

At the 2015 Council meeting many interlinked science issues were discussed, therefore it was agreed that a joint Council /SCICOM group should be created to discuss these issues and prepare recommendations for Bureau to consider when preparing a document for Council approval.

The group consists of three components, which are interrelated but also have three quite distinct ToRs and memberships, however, overseen by the two co-chairs and Vice-Presidents Tammo Bult, NL and Pierre Petitgas, FR.

Co-Chairs of the overall group Tammo Bult and Pierre Petitgas

Support by Ellen Johannesen, Coordinating Secretary, and Vivian Piil, SCICOM Departmental Secretary

Component	ToRs	Group members	Achievements / Updates
Strengthening the Science Leadership	<p>(1) To develop a detailed job description for a full time SCICOM chair, particularly in relation to the implementation of the ICES Strategic Plan and making best possible use of Secretariat resources in accordance with SCICOM needs;</p> <p>Lead by Yvonne, with input from 1) SCICOM, 2) Coordination Group (the Heads of the four pillars, Head of Science programme and Head of Advisory Support) and 3) Council representatives</p> <p>(2) To suggest tasks for a full time Head of Science support, for use by the General Secretary, in relation to ensuring optimal mobilization of the expertise and capacity within the Secretariat to support the work of SCICOM, and the SCICOM Chair;</p> <p>Lead by Anne Christine, with input from Adi and Science Department in Secretariat</p> <p>Important for leads of 1 and 2 to coordinate and align their outlines</p> <p>(3) To outline a recruitment process and timeline for the Chair of SCICOM.</p> <p>Lead by Anne Christine</p>	<p>Will comprise two representatives of Council, two representatives of Bureau, two representatives of SCICOM (to be decided by SCICOM), the SCICOM Chair, Head of Science Programme, the SCICOM Chair, Head of Advice Support, Head of Data and Information services, the General Secretary, and staff representation.</p> <p>Three Council representatives:</p> <p>Niall Ó Maoiléidigh (IE)</p> <p>Olafur Astthorsson (Iceland),</p> <p>Gerd Kraus (Germany)</p>	<p>ToRs 1) to 3) were accomplished leading to the recruitment of a SCICOM Chair and the appointment of a Head of Science Support</p> <p>ToR 4) was accomplished leading to the decision to continue with SSG Chairs within SCICOM. A working budget for them was agreed by Finance and June Bureau</p>

Component	ToRs	Group members	Achievements / Updates
	<p>(4) To explore possible responsibilities and tasks in the SCICOM leadership in order to align working procedures to the new leadership structures, for further specification in the SCICOM proposal to Finance Committee.</p> <p>Suggestion:</p> <p>Lead by Yvonne, ensuring input from 1) SCICOM representatives, and 2) ensuring input from the coordination group to ensure integration between pillars</p> <p>(5) To elaborate the scope and timeline for the review of the leadership structures of ACOM and SCICOM, as outlined in No 7 (No 7 states: "The leadership structures of both ACOM and SCICOM will be reviewed early 2019. The results of the review will be presented to Council in October 2019 and the Council will be invited to discuss possible amendments to the structures. (Should be aligned with the development of the new ISP, and the evaluation process for the ACOM Chair)")</p> <p>Lead by the Council representatives</p>	<p>Three Bureau representatives Bill Karp (US) (+ the co-chairs)</p> <p>Three SCICOM representatives: Jörn Schmidt (Germany), Laura Uusitalo (Finland, , Henn Ojaveer (Estonia),</p>	<p>ToR 5) was accomplished. A review process is proposed to Council</p>
Review of ICES Science	<ol style="list-style-type: none"> 1. Develop an explicit list of what ICES wants to learn from this exercise 2. Recommend if the review should be conducted internally and/or externally 	<p>It is suggested to organize this in two steps:</p> <p>Step 1 Lead by the Co-Chairs Pierre Petitgas and Tammo Bult, and with</p>	<p>A questionnaire was developed on the perceptions of ICES and its Science and sent both internally</p>

Component	ToRs	Group members	Achievements / Updates
	<p>3. Develop a list of specific questions to solicit feedback on ICES science, also with a clear view on who will be asked for feedback and asking for suggestions for improvements</p> <p>4. Establish a time frame of the review process</p> <p>5. Describe how results could be disseminated</p> <p>6. Develop actions based on the results and building on the explicit list in point 1.</p>	<p>support from Anne Christine Brusendorff</p> <p>Step 2 – awaiting the discussion in February Bureau meeting</p> <p>Co-Chairs Pierre Petitgas and Tammo Bult</p> <p>SCICOM Chair, ACOM Chair, Head of Science Programme, Head of Advice Support, Head of Data and Information services, the General Secretary,</p> <p>SCICOM SSG Chairs (Nils Olaf Handegard, NO, Henn Ojaveer, EE, Dave Reid, IE, Graham Pierce, UK, Jörn Schmidt, DE)</p>	<p>and externally (e-survey). An Open session was held at the ASC on Challenges to ICES, in the format of role play. Results are gathered in the report of the ASC session.</p> <p>Council feedback will help to define how to move forward.</p>

Component	ToRs	Group members	Achievements / Updates
Science Funding	<p>PROPOSAL for ToRs</p> <p>1. Based on input provided by SCICOM, evaluate the 2014 and 2015 investment in the Science Fund in terms of how successful the funds used have been to help realize the goals of ICES Strategic Plan, ensure a link between government laboratories and academia, as well for capacity building, and involvement of new scientists in ICES work.</p> <p>Lead: Yvonne</p> <p>2. Prepare a list of pros and cons, including examples of added value to the ICES (both science and advice), on whether to maintain ICES as a “science funder”, based on:</p> <p>i) an evaluation if the current value of the science fund sufficiently satisfies any perceived benefit, and</p> <p>ii) the SIF support SCICOM has received since 2009, <i>i.a.</i>, for its Strategic Initiatives.</p> <p>Lead; co-chairs Tammo and Pierre, with input from the group</p> <p>3. Review the request for investment in SCICOM activities (refer to CM 2015 Del 3.4.2 amended). Strategic criteria – to evaluate outcome and its usefulness (how did it make a difference)</p> <p>Lead: Yvonne</p>	<p>Co-chairs Tammo Bult, NL and Pierre Petitgas, FR</p> <p>Finance Committee Chair Piotr Margoński, PL</p> <p>Bureau:</p> <p>Fritz Köster, first Vice-President,</p> <p>Bill Karp (US)</p> <p>SCICOM:</p> <p>SCICOM Chair, Head of Science Programme,</p> <p>And three SCICOM representatives</p> <p>Jörn Schmidt (Germany), Laura Uusitalo (Finland, Henn Ojaveer (Estonia),</p> <p>Council:</p>	<p>SCICOM provided Bureau with an assessment of the Science Fund.</p> <p>SCICOM provided a plan of strategic activities to Finance Committee, which advised June Bureau on financial capacities. June Bureau set a plan for Financial support to SCICOM activities.</p> <p>SCICOM has initiated a mapping exercise to identify external partners, which will</p>

Component	ToRs	Group members	Achievements / Updates
	<p>4. Consider the role of SCICOM in ensuring funding for research priorities to implement the ICES Strategic Plan</p> <p>Lead: Yvonne, with input from 1) SCICOM, and 2) coordination group</p> <p>5. Consider if there are external funding sources and/or how these can be procured, and if they are appropriate.</p> <p>Lead: Yvonne, Adi, and Anne Christine</p>	<p>Three Council representatives:</p> <p>Niall Ó Maoiléidigh (IE)</p> <p>Olafur Astthorsson (Iceland),</p> <p>Gerd Kraus (Germany)</p> <p>ACOM Chair, Head of Advice Support, Head of Data and Information services, the General Secretary</p>	<p>contribute to points 4 and 5.</p> <p>Objective targets on the topic with new SCICOM Chair will follow.</p>

Strengthening the Science Leadership



ICES
CIEM

International Council for
the Exploration of the Sea

Conseil International pour
l'Exploration de la Mer

May 2016

Vacancy for the Post of ICES Science Committee Chair

The International Council for the Exploration of the Sea (ICES) seeks applications for a full-time Chair of the Science Committee (SCICOM). The ideal candidate will lead and develop ICES Science, and motivate the international scientific network to achieve the goals of the ICES Strategic Plan¹.

The Chair will interact with a multifaceted international organization, and work across all parts of the organization, including the scientific expert groups, the Advisory Committee, the Data and Information Group, and the Secretariat.

Responsibilities of the Chair

The Chair will work to strengthen ICES role and impact as a knowledge provider, based on engagement with the ICES community and partner organizations. The Chair shall develop the strategic vision for ICES Science and contribute towards realizing the goals of the organization, and will take a leading role in the next ICES Strategic Planning cycle; 2019–2023.

The Chair will also need to ensure further integration of ICES science into the ICES advisory processes, with the aim of enhancing the contribution to integrated advice. This includes engaging with Stakeholders and promoting ICES science and services to a broad audience.

The Chair will lead the work of SCICOM, a committee of 20 national scientific representatives, and a large expert network that constitutes the basis for conducting the scientific work.

Required qualifications and experience

The successful candidate will:

- Be an internationally recognized and respected scholar within marine science.
- Be visionary and able to develop the scientific focus areas of the organization.
- Demonstrate leadership skills, including the ability to engage and motivate a large voluntary network of expert groups.
- Demonstrate an understanding of the interaction between science and advisory processes.

¹<http://ices.dk/explore-us/what-we-do/Pages/Our-strategy.aspx>

- Possess collaborative skills with an ability to work with people from diverse national and cultural backgrounds.
- Be ready to travel, and be able to work flexibly to meet the organization's needs.
- Be fluent in both spoken and written English.

Recruitment Procedure

All applications will be reviewed by a recruitment panel with representatives from all parts of the organization. A short-list will be developed based on how well applicants match the qualifications listed above and those selected for interviews will be contacted. The process will follow the expected timeline below:

- Vacancy announcement: May, 2016, deadline end August, 2016
- Applications reviewed, shortlisting: September, 2016
- Recruitment process/interviews: September/October 2016
- Council approval: October, 2016
- Start date: January 2017

Terms of appointment

The appointment will be for a period of three years, with possibility for a three year extension. The position will be based in the ICES Headquarters in Copenhagen. The SCICOM Chair will report to Bureau (executive board), and Council (Governing board), comprising representatives from all ICES Member Countries.

The honorarium for the full-time post is exempt from Danish income tax and is based on, but not identical with, P5, V of the UN Staff scale, ICES will assist with relocation costs. The Chair will be entitled to the benefits and immunities accorded to officials of the organization as outlined in the [Host Agreement](#). The Chair is independent from the Secretariat and is, therefore, expected to make the appropriate arrangements for pension and insurance.

Copenhagen is a multi-cultural city, and with many English speaking work places, offering opportunities for accompanying family members.

Applications

Applications should be submitted by e-mail to: applications@ices.dk **no later than 31 August 2016**. Please mark you application SCICOM Chair.

Additional information can be obtained from [Anne Christine Brusendorff](#), General Secretary. Information about ICES is available at <http://www.ices.dk>.

ICES is an equal opportunity organization committed to inclusion and diversity.

About ICES

The International Council for the Exploration of the Sea (ICES) is a global organization that develops science, advice, and related data products to support the sustainable use of the oceans. ICES is a network of more than 5000 scientists from over 560 marine institutes in 20 member countries and beyond. 2500 scientists participate in ICES activities annually.



Vacancy for the Post of Advisory Committee Chair

The International Council for the Exploration of the Sea (ICES) is a global organization that develops science, advice, and related data products to support the sustainable use of the oceans.

ICES is a network of more than 4000 scientists from over 350 marine institutes in 20 member countries and beyond. 1600 scientists participate in ICES activities annually

ICES seeks applications for a full-time Chair of the Advisory Committee (ACOM). The post will be stationed at ICES Headquarters in Copenhagen. The Chair is responsible for the delivery and strategic development of ICES Advice. ICES provides marine science advice to competent authorities at a range of scales and complexity, from single fish stocks to multi-species and mixed fisheries, and now developing integrated ecosystem-based advice, in accordance with the ICES Strategic Plan, 2014–2018.²

The Chair must be familiar with the requirements of integrated marine policies, focussing on integrated ecosystem understanding as the basis for policy advice. The Chair must also be able to lead and give directions to the work of ACOM, a committee of 20 national scientific representatives, Vice-Chairs (currently 3) and about 80 alternates, as well as a large expert network that supports the advisory process.

The Chair will interact with a multifaceted international organization and will work with all parts of the organization. This will specifically include the advisory team (13 staff members), the Head of the Advisory Support, and other colleagues in the Secretariat (54 staff members). With a focus on development of more integrated advice, it will be vital to work across the organization, including with the Science Committee, the Data and Information Group, and Secretariat.

Responsibilities of the Chair

The Chair is responsible for overseeing the delivery of the ICES advice; timely, quality assured and science based, following the ICES process. The

² <http://www.ices.dk/explore-us/what-we-do/Pages/Our-strategy.aspx>

Chair must ensure that ICES continues to respond to advisory requests, currently mainly focused on providing fisheries advice in relation to more than 250 stocks, and impacts of fisheries in the ecosystem. However, the Chair must also be able to develop ICES advice to meet the demands of evolving maritime policies, and supporting the ICES decision to provide integrated ecosystem advice as outlined in the ICES Strategic Plan, 2014–2018. Annually ICES gets more than 30 requests for advice on such issues. The Chair will also be involved in drawing up the upcoming ICES Strategic Plan; 2019–2023.

Engaging with the ICES community, its many Expert Working Groups (more than 90), and specifically the Advisory Committee, with the support of three vice-chairs (two specifically dealing with fisheries and one with ecosystem matter), as well as others with the competencies to develop and provide integrated advice is an important task of the Chair.

The Chair will also be expected to cooperate closely with all parts of ICES organization by participation in the Coordination Group (General Secretary, Head of Data and Information Department, Chairs of Science and Advisory Committees), to ensure the further integration between ICES science, data, and advice, aiming to promote and organize the provision of integrated advice in the most efficient and effective way.

The Chair will be responsible to maintain and develop contacts with established and new clients, as well as the identification of new means of cooperation, and innovative ways of delivering reliable advice.

Engaging with Stakeholders and promoting communication of ICES process, products, and work to a broad audience is also within the remit of the Chair.

The ACOM Chair will be directly responsible to ACOM, with quarterly reporting to Bureau (Executive Board) and annual reporting to Council (Governing board, comprising representatives from all ICES Member Countries).

Required qualifications and experience

- An education from a recognized university in a marine biological or environmental science discipline or equivalent, followed by at least ten years of work experience within a marine-science discipline;
- Professional experience in assessments of marine ecosystems, including fisheries assessments;
- Experience with the challenges of converting scientific knowledge into policy advice;
- Good knowledge of the scientific infrastructure, developing advisory needs and marine research programmes in ICES Member Countries;
- Good knowledge of European and North Atlantic marine management policies and their institutional structures as well as demonstrable experience working with a range of recipients of ICES advice;

- Demonstrated leadership, including strategic, and organizational skills;
- Ability to work with people from diverse national and cultural backgrounds;
- Readiness to travel, and the ability to work flexibly to meet the organization's needs; and
- Fluency in both spoken and written English is essential.

Recruitment Procedure

All applications will be reviewed by a recruitment panel with representatives from all parts of ICES Organization. A short-list will be developed based on how well applications match the qualifications listed above. The Advisory Committee will further refine the short-list by selecting candidates who will advance to the interview round. Based on the interviews the panel will make a priority ranking of candidates. Council will approve the priority ranking to ensure that the process has been carried out according to the established procedure.

Expected timeline:

- Vacancy announcement: April-May, 2016, deadline end August, 2016
- Applications reviewed, shortlisting: September, 2016
- Recruitment process/interviews: September/October 2016
- Council approval: October, 2016
- Start date: December 2016 - January 2017

Terms of appointment

The appointment will be for a period of three years, with possibility for a three year extension. The position will be based in the ICES Headquarters in Copenhagen.

The honorarium for the full-time post is exempt from Danish income tax and is based on, but not identical with, P5, V of the UN Staff scale. ICES will assist with relocation costs. The Chair will be entitled to the benefits and immunities accorded to officials of the organization as outlined in the [Host Agreement](#). The Chair is independent from the Secretariat and is, therefore, expected to make the appropriate arrangements for pension and insurance.

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Applications

Applications should be submitted by e-mail to: applications@ices.dk **no later than 26 August 2016**. Please mark you application ACOM Chair.

Additional information can be obtained from [Anne Christine Brusendorff](#), General Secretary or [Cristina Morgado](#), Head of Advisory Support. Information about ICES is available at <http://www.ices.dk>.

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Review of the Leadership

Table 1. Tabular outline of proposed Review Process and Timeline to Evaluate Changes to Science Leadership Structures

	SCICOM Chair	SCICOM HOSS	SG Chairs	SCICOM
Changes in Leadership structure under review	Full time chair with extended responsibilities	Head of Science role changed to Head of Science Support with modified duties	5 SG chairs change to 2 SCICOM SGs (EPI + EPD) and 3 SCICOM/ACOM SGs (Benchmark, IEA, IEOM)	Operational changes and greater links with ACOM and Data services
Targets to be established relating to improving delivery of ISP and integration across 4 pillars	Chair to set targets (for SCICOM and Council approval) based on formal job description and responsibilities assigned	HOSS to set targets (for SCICOM and Council approval) based on formal job description and responsibilities assigned	SSGs to set targets based on Predefined performance evaluation procedure for ISP Goals 1 and 2 outlined in Implementing the ICES Strategic Plan (IISP), page 19 and Annex 1 ,	SCICOM sub group to set targets based on Predefined performance evaluation procedure for ISP Goals 1 and 2 outlined in Implementing the ICES Strategic Plan (IISP), page 19 and Annex 1 ,
Timeframe for establishing targets for review	1st Quarter 2017	1st Quarter 2017	1st Quarter 2017	1st Quarter 2017
Who should report progress ?	SCICOM Chair for 1st Quarter 2018 and 1st Quarter 2019	SCICOM HOSS for 1st Quarter 2018 and 1st Quarter 2019	SSG Chairs for 1st Quarter 2018 and 1st Quarter 2019	SCICOM for 1st Quarter 2018 and 1st Quarter 2019
Who should review progress ?	Council Review Group on Leadership Structures	Council Review Group on Leadership Structures	Council Review Group on Leadership Structures	Council Review Group on Leadership Structures
Other outputs to consider in review			Mapping exercise, SSG Annual Report to SCICOM	Mapping exercise, SCICOM Annual Report to Council
			Feedback from Expert Group	Feedback from Expert Group

			Chairs (e.g., annual Chairs meeting or questionnaire)	Chairs (e.g., annual Chairs meeting or questionnaire)
Provisional review timeframe	Provisional review in 2nd Quarter 2018.	Provisional review in 2nd Quarter 2018.	Depends on how IISP is to be implemented but should be a provisional review 2nd Quarter 2018	Depends on how IISP is to be implemented but should be a provisional review 2nd Quarter 2018
Full review timeframe	Main review 1st Quarter 2019	Main review 1st Quarter 2019	Main review 1st Quarter 2019	Main review 1st Quarter 2019
Report to Council	Third Quarter 2019	Third Quarter 2019	Third Quarter 2019	Third Quarter 2019
	ACOM Chair	ACOM HOAS	Vice Chairs	ACOM
Changes in Leadership structure under review	Full time chair with extended responsibilities	Head of Advice role changed to Head of Advice Support with modified duties	No change - 3 vice chairs as previously	Operational changes and greater links with SCICOM and Data
Targets to be established relating to improving delivery of ISP and integration across 4 pillars	Chair to set targets (for ACOM and Council approval) based on formal job description and responsibilities assigned	HOAS to set targets (for ACOM and Council approval) based on formal job description and responsibilities assigned	Vice chairs to set targets based on predefined performance evaluation procedure for ISP Goal 3 outlined in Implementing the ICES Strategic Plan (IISP) Annex 2	ACOM sub group to set targets based on predefined performance evaluation procedure for ISP Goal 3 outlined in Implementing the ICES Strategic Plan (IISP) Annex 2
Timeframe for establishing targets for review	1st Quarter 2017	1st Quarter 2017	1st Quarter 2017	1st Quarter 2017

Who should report progress ?	ACOM Chair for 1st Quarter 2018 and 1st Quarter 2019	ACOM HOAS for 1st Quarter 2018 and 1st Quarter 2019	Vice Chairs for 1st Quarter 2018 and 1st Quarter 2019	SCICOM via sub group for 1st Quarter 2018 and 1st Quarter 2019
Who should review progress ?	Council Review Group on Leadership Structures	Council Review Group on Leadership Structures	Council Review Group on Leadership Structures	Council Review Group on Leadership Structures
Other outputs to consider in review				ACOM Annual Report to Council
			Feedback from Expert Group Chairs (e.g., annual Chairs meeting or questionnaire)	Feedback from Expert Group Chairs (e.g., annual Chairs meeting or questionnaire)
Provisional review timeframe	Provisional review in 2nd Quarter 2018.	Provisional review in 2nd Quarter 2018.	Depends on how IISP is to be implemented but should be a provisional review 2nd Quarter 2018	Depends on how IISP is to be implemented but should be a provisional review 2nd Quarter 2018
Full review timeframe	Main review 1st Quarter 2019	Main review 1st Quarter 2019	Main review 1st Quarter 2019	Main review 1st Quarter 2019
Report to Council	Third Quarter 2019	Third Quarter 2019	Third Quarter 2019	Third Quarter 2019

Table 2. Tabular outline of High Level Review and Evaluation Based on Outputs from Target Progress Reports, Annual Reports and Mapping Exercises.

WHAT SHOULD BE REVIEWED?	INPUTS REQUIRED				
Review of Science Leadership structures to evaluate whether these changes contributed positively to the implementation of the ICES Strategic Plan (ISP) between 2017 and 2018 and resulted in better integration across the four pillars of ICES i.e. ACOM/SCICOM/Data/Sekretariat.	Most of the input required can be generated from the target progress reports and reviews of SCICOM and ACOM reports and mapping exercises.	Have changes to Science Leadership structure contributed positively to ISP Yes/No ?			
Have the ISP Goals been met ?	Measurables	Notable contribution	Marginal contribution	Not seen	Negative contribution
<p>Goal 1 Develop an integrated, interdisciplinary understanding of the structure, dynamics, and the resilience and response of marine ecosystems to change</p> <p>Goal 2 Understand the relationship between human activities and marine ecosystems, estimate pressures and impacts, and develop science-based, sustainable pathways</p> <p>Goal 3 Evaluate and advise on options for the sustainable use and protection of marine ecosystems</p> <p>Goal 4 Promote the advancement of data and information science and advice needs.</p> <p>Goal 5 Catalyse best practices in marine data management, and promote the ICES data nodes as a global resource.</p> <p>Goal 6 Foster the science, advisory, data and information services through the work of the Sekretariat.</p> <p>Goal 7 Ensure an efficient and effective organization</p>	<p>Progress reports from SCICOM Chair, Head of Science Support, SSG chairs, SCICOM and review of Scicom Annual Report, Mapping Exercise, Feedback from EG Chairs</p> <p>Progress reports from SCICOM Chair, Head of Science Support, SSG chairs, SCICOM and review of Scicom Annual Report, Mapping Exercise, Feedback from EG Chairs</p> <p>Progress Report from ACOM Chair, Head of Advice Support, ACOM Vice Chairs, ACOM and review of ACOM Annual Report, Feedback from EG Chairs</p> <p>Outputs from the above progress reports and reviews relevant to this Goal</p> <p>Outputs from the above progress reports and reviews relevant to this Goal</p> <p>Outputs from the above progress reports and reviews relevant to this Goal</p> <p>Outputs from the above progress reports and reviews relevant to this Goal</p>				

Management of advice and science processes	Most of the input required can be generated from data which the secretariat has or could get	Have changes to Science Leadership structure contributed to improving management of advice and science processes Yes/No ?.			
Have Improvements been seen:	Measurables	Notable contribution	Marginal contribution	Not seen	Negative contribution
<p>Have advice and science processes been more integrated across the four pillars of ACOM/SCICOM/DATA/Secretariat ?</p> <p>Have communications with clients improved ?</p> <p>Have communications with collaborators improved ?</p> <p>Have new synergies formed within ICES and outside of ICES with other governmental organisations and Institutes to facilitate the delivery of science products and the establishment of specific activities leading to greater science co-operation ?</p> <p>Has there been a measurable increase in quality or timely provision of advice ?</p> <p>Has capacity to deal with requests for advice increased ?</p> <p>Has capacity of secretariat to deal with EGs/advice delivery/ASC/Symposia/publications/training etc. improved ?</p> <p>Has this new leadership structure streamlined the ICES advice and science process generally?</p>	<p>Examine communications and joint meetings/reports or other outputs produced</p> <p>Record positive feedback received, repeat advice sought, New advice sought</p> <p>Continued collaborations, negative and positive feedback</p> <p>What new collaborations have emerged ?</p> <p>Feedback on quality was it all good ? Retrospectively was advice accurate.</p> <p>Seek feedback from ACOM/SCICOM/Secretariat</p> <p>Seek feedback from Secretariat. Has time spent decreased due to streamlining? Is process more efficient? Is the manpower adequate to handle changes?</p> <p>Use outputs from measurables above to evaluate this</p>				

Review of ICES Science

ASC Open Session: ICES Science – a quest for impact

Conveners: Tammo Bult, Pierre Petitgas, Anne Christine Brusendorff, Ellen Johannesen, Cornelius Hammer

Summary:

Results from the electronic survey on perceptions of ICES and ICES-Science was presented, indicating overall satisfaction with ICES:

- Respondents were familiar with ICES and its products and could easily distinguish between advice, science & data; ICES importance was not seen as declining.
- ICES could be more pro-active when it comes to agenda-setting, communication & dissemination products.
- ICES should broaden beyond fisheries, including topics such as socioeconomics, ecosystem-approaches and industries including aquaculture and the maritime sectors.
- ICES makes an effort to be an inclusive organisation.

However, respondents were mostly part of the regular ICES-network and little external input was received. After this brief review, the session continued with a discussion on topics relevant to ICES and its position, using a “debate-style-set-up” and the following statements:

The rule of this “game” included:

1. Statements are proposed that require a YES or NO position;
2. State your position by moving to the correct side of the room;
3. Convince “the other side” of your position;
4. The person creating most “converts” wins.

The results were further discussed in Bureau later that day and it was decided to repeat the exercise in Council as a basis for further discussion and direction.

David Miller won the debate and received the prize (a bottle of Black Balsam).

Those interested in participation of the electronic survey and its result can send an email to Ellen.Johannesen@ices.dk.

PROPOSAL Science Funding

Extract from Minutes of Bureau meeting 245

Action: Bureau approved the recommendations of Finance Committee, and specifically agree to:

- Maintain the Capital Reserve Fund at 20% of total income.
- The SCICOM proposal to use 500,000 DKK (core funding/annually) for supporting the work of SSG Chairs, funds are to be used according to a work plan and framework administrative guidelines to be developed with the incoming SCICOM Chair and reviewed by Bureau and Council.
- The SCICOM Proposal to use 50,000 DKK (core funding/annually) for a Science Working Group Chairs meeting.
- Discontinue the Science Fund.
- To respond to the request for funding of Strategic Initiatives, action areas, and cooperation with scientific partners with 350,000 DKK (from equity) for three years, 2017, 2018, and 2019.
- Allocate 1,300,000 DKK from equity, (300,000 DKK redirected from the Demonstration Advice) to support the proposal outlined by the Coordination Group with emphasis on finding most efficient use of resources to support further development of training, data & information, and aquaculture overviews.