

**INTERNATIONAL PLANNED PARENTHOOD
FEDERATION**

BoT/03.25/DOC 3.3

**Board of Trustees
13-14 March 2025**

**Refers
to agenda
item 3.3**

Agenda Item 3.3: Board and Committee Recruitment Updates

Summary:

The Nominations and Governance Committee (NGC) ensures that the Board and its committees operate with full strength to deliver their mandate. With this aim, the NGC launched a call for applications in December 2024. The proposed plan included recruitment for anticipated and effective vacancies for the Board of Trustees (BoT); Finance, Audit and Risk Committee (C-FAR); and Policy, Strategy, and Investment Committee (CSIP); in addition to the Nominations and Governance Committee (NGC). This recruitment campaign aims to identify candidates that will eventually fill all the anticipated vacancies in 2025.

Action Required:

The Board of Trustees is requested **to note** the progress on the recruitment plan and **approve** any subsequent action that will be brought forward as a late submission from the NGC.

Board and Update Committee Recruitment Updates

Background

One of the key functions of the Nominations and Governance Committee (NGC) is to work with the board to ensure smooth renewal of the board and its committees. As well as the renewal of the NGC itself.

In May and August 2025, three trustees will be completing their second and final term of office. Additionally, a youth will be completing her first term of office in November 2025. She will be above 25 years of age at that time of her potential second term, implying she will be ineligible for reappointment as a youth. This will leave the board with a requirement to fill this vacancy under the leadership of the NGC.

In November 2024, with the above in mind, the NGC decided to plan and anticipate the skills requirements taking into account the leadership vacuum that will exist and how best to attract potential candidates during the 2025 recruitment campaign. It was agreed that all 2025 recruitment will be conducted during one campaign so that identified members could join their respective governing bodies as per the staggered process.

The below provides the Board with an update on the key stages including their status:

Stage 1: Compile essential information (number of anticipated vacant positions as of November 2025; gender and youth requirement; skills; geographical diversity etc.) of each governing body referring to their respective ToRs.- *Completed.*

Stage 2: Launch a call to invite applications for BoT (4), CFAR (1), and CSIP (1), RATS-C (3), NGC (3), - *Completed.*

Stage 3: Shortlisting of candidates for interview- *Completed*

Stage 4: Interviews – *Completed*

Stage 5 NGC Decisions on the successful candidates- *6th March 2025*

Stage 6: Referencing and announcement of the results- *by 10th March 2025*

Stage 7: Approval of recruited trustees and board committee members and appointment of new trustees by the BoT – *13th -14th March 2025*

Stage 8: Confirmation of newly appointed trustees by the General Assembly - *Scheduled for April 2025*

Latest updates on 6th March 2025

The Nominations and Governance Committee met on 6th March and put forward the following candidates for the Board of Trustees' appointment:

<i>Candidates</i>	<i>Geographical area</i>	<i>Gender</i>	<i>Type of candidates</i>	<i>When to join the Board</i>	<i>Profile</i>
Siyanda Siko	Southern Africa (RSA)	Male	External	May 2025	See annex A
Katherine (Kate) Lee Carey	North America (USA)	Female	External	May 2025	See annex A
Juan Pigot	Caribbean (Suriname)	Male	Internal	August 2025	See annex A
Kouchakbe Mariam	Central Africa (Chad)	Female	Internal	November 2025	See annex A

Annex A

Profile of recommended candidates for the Board of Trustees

Siyanda Siko

Siyanda Siko (He/Him) is a South African sustainable development professional with vast national and international experience. Since July 2022, Siyanda has led the Sustainability Programmes department for the Southern Africa region at Sibanye Stillwater – a mining company. Before this, he served for 4 years at the International Labour Organisation (specialised agency of the United Nations), where his role was centred on advising member states, the private sector, on sustainable development, focusing on decent work, climate change, inclusive green industrial development and just transition.

With an MSc in Sustainable Development from SOAS, UoL, Siyanda has significant board experience and is a Senior Oxford University Atlantic Fellow. He has served as a Selection Committee member and a global mentor for the United Nations Sustainable Development Solutions Network Youth Innovation Readiness Programme.

Accolades include the 2022 UN Resident Coordinator Award and 2024 recognition by the ESG Africa Conference for his sustainability work. Siyanda has been recognised for promoting gender equality, and sustainability measures. He is passionate about the nexus of racial equity, gender equity, and climate justice.

Katherine Lee Carey (Kate)

Kate is a California-based attorney specialising in education law. Since 2015, she has served as Special Counsel at an Education Regulatory Practice Group and held positions as a University Board Liaison and General Counsel, bringing extensive legal practice and board experience across various sectors. A member of the Lawyers Club of San Diego, Kate co-chaired the Gender Equity and Action Committee and is a member of the California Innocence Project Development Board.

Kate has also volunteered for, and supports, Planned Parenthood of the Pacific Southwest, the Human Rights Campaign, California Public Radio, and Lambda Legal. As an avid volunteer, Kate is a mentor and community advocate and works to promote good governance. Kate prides herself on being compassionate and collaborative and continues to

believe that the mission of IPPF and reproductive freedom is imperative for the well-being and autonomy of people across the globe.

Juan Pigot

Juan hails from Suriname, where he is an LGBTQI+ advocate, activist, founding member, and first chairman of the country's LGBTQI+ professional network. An economics graduate, Juan has professional experience in management consulting, focusing on sustainable development, particularly in Suriname and the Amazon region.

Juan's advocacy expands into public health and sexual and reproductive health and rights (SRHR) and serves as chairman of the board of an accredited IPPF member association actively involved in advancing SRHR in Suriname, working to improve healthcare access and awareness. Juan works with the Caribbean Vulnerable Communities (CVC) Coalition, and has co-founded a sports community movement, competes in sports tournaments and participates in marathons within the LGBTI+ community.

Kouchakbe Mariam Byangzoumbe

Kouchakbe, from Chad, is a young person committed to sexual and reproductive health. As President of the Youth Action Movement of Chad and an ambassador for sexual and reproductive health within the Ministry of Public Health of Chad, Mariam promotes sexual and reproductive health.

Keen to motivate young people to engage in positive social impact actions, she has voluntarily championed youth rights through national campaigns, including the "Stronger Together" campaign initiated by SWEED to give more information to the rural population and the "Healthy and Responsible Vacation" campaign initiated by UNFPA and UNDP to strengthen knowledge on sexual and reproductive health.

Her CV has been responsible for local and national youth associations since 2018, including National Presidents of ASTBEF and Youth Ambassador of the Ministry of Public Health.

As for the Board Committees, the NGC could not put forward any name at this stage since most vacancies are related to internal candidates and the NGC was not satisfied with the pool of candidates interviewed. The NGC will be running a second recruitment campaign.