

## **POSITION SPECIFICATION - CHAIR OF THE INTERNATIONAL ACCOUNTING STANDARDS BOARD AND CHIEF EXECUTIVE OF THE INTERNATIONAL ACCOUNTING STANDARDS COMMITTEE FOUNDATION**

### **Client Organisation**

The International Accounting Standards Board (IASB) is an independent global standard-setting board, appointed and overseen by Trustees. The Trustees of the International Accounting Standards Committee Foundation (IASC Foundation) and the IASB members are diverse professionally, and geographically to ensure global market coverage. The IASB is supported by a global Standards Advisory Council (SAC), composed of relevant representative organisations, and the International Financial Reporting Interpretations Committee (IFRIC) which offers guidance where divergence in practice occurs. The IASB currently consists of 15 members, planned to rise to 16 in 2011. They comprise a group of people representing the best available combination of technical skills and relevant experience of international business and market conditions, in order to contribute to the development of high quality, global accounting standards – the key aim of the organisation. The IASB co-operates with national accounting standard-setters to help in developing the standards and to achieve convergence in those standards around the world. The IASC Foundation Trustees oversee in the public interest the work of the IASB and the organisation's other bodies and functions.

Full details of the IASB's structure, activities and key personnel can be found at: [www.iasb.org](http://www.iasb.org)

### **Position Summary**

The IASB is seeking a replacement Chair of the IASB / Chief Executive of the IASC Foundation as the current Chair / Chief Executive retires in June 2011 having served since the inception of the IASB in 2001. The role is appointed for an initial five year term, with eligibility for renewal for a further five years. (This appointment term is to be confirmed. It is currently subject to consultation under a constitutional review. It is anticipated that the Trustees will confirm this at their meeting in January 2010.) The role is full-time and is based in London. The IASB members meet at least for one full week each month to review, discuss and decide on standards and other matters. The Chair leads the IASB which is charged with developing and establishing International Financial Reporting Standards (IFRS) that can be used across the world. Standard setting decisions of the Board are made by formal vote. In addition, the Chair is responsible as Chief Executive of the IASC Foundation for the operational activities of the organisation. This is a very senior and prestigious global appointment, demanding leadership skills, a high degree of technical accounting expertise or the ability to get up to speed quickly, commercial and practical awareness, political sensitivity and judgement and also a high level of public relations and influencing skills.

## Key Relationships

Reporting to: Chairman of the Trustees of the IASC Foundation

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All members of the IASB, including particularly the Vice Chair(s)  
Chairs (and members) of the SAC, and IFRIC  
The Monitoring Board  
Chair (and members) of national standard setting bodies and regional  
standard setting groups  
IASC Foundation Chief Operating Officer, directors and staff  
Regulators across the globe, particularly the Financial Stability Board  
(FSB) and Basel Committee on Banking Supervision  
Key stakeholder bodies

## Major Responsibilities

### **Chair of IASB**

- Facilitating thorough, rounded debate and ensuring all contributions are heard, with no single voice dominating.
- Ensuring due process is followed as per the Due Process Handbook.
- Guiding the IASB in setting its agenda of work and delivering to the agreed timescales.
- Acting as the key ambassador for the IASB, and lead person for the organisation with external stakeholders, and with the media, politicians and any other interested groups.
- Promoting IFRS to become the standard across the globe.
- Ensuring wide consultation with the SAC.
- Maintaining in good order the key relationships.
- Reviewing the performance of the IASB

### **Chief Executive of IASC Foundation**

- Leading in proposing and delivering the strategy and objectives, and setting the culture of the organisation.
- Leading and supervising the Technical Directors, and the operational activities of the IASC Foundation through the Chief Operating Officer.
- Taking ownership of corporate governance, and of business plans and budgets as agreed with the Trustees.
- Recruiting and developing a high quality diverse and global staff team to support the work of the IASC Foundation.
- Reviewing the performance of the executive team of the IASC Foundation.

### Other Responsibilities

- Acting as an integral member of the board, steering and contributing to the debate on new standards.
- Providing advice and guidance to IASB staff on projects, acting as a sounding board on potential issues.
- Maintaining the profile of the IASB.

### **CANDIDATE SPECIFICATION: KEY SELECTION CRITERIA**

#### **Ideal Experience**

- Strong leadership skills, demonstrated by previous experience.
- Strong technical understanding of accounting, including sensitivity to the impact of IFRS adoption globally and nationally.
- Experience at the top of their profession e.g. a former CFO of a large, preferably global, business, a senior analyst, Big Four Partner, Chair of a Standard Setting body or other similar regulatory body, with the associated expertise in leadership, high level project management, conference speaking and public relations etc.
- Political and cultural sensitivity – demonstrated experience of working constructively with a very wide range of international and national bodies.
- Experience of working in a collegial environment with a globally diverse team where the Chair has to provide leadership and build consensus, but cannot direct board colleagues.

## Critical Competencies for Success

- **Executive skills:** whilst this is not a conventional executive role, it does have significant executive responsibilities, so there should be a demonstrated ability to run executive functions.
- **Strategic and Analytical Thinking:** Intellectually rigorous and able to shape far reaching policies. A broad thinker who is capable of a contribution to the development of accounting standards globally. An able debater, willing to listen and to synthesise others' arguments to agree on the best course of action.
- **Communication and Representational skills:** Able to interact effectively with a senior and demanding team and a range of interested third parties, such as groups representing users, preparers and auditors of financial reports, national accounting standard setters, other regulators, other international bodies, including those like the EU where politicians are involved.
- **Influencing and Negotiating skills:** Proactively lead colleagues, influencing and shaping the agendas to achieve successful outcomes. Resilient with high energy levels and strong relationship building skills. Ability to act with diplomacy, whilst driving the IASB agenda forward.
- **Personal Impact:** Able to operate as a focal point, with appropriate diplomatic, ambassadorial and public speaking skills, for a high profile organisation, demonstrating natural authority.

## Other Personal Characteristics

- Practical and pragmatic, being balanced and open-minded and willing to consider the art of the possible, rather than being overly dogmatic. The global market is changing and evolving, so a flexible and creative approach is needed.
- A team player with a hands-on approach, able to get things done.
- An interest in taking on a public service commitment.
- High energy levels, and a willingness to take on considerable travel and stakeholder engagement both inside and outside of normal business hours.
- Fluency in the English language.

## Criteria for IASB membership

The criteria for the Chair identified above should also be read in conjunction with the criteria for IASB members. The Chair as a board member should meet these criteria. They are:

- **Demonstrated Technical Competency and Knowledge of Financial Accounting and Reporting.** All members of the IASB, regardless of whether they are from the accounting profession, preparers, users or academics, should have demonstrated a high level of knowledge and technical competency in financial accounting and reporting. The credibility of the IASB and its individual members and the effectiveness and efficiency of the organisation will be enhanced with members who have such knowledge and skills.

- **Ability to Analyse.** Members should have demonstrated the ability to analyse issues and consider the implications of that analysis for the decision-making process.
- **Communication Skills.** Effective oral and written communication skills are necessary. These skills include the ability to communicate effectively in private meetings with IASB members, in public meetings, and in written materials such as accounting standards, speeches, articles, memos and correspondence with constituents. Communication skills also include the ability to listen to and consider the views of others. While a sound working knowledge of English is necessary, it is not necessary to speak it as a first language.
- **Judicious Decision-making.** IASB members should be capable of considering varied viewpoints, weighing the evidence presented in an impartial fashion, and reaching well-reasoned and supportable decisions in a timely fashion.
- **Awareness of the Financial Reporting Environment.** High quality financial reporting will be affected by the financial, business and economic environment, IASB members should have an understanding of the global economic environment in which the IASB operates. This global awareness should include awareness of business and financial reporting issues that are relevant to, and affect the relevance of, transparent financial reporting and disclosure in the various capital markets worldwide including those using the International Financial Reporting Standards.
- **Ability to Work in a Collegial Atmosphere.** Members should be able to show respect, tact and consideration for one another's and constituents' views. Members must be able to work with one another in reaching consensus views based on the IASB's objectives of developing high quality and transparent financial reporting. Members must be able to put the objectives of the IASB above individual philosophies and interests.
- **Integrity, Objectivity and Discipline.** The credibility of members should be demonstrated through their integrity and objectivity. This includes intellectual integrity as well as integrity in dealing with fellow IASB members and constituents. Members should demonstrate an ability to be objective in reaching decisions. Members should also demonstrate an ability to show rigorous discipline and carry a demanding workload.
- **Commitment to the IASC Foundation's Mission and Public Interest.** Members should be committed to achieving the objective of the IASC Foundation of establishing international accounting and financial reporting standards that are of high quality, comparable and transparent. A candidate for the IASB also should be committed to serving the public interest through a private standard-setting process.