Your world. Our domain.
How to get the best people?
(and keep them)

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Our HR approach

We want to ensure our continuity, to diversify and to maximize our value

We should be one of the very best in our industry

We need the very best people

We have to be a great place to work

Strategic goal 2005-2016:

*Top class performance in an inspiring working environment*
We need the very best people

• Experts in their field
• Responsible, engaged, with a drive to make a difference
• Inspired and motivated by the role we play and by our values, passionate about SIDN and its stakeholders
• Eager to perpetually learn and to collaborate
• Proud of their work, the work of their colleagues and of SIDN as a whole
A great place to work

Primary benefits:

• Competitive salaries, benchmarked, top 25% of market

• Annual salary increase on individual performance only

• Collective variable component based on SIDN’s performance against annual KPI’s
A great place to work

Secondary benefits:

• Competitive, modern package, benchmarked, top 25% of market

• Ample opportunities for personal development (7% of annual personnel costs)
A great place to work

Other:
• Excellent facilities, state of art tools
• The new WoW
• Intellectual challenge
• Open, transparent, non-hierarchical culture, focussed on getting the job done together
• Communication, involvement, accountability, integrity
• Recognize and reward
• Social budget, SIDN fund
• Onboarding reward
How to seduce the best people

- Poor performance, well known
  - Headed for disaster,
    - Get friends with IANA

- Poor performance, unknown
  - Use other’s reputation to get adventurous believers (and make it worth their while)

- Good performance, unknown
  - Communicate, prove your case, let them tell

- Great performance, well known
  - With a good approach and a good offer, you can’t miss
Thank you for your attention