



International
Federation
of Accountants®

NOVEMBER 2025

CALL FOR NOMINATIONS

FOR THE PROFESSIONAL ACCOUNTANTS
IN BUSINESS (PAIB) ADVISORY GROUP IN 2027

#BetterTogether

PROFESSIONAL ACCOUNTANTS IN BUSINESS (PAIB) ADVISORY GROUP

ADVISORY GROUP SIZE:

20 members⁸

VACANCIES:

0–8 members

Included in the above are 3 current members who are eligible for re-appointment

CALL FOR NOMINATIONS

The Nominating Committee invites nominations for member positions beginning January 1, 2027, for terms of up to three years. There is flexibility in the number of open positions, with **up to 8 vacancies available, including the possible reappointment of three current members** eligible for a second term of service.

We welcome nominations of qualified candidates who can enhance PAIBAG's overall composition, including through their professional background and skills, as well as representation from different global jurisdictions and other diversity targets. Nominations from North America, Latin America-Caribbean, and Eastern Europe regions are particularly encouraged.

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

The Nominating Committee is seeking experienced professional accountants working in private or public sectors (including government officials), in large organizations or small- and medium-sized entities (SMEs). Candidates should have experience in accounting and finance, or other business roles, serving in leadership positions such as CFOs, controllers, heads of internal audit, board directors, and audit committee chairs, as well as finance business partners. English proficiency (both written and oral) is essential.



ABOUT THE PAIB ADVISORY GROUP

The IFAC PAIB Advisory Group provides an interactive, dynamic global platform for shared learning on trends affecting businesses, public sector organizations, and their professional accountants. The Group provides insights, tools, and resources to support member organizations and PAIBs 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.

⁸ The PAIBAG membership is no less than 16 and no more than 22 members based on its Terms of Reference.

CALL FOR NOMINATIONS (cont'd)

Ideally, candidates should understand the demands and needs of organizations, comprehend the broader business environment, and recognize the importance of accounting professionalism to an organization's success. They should also serve as advocates 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:

Advising on trends and opportunities facing PAIBs and contributing to IFAC's advocacy, thought leadership, engagement, and influence, including for the [IFAC Knowledge Gateway](#)

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

Advocating for the profession and the importance of PAIBs, through outreach activities, i.e., representing IFAC at various national and regional events

Facilitating access to resources (e.g., practical guidance, tools, etc.) of the nominating organization, focused on enabling PAOs to support PAIBs

Act with integrity and in the public interest. This includes acting in the interest of the global profession, rather than a specific region or PAO

Providing constructive feedback and input to the independent standard-setting boards and IFAC's policy-making process on behalf of PAIBs

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 holds 2 in-person⁹ meetings per year, each meeting lasting 2 days. Additional virtual meetings are scheduled as needed. Between meetings, members are expected to work closely with IFAC staff on issue-related or project-focused groups. Engagement between full meetings is primarily conducted via email and virtual platforms.



⁹ In-person meetings provide an option to participate virtually for those who are unable to travel.

PAIBAG ROTATION SCHEDULE 2026							Term Ending (X) Eligible for re-appointment (X1)		
Members	Gender	Region	Country	Nominating Organization	Professional Classification	Service	2026	2027	2028
Ossiya, Chair (2026-2028)	F	A-ME	Uganda	ICPAU	PAIB-LE	2024			X1
Bosch	F	EU	Netherlands	Royal NBA	PAIB-LE	2023			X
Bugunya	M	A-ME	Rwanda	ICPAR	Consultant	2026			X1
Chen	M	AS	China	CICPA	PAIB-LE	2025		X1	
Demir	M	EU	Türkiye	TURMOB	PAIB-LE	2025		X1	
Ditchburn, Deputy Chair (2024-2026)	F	AU (A-ME)	Australia (UAE)	CAA NZ / CPA AU	Consultant	2022		X	
Driver	M	EU	UK	CIPFA	Consultant	2023			X
Estupinan	F	LAC	Colombia	INCPC	PAIB-LE	2025		X1	
Freudenreich	M	EU	France	CNCC/CNOEC	PAIB-LE	2021	X		
Gani	F	AS	Indonesia	IAI	Academic	2023			X
Herrod	M	NA	Canada	CPA Canada	Consultant	2021	X		
Kelley	F	NA	USA	AICPA	Consultant	2024	X1		
Masuku	F	A-ME	Botswana	BICA	PAIB-LE	2026			X1
Sasano	F	AS	Japan	JICPA	PAIB-SME	2026			X1
Segal	M	A-ME	South Africa	SAICA	Member Staff	2022		X	
Siddiqui	M	AS	Pakistan	ICAP	PAIB-LE	2023			X
Talati	M	AS	India	ICAI-Chartered	P-SMP	2024	X1		
Thatte	M	AS	India	ICAI-Cost	P-SMP	2025		X1	
Tse	F	AS	Hong Kong, S.A.R. China	HKICPA	Retired PAIB-LE	2021	X		
Xuereb	M	EU	Malta	MIA	PAIB-SME	2024	X1		
Total							6	6	8