the Internet Society goals and objectives throughout the region they are hired
## Regional Staffing by the Numbers

<table>
<thead>
<tr>
<th></th>
<th>Africa Bureau Staff</th>
<th>Asia-Pacific Regional Staff</th>
<th>Europe Regional Staff</th>
<th>Latin America &amp; The Caribbean Regional Staff</th>
<th>North America Regional Staff</th>
<th>Middle East Regional Staff</th>
<th>Total Regional Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>December 2017</strong></td>
<td>6</td>
<td>4</td>
<td>3</td>
<td>5</td>
<td>2.5</td>
<td>1.5</td>
<td>22</td>
</tr>
<tr>
<td><strong>2018 Changes and Realignments</strong></td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>0.5</td>
<td>0.5</td>
<td>0.5</td>
<td>4.5</td>
</tr>
<tr>
<td><strong>2018 Additions</strong></td>
<td></td>
<td></td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>7</td>
</tr>
<tr>
<td><strong>End of Year Headcount</strong></td>
<td>7</td>
<td>7</td>
<td>5</td>
<td>6.5</td>
<td>4</td>
<td>4</td>
<td>33.5</td>
</tr>
</tbody>
</table>

*All open positions filled*
Changes and Realignments

North America – Community Manager (Kellee)
Latin America and the Caribbean – Administrative Support (Maria)
Europe – Regional Policy advisor (Ceren)
Chapters – Senior Manager Global Chapters (Christine)
Global Engagement – Manager, Global Engagement (Agustina)
Asia-Pacific – Administrative support (Olivia)
Posted Regional Positions

Outreach Manager, Asia-Pacific
Outreach Manager, Latin America and the Caribbean
Administrative Assistant, North America
Administrative Assistant, Community Engagement
Community Manager, Europe
Community Manager, Middle East
Regional Policy Advisor, Middle East
Regional Positions to be hired Q3/Q4 2018

EU region – Technical resource
ME region – Technical resource
Global Engagement – Technical Development resource
## Linking regions and functions

<table>
<thead>
<tr>
<th>Regions → Functions ↓</th>
<th>Africa</th>
<th>Asia Pacific</th>
<th>Europe</th>
<th>Latin America &amp; Caribbean</th>
<th>Middle East</th>
<th>North America</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Policy</strong> (Sally Wentworth)</td>
<td>Dawit Bekele</td>
<td>Raj Singh</td>
<td>Frederic Donck</td>
<td>Sebastian Bellagamba</td>
<td>Salam Yarmout</td>
<td>Mark Buell</td>
</tr>
<tr>
<td><strong>Technology</strong> (Olaf Kolkman)</td>
<td>Verengai Mabika™</td>
<td>Noelle DeGuzman</td>
<td>Ceren Unal</td>
<td>Raquel Gatto</td>
<td><strong>OPEN-POSTED</strong></td>
<td>Katie Watson (DOH: 20 March)</td>
</tr>
<tr>
<td><strong>Community</strong> (Raúl Echeberria)</td>
<td>Michuki Mwangi Kevin Chege</td>
<td>Aftab Siddiqui</td>
<td><strong>FUTURE 2018</strong></td>
<td>Christian O’Flaherty</td>
<td><strong>FUTURE 2018</strong></td>
<td><strong>FUTURE</strong></td>
</tr>
<tr>
<td><strong>Communications</strong> (James Wood)</td>
<td>Victor Ndonnang</td>
<td>Subhashish Panigrahi</td>
<td><strong>OPEN-POSTED</strong></td>
<td>Nancy Quiros</td>
<td><strong>OPEN-POSTED</strong></td>
<td>Kellee Elkins</td>
</tr>
<tr>
<td><strong>Administration</strong> (Linda Kliefforth)</td>
<td>Betel Hailu</td>
<td><strong>OPEN-POSTED</strong></td>
<td><strong>FUTURE</strong></td>
<td><strong>OPEN-POSTED</strong></td>
<td><strong>FUTURE</strong></td>
<td><strong>OPEN-POSTED</strong></td>
</tr>
</tbody>
</table>
Thank you.