

Applications are invited to serve as a board member on the

INTERNATIONAL ETHICS STANDARDS BOARD FOR ACCOUNTANTS



SSB NOMINATIONS / by PIOB



- An exciting opportunity to serve on a prestigious, culturally diverse and dynamic Board which enhances trust on a global basis in financial and wider company reporting by setting ethical standards for professional accountants in business, as well as for those that audit and provide assurance. The IESBA's work is critical on public interest grounds, given the damaging impacts of, for example, fraud, misleading or false sustainability information, harmful tax planning and conflicts of interest in the provision of services.
- The IESBA has a high public interest profile, given the use of its standards in 120 countries and its ongoing engagement with regulatory authorities and market participants globally.
- In the current cycle there are up to 10 vacancies, including potential re-appointments, which are effective from 1 January 2024. Up to 7 of the 10 are for individuals from diverse backgrounds other than audit practitioners as defined in the Monitoring Group's reforms¹. Under the reforms, the number of audit practitioners is being reduced in the public interest to 5 board members so that the IESBA has an independent and inclusive multi-stakeholder composition to ensure timely and relevant standard-setting in a constantly changing business environment.

¹ "... an audit practitioner is an individual who is or has been a member or employee of or otherwise affiliated with a public accounting firm within the last four years, determined at the time of appointment. The classification of a Board member as an audit practitioner shall remain unchanged throughout the individual's board term, including during a period of his/her reappointment." [Strengthening the international audit and ethics standard-setting system](#)



The ideal profiles

Mindset

- High integrity and a public interest mindset are vital.
- Ability to take a global perspective which assimilates different regional and national views.
- The IESBA seeks a balance of mindsets across its Board combining original and strategic thinking which challenges the status quo, where beneficial, with technical knowledge of standard-setting and implementation.

Experience and expertise

The IESBA will seek a balance of experience and expertise across the following areas:

- Sustainability reporting and digital experts are especially welcome from any of the backgrounds noted below, given the growing importance of these areas to users of company information and other stakeholders.
- Investor representatives and corporate directors, including audit committee members, are particularly sought.
- Preparers of corporate reports including those with specific experience of evolving Environmental, Social and Governance metrics.
- Individuals from wider spheres including other regulated professions with experience in ethics and ethical frameworks, including principles and rules on independence and conflicts of interest.



The ideal profiles

- Individuals with national standard-setting, policy and regulatory experience of setting, implementing and reviewing ethical and independence standards, including in the public sector.
- Academics with relevant research experience.
- Audit practitioners from international networks and from smaller accountancy practices (SMPs), with applications from the latter especially welcome to help ensure the scalability of standards.
- Professional accountancy organization experts or their members who are not audit practitioners but have current experience of the changing business and reporting environment.

Other skills

- An ability to operate collaboratively and collegiately with others.
- An ability to assimilate other points of view, whether grounded in detailed technical standards or in strategic perspectives.
- Strong written and oral English language skills given that the IESBA works in English.

Geographical backgrounds

- Individuals from Latin America and the Caribbean, Asia and Oceania will be especially welcome, in view of the need to ensure geographic diversity.



Terms and conditions

- Vacancies are from 1 January 2024.
- Terms of service are for up to three years, and may be renewed.
- Time commitment (excluding travel) is approximately 325-570 hours per year.
- An annual stipend is available for candidates who require remuneration but do not have a supporting organization, subject to verification.
- Travel and accommodation costs for attendance at IESBA meetings can be provided, if necessary.

[Apply by 10 February 2023](#)

Applications, including from existing IESBA members eligible for re-appointment, must be submitted online through nominations.ipiob.org



IESBA

International
Ethics Standards
Board for Accountants®

The International Ethics Standards Board for Accountants (IESBA) is an independent global standard-setting board. Its mission is to serve the public interest by enhancing trust in company financial and wider reporting which is the basis for the allocation of capital by investors and trust in the way in which companies conduct themselves on an ongoing basis with respect to tax obligations and other requirements and societal expectations, notably with respect to sustainability information. The IESBA fulfills this mission by setting ethical standards, which seek to raise the bar for ethical conduct and practice for all professional accountants through a robust, globally operable International Code of Ethics including International Independence Standards. The Code is used in more than 120 jurisdictions, including the majority of G20 countries.

The IESBA sets international standards in the public interest under the oversight of the PIOB. The current IESBA Strategy and Work Plan are available on the [IESBA website](#).

The IESBA liaises extensively with the International Auditing and Assurance Standards Board (IAASB) on topics of common interest. An Invitation for Applications for the IAASB is currently also open and available on the [SSB Nominations website](#).



Expectations of Board members

IESBA members act in the public interest, bringing their own professional experience and independent judgment, and not as representatives of a particular organization or constituency. Specifically, Board members are expected to:

- Be attentive and proactive with respect to public interest concerns in relation to ethics arising from the work of accountants and engage with external stakeholders on potential ways to enhance standards for global adoption.
- Contribute either via strategic direction and critical thinking or through insights based on technical knowledge and, where possible, a combination of the two.
- Provide guidance to the IESBA staff and participate in relevant task forces or working groups.
- Work in a collegiate manner and collaborate across different perspectives and cultures within the Board and with the IESBA staff
- Deliver international ethics and independence standards for professional accountants in business and public practice, as well as potentially a wider community of users in pursuit of ethical corporate culture.

Further details on the key skills and competences expected of members individually and of the IESBA collectively are set out in the [IESBA skills matrix](#).

IESBA members are subject to annual performance assessments, in line with international best practice.

The estimated total time commitment (excluding travel) is approximately 325-570 hours per year based on the following:

- Quarterly IESBA Board meetings in New York, lasting 4 days each, and additional virtual meetings which may be scheduled as needed.
- Involvement in one or two IESBA project task forces or working groups.
- Contribution to IESBA outreach activities and stakeholder engagement.



The Public Interest Oversight Board's Standard-Setting Boards Nominations Committee (SSB NomCo) is responsible for the application and selection process: its recommendations are approved by the Public Interest Oversight Board (PIOB). The SSB NomCo and PIOB have the mandate under the [Monitoring Group reforms](#) to transition the IESBA to a multi-stakeholder board, with a limit of 5 audit practitioner members.

In the context of the transition, the terms of appointment and re-appointment may be adapted as appropriate. The maximum period of service is six years.



Applications can only be accepted via nominations.ipiob.org and must be submitted by 10 February 2023.

The invitation for applications is open to all individuals. This includes applications from individuals on their own behalf, as well those who have a supporting organization to fund their participation on the IESBA, on the basis that all board members are independent.

Individuals applying on their own behalf who require remuneration to carry out the role but do not have a supporting organization may apply for an annual stipend. Eligibility for a stipend is subject to verification through the selection process.

Applicants may also apply for the reimbursement of costs for attending in-person IESBA meetings, according to the IESBA's Travel Expenses policies.

At the application stage, candidates will be asked, among other questions, to confirm whether they are an audit practitioner, or a non-practitioner.

Applicants who are not audit practitioners are asked to identify their background and experiences when applying. For clarity: while they are not expected to have detailed knowledge of the IESBA standards it is important that they are aware of the IESBA's current Strategy and Workplan and of the IESBA's relevance. In addition, they must demonstrate a capacity to develop sufficient understanding of the key principles underpinning the standards as they relate to the services provided by accountants and auditors. When applying, non-practitioners are advised to respond to the Motivation questions with this in mind.

The number of audit practitioners on the IESBA is being reduced to 5 under the Monitoring Group reforms, inclusive of re-appointments and new appointments. Given that IESBA standards have to be scalable for smaller businesses and organizations, a small and medium-sized firm practitioner should be among the 5 audit practitioner members.



Selection process

All applications are considered objectively, regardless of the applicants' status with respect to funding, both travel expenses and stipend, and whether they are a new candidate or a current IESBA member eligible for re-appointment. Applications from audit practitioners will also be considered objectively, but in the context of the number of audit practitioner members being reduced.

In recommending appointments to the PIOB, the SSB NomCo is guided by the principle that the primary criterion for the selection is the most suitable person for the available position, taking into consideration the need to balance the collective skills of the IESBA and to secure a composition that is diverse and made up of multi-stakeholders. Diversity encompasses geography and varied skills and mindsets, and achieves a gender balance. After the closure of the applications period on 10 February 2023, the next steps and timetable are as follows:

- SSB NomCo approval of shortlisted candidates by end March 2023.
- Interviews of shortlisted candidates in April and early May 2023.
- SSB NomCo consideration of interview outcomes at end May 2023.
- Due diligence procedures of selected candidates and PIOB governance process over June and early July 2023.
- Communication to successful candidates by end July 2023 or shortly thereafter.

Please visit the [SSB Nominations website](#) to learn more about the SSB Nominations Committee, including its [Terms of Reference](#).

Please visit the [PIOB website](#) to learn more about the PIOB.

PIOB

piob.org/ssbnominations