

2.4 Roadmap & management recruitment

C. Fischer, ALH Assembly 27 November 2020

Management recruitment process: roadmap for selection of the other MG positions

- 10 November: published the call for the Area Leaders (AL) and the Coordinator for Networking Activities (CNA)
- 15 January 2021: deadlines for sending applications (AL and CNA)
- 15 January 2021: deadline for Météo-France proposal for the Integration Leader and the Consortium Scientific Secretary
- 2nd half of January: meeting of the selection panel (STAC + PAC chair persons, PM, 3 CSC leaders, ECMWF observer) to organize the selection jury
- February 2021: Interviews and selection of candidates for other management positions by the selection panel.
- February 2021: Approval by the Assembly of the proposal of the selection panel for all AL positions (by email or by video-conference)
- Spring 2021: Start of the work of the new consortium under the new management structure.

For 2021: build the Detailed Action Plan *proposal* in parallel to the Call for ALs & CNA

AL/CNA Selection process	MG meetings	2021 DAP process
10/11: publish Calls for AL/CNA	Early Dec: PM/CSS/CSC-L: discuss DAP process / based on adopted RWP-2021	Dec: send out call for WW/WD & scientific stays proposals to LTMs/CSC-L
	Mid-Jan: 1 st LTM meeting	
2 nd half of Jan: selection panel to meet for organizing the selection jury		
February: interviews of AL/CNA candidates		
End-Feb or early-March: agree on AL/CNA nominations (e-mail or VC by Assembly members)		Early-March: gather all proposals and make rough evaluation by PM/CSS with CSC-L
	March: 1 st full MG meeting to evaluate the DAP proposal, amend or take additional actions	April: Completed DAP under the PM responsibility

Selection process

The selection panel will rank the applications per Area, taking into account

- the way the function is proposed to be fulfilled (eg. single versus multiple staff proposal)
- the level of expertise
- the interpersonal skills of candidates
- the coherence of the vision and motivation of the Applicant with respect to the strategical goals and ToRs of each Area Leader function

The final definition and the attribution of the Area Leader functions will be done by the Assembly. The Assembly will attribute all Area Leader functions simultaneously, taking care of geographical balance.

For the Assembly

- **Make official the appointment of PM**
- **Make official the appointment of the 3 CSC Leaders**
- **Approve the procedure and the road map for the selection of the other MG positions**

2.5 Budget 2021

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Budgetary mechanism

- The consortium budget will be managed by Météo-France in a specific budget account (Third Party Account - Compte de Tiers) (NB: This account must have a null balance at the end of each year - hard constraint)
- At the beginning of each year, Météo-France will issue bills to collect the membership fees (amount decided by the Assembly)
- While payments are received by Météo-France, the PM and CSS will finalize the budget based on the RWP adopted by the Assembly (NB: The budget must comply with Article 7, items 121-127, of the MoU, and Article 6 item 99)
- As soon as the Third-Party account has been provisioned, Météo-France will start payments to Members according to the budget
- Should a Member not be able to complete a given task for which it has received a payment, this will be resolved by a budget adjustment on the following year (to avoid too many financial transfers)

Compensation rates (for the duration of the MoU)

Per diem & transportation for 1 week mission (eg. ASW, EWGLAM)	1200 € per mission
Per diem & transportation for 1-2 day mission (STAC, PAC, etc.)	600 € per mission
Travel (per diem & transportation) for scientific stays or working week/days	3700 € per month
Salary of 1 FTE position	80000 € per year
Contribution to the organization of the annual All Staff Workshop (ASW)	12000 € per ASW
Contribution to the organization of working week/days	500 € per event

2021 annual contribution and repartition

Based on the recommendation by PAC-HAC, the proposal is to raise an annual contribution of 11 k€/member.

Total budget: 286k€

Including 80k€ as compensation for PM position

The layout for travels and meetings is as follows (206k€):

- travels for PM, MG members, LTMs, STAC and PAC: 115k€
- Scientific visits including working week/days (WW/WD): 77k€
- Organization costs for the annual ASW and of WW/WD: 14k€

Decisions for the Assembly

- **Agree on the budgetary mechanism proposed by MF, including the compensation rates**
- **Confirm KNMI to realize all financial actions on behalf of the HIRLAM countries**
- **Confirm ZAMG to realize all financial actions on behalf of the LACE countries**
- **For 2021:**
 - Approve the annual membership fee of 11 k€
 - Approve the partitioning among the possible expenses

Thank you