

THIS IS AN EXTRACT FROM THE CALL FOR NOMINATIONS FOR IFAC GROUPS IN 2026

# CALL FOR NOMINATIONS

FOR PROFESSIONAL ACCOUNTANTS IN  
BUSINESS (PAIB) ADVISORY GROUP IN 2026

NOVEMBER 2024



International  
Federation  
of Accountants®

# PROFESSIONAL ACCOUNTANTS IN BUSINESS (PAIB) ADVISORY GROUP

## ADVISORY GROUP SIZE:

21 members<sup>4</sup>

## VACANCIES:

1 Chair

3–8 members

Included in the above are 4 current members who are eligible for re-appointment

## PAIBAG CHAIR POSITION

### Introduction

The Nominating Committee is seeking nominations of qualified individuals with strong leadership skills and extensive experience in the public and/or private sectors for the Chair position. This is a voluntary position, and the annual time commitment is estimated to be 250-300 hours, excluding travel.

The PAIBAG Chair is initially appointed for a 3-year term commencing on January 1, 2026, and could be re-appointed for a total service period of up to nine years.

### The Requirements for the PAIB Advisory Group Chair

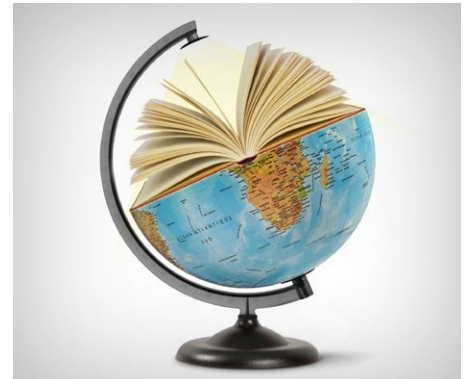
The Chair works collaboratively with the IFAC staff and leads the international volunteer group in supporting and championing the PAIB community in the private and public sectors globally to advance IFAC's strategic objectives and member value proposition.

The PAIBAG Chair's key responsibility is to provide leadership to the volunteer group to optimize its role as a global platform for connecting, shared learning, and engagement on PAIB-related issues to strengthen and grow the profession.

Responsibilities include:

- Providing leadership in developing and implementing the PAIBAG's contribution to IFAC's global voice, advocacy and thought leadership, and engagement with corporate and public sector organizations.
- Actively identifying and evaluating the impact of emerging issues and trends on the accountancy profession, including sustainability and digital transformations, to provide direction to the work of the PAIBAG in support of IFAC's priorities.
- Effectively chairing an international group with global membership, driving differing viewpoints toward a consensus and decision-making.

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## ABOUT THE PAIB ADVISORY GROUP

*The IFAC PAIB Advisory Group provides an interactive and dynamic global platform for shared learning on the trends affecting businesses and public sector organizations and their professional accountants. The Group provides insights on how to respond to the opportunities and challenges facing the profession, including how PAIBs enable sustainability and digital transformations and navigate strategic risks organizations face around the world. For more information, please visit the [PAIB Advisory Group webpage](#) on the IFAC Website.*

<sup>4</sup> The PAIBAG membership is no less than 16 and no more than 22 members based on its Terms of Reference.

- Acting as a primary spokesperson and representing the PAIBAG globally at events and outreach activities both virtually and in person.
- Developing effective relationships both within IFAC and externally with key stakeholders, such as member organizations, the corporate community, accounting firms, regional accountancy organizations, governments, international agencies, etc.
- Assisting the Nominating Committee with the annual nomination process for PAIBAG members.
- Reviewing the performance of PAIBAG members annually according to the Volunteer Performance Program guidelines.

The chair updates the IFAC Board on the achievement of IFAC's objectives related to the work of the PAIBAG. The Nominating Committee reviews the Chair's performance annually, based on feedback provided by the PAIBAG members and the achievement of the PAIBAG's objectives.

### Desired Qualifications for Chair Nominees

A nominee should have a strong background in PAIB roles in the private and/or public sectors and hold senior-level position(s). Strong support from the candidate's nominating and/or employing organization in terms of time commitment and other professional resources is important.

Key knowledge and skills include the following:

- Leadership skills and experience leading and chairing multi-cultural groups.
- Proven track record on PAIB matters, including finance and accounting transformation to deliver organizational success.
- Extensive knowledge of IFAC and its strategic objectives as they relate to PAIBs.
- Understanding of the demands of organizations and the wider business environment and recognizing the importance of accountancy professionalism to organizations' success and wider sustainable economic development.
- Access to a global network and the ability to build and strengthen relationships with key stakeholders.
- Excellent public speaking and communications skills.
- Ability to work effectively with numerous cultures and professional specializations within the accountancy profession.
- Strong English language communication skills are required as this is the language in which IFAC and PAIBAG operate.

### Financial and Visa Requirements

The Chair's nominating or employing organization is responsible for providing financial support for attending PAIBAG meetings, including insurance and medical coverage, unless a candidate qualifies for the IFAC Travel Support Program. IFAC will cover travel expenses for approved outreach activities necessary for fulfilling the Chair's role.

The PAIBAG Chair is responsible for making their own visa arrangements for international travel (IFAC will provide visa letters).

### Conclusion

This role offers a unique opportunity to lead a global community of professionals committed to advancing the accountancy profession. We encourage all interested candidates to apply and be part of this transformative journey.





## Call for Nominations for PAIBAG Membership

The Nominating Committee is looking for volunteers to fill member positions for an initial term of up to 3 years of service commencing January 1, 2026. The PAIBAG size allows some flexibility with the number of open positions.

**Based on the current membership size, the Nominating Committee is required to fill at least 3 vacancies to comply with its Terms of Reference and can fill up to 8 additional vacancies, including any potential re-appointments of current members.**

In addition to IFAC Member Organizations, for a limited number of seats, the Nominating Committee also invites nominations from other stakeholders, including national governments and other organizations in the public and private sectors. Nominations from other stakeholders would be carefully considered to ensure they would bring a valuable stakeholder perspective or unique background and skills that would be valuable to enhance PAIBAG outputs.

Nominations of strong candidates from all regions of the world are welcome, and particularly from Africa-Middle East, Latin America-Caribbean, and Eastern Europe.

The Nominating Committee is committed to maintaining gender diversity on the PAIBAG, and therefore, nominations of female candidates are strongly encouraged.

The Nominating Committee is seeking experienced professional accountants working in the private or public sectors (including government officials), in large organizations or small- and medium-sized entities (SMEs). Candidates should be in accounting and finance or other business roles, serving in leadership positions such as CFOs and controllers, heads of internal audit, board directors, and audit committee chairs, as well as finance business partners. Strong English language communication skills are required.

Ideally, candidates bring an understanding of the demands and needs of organizations, understand the wider business environment, and recognize the importance of accountancy professionalism to the success of organizations. They should also be able to serve as an advocate for the role of PAIBs. Candidates should possess the following attributes:

- Ability to enhance the contribution of PAIBs as business and finance leaders.
- Knowledge of corporate governance, risk management, and internal control.

- Capability to advance the role of PAIBs in sustainability/ESG and value creation.
- Ability to enhance corporate reporting (including integrated and sustainability reporting).
- Knowledge of digital transformation and artificial intelligence.
- Experience with talent management, upskilling teams, and attracting and retaining talent to meet the market demand.
- Knowledge of strategies and business models to deliver business resilience.

## Overview of the Position and Volunteer Responsibilities

Members are expected to be committed to, and involved in, the PAIB Advisory Group's work as follows:

Contributing to IFAC's advocacy, thought leadership, engagement, and influence.

Consulting with their nominating organization and other PAOs to discuss agenda matters and seek input, as well as to communicate the outcomes of meetings.

Providing input to project groups between meetings and participating in outreach and engagement activities, e.g., presenting and representing IFAC and the PAIB Advisory Group at regional and local events.

Act with integrity and in the public interest. This includes acting in the interest of the global profession and not a specific region or PAO.

## TIME COMMITMENT

**The total time commitment is approximately 100–150 hours per year (1–1.5 days per month on average), excluding travel.**

The PAIB Advisory Group generally meets in person<sup>5</sup> at least twice per year, each meeting lasting 2 days. Additional virtual meetings are scheduled on an as-needed basis. Between meetings, members are expected to work closely with IFAC staff on issue-related or project-focused groups. Engagement between full meetings is mostly by e-mail and virtual platforms.

<sup>5</sup> In-person meetings provide an option to participate virtually for those who are unable to travel.

| PAIBAG ROTATION SCHEDULE 2025       |           |                          |                         |                             |         | Term Ending (X)<br>Eligible for<br>re-appointment (X1) |          |          |
|-------------------------------------|-----------|--------------------------|-------------------------|-----------------------------|---------|--|----------|----------|
| Chair                               | Region    | Country                  | Nominating Organization | Professional Classification | Service | 2025   | 2026     | 2027     |
| Rughani (Chair, 2020-2025)          | EU (A-ME) | UK (Tanzania)            | ACCA                    | PAIB-LE                     | 2015    | X1   |          |          |
| Members                             | Region    | Country                  | Nominating Organization | Professional Classification | Service | 2025   | 2026     | 2027     |
| Bosch                               | EU        | Netherlands              | Royal NBA               | PAIB-LE                     | 2023    | X1   |          |          |
| Chen                                | AS        | China                    | CICPA                   | PAIB-LE                     | 2025    |  |          | X1       |
| Demir                               | EU        | Türkiye                  | TURMOB                  | PAIB-LE                     | 2025    |  |          | X1       |
| Ditchburn (Deputy Chair, 2024-2025) | AU (A-ME) | Australia (UAE)          | CAA NZ / CPA AU         | Consultant                  | 2022    |  |          | X        |
| Driver                              | EU        | UK                       | CIPFA                   | Consultant                  | 2023    | X1   |          |          |
| Estupinan                           | LAC       | Colombia                 | INCPC                   | PAIB-LE                     | 2025    |  |          | X1       |
| Freudenreich                        | EU        | France                   | CNCC/CSOEC              | PAIB-LE                     | 2021    |  | X        |          |
| Gani                                | AS        | Indonesia                | IAI                     | Academic                    | 2023    | X1   |          |          |
| Herrod                              | NA        | Canada                   | CPA Canada              | Consultant                  | 2021    |  | X        |          |
| Kelley                              | NA        | USA                      | AICPA                   | Consultant                  | 2024    |  | X1       |          |
| Muinde                              | A-ME      | Kenya                    | ICPAK                   | Government                  | 2020    | X  |          |          |
| Ossiya                              | A-ME      | Uganda                   | ICPAU                   | PAIB-LE                     | 2024    |  | X1       |          |
| Segal                               | A-ME      | South Africa             | SAICA                   | Member Staff                | 2022    |  |          | X        |
| Siddiqui                            | AS        | Pakistan                 | ICAP                    | PAIB-LE                     | 2023    | X1   |          |          |
| Talati                              | AS        | India                    | ICAI-Chartered          | P-SMP                       | 2024    |  | X1       |          |
| Thatte                              | AS        | India                    | ICAI-Cost               | P-SMP                       | 2025    |  |          | X1       |
| Tse                                 | AS        | Hong Kong, S.A.R. China) | HKICPA                  | Retired PAIB-LE             | 2021    |  | X        |          |
| Waki                                | AS        | Japan                    | JICPA                   | PAIB-SME                    | 2020    | X  |          |          |
| Xuereb                              | EU        | Malta                    | MIA                     | PAIB-SME                    | 2024    |  | X1       |          |
| Zvaravanhu                          | A-ME      | Zimbabwe                 | ICAZ                    | PAIB-LE                     | 2020    | X  |          |          |
| <b>Total</b>                        |           |                          |                         |                             |         | <b>8</b>   | <b>7</b> | <b>6</b> |