

Renewal of the Panel on food additives and nutrient sources added to food (ANS) and the Panel on food contact materials, enzymes, flavourings and processing aids (CEF)

Report on the evaluation of applicants for membership of the Panel on food additives and nutrient sources added to food (ANS) and the Panel on food contact materials, enzymes, flavourings and processing aids (CEF) of EFSA and placement of suitable candidates on the reserve list

Summary

The current members of the Scientific Panel on food additives and nutrient sources added to food (ANS) and the Scientific Panel on food contact materials, enzymes, flavourings and processing aids (CEF) are serving a three-year term of office, which is due to expire on 30 June 2017.

In accordance with Article 28(5) of Regulation (EC) No 178/2002, EFSA published a call for expression of interest for membership in the two Scientific Panels on 18 May 2016. The deadline for submission of applications was 30 June 2016.

To promote the call, EFSA developed a communications plan and conducted a number of communications activities to attract potential applicants. These included, besides the publication of the call in the Official Journal of the European Union and the EFSA website, a press release at launch, use of social media, targeted mailing, sponsored web banners on scientific journals and further advertisement through key EFSA bodies and stakeholders.

A total of 223 experts applied to the call from 39 different countries; 191 applicants were retained eligible. Overall the number of applicants is in line with the previous renewal of the ANS and CEF Scientific Panels. To be noted is the increase in the share of female applicants compared to the 2013 call (from 40% to 45%) and a decrease in the average age of applicants (from 52 to 48 years).

The evaluation of eligible applications has been carried out according to the selection criteria listed in the published call for expressions of interest. Before the evaluation of the eligible applications started, the EFSA Evaluation Team (EET) agreed on the interpretation of the 6 selection criteria in order to achieve a consistent and objective approach for the scoring. To this end a grading and scoring grid was drawn up, including the weighting coefficient attributed to the different selection criteria, and a practical guide was developed. In total, 344 eligible applications (191 applicants) were evaluated as some applicants applied for both the ANS and CEF Panels, and 111 applications (74 applicants) scored above the threshold. One applicant withdrew his application.

In order to assess whether the evaluation and scoring of all eligible applications was done in an objective and consistent manner, two independent External Evaluators were appointed by the Executive Director. Each External Evaluator was provided with the same representative sample of at least 10% of all valid and eligible applications for each Scientific Panel scored by the EFSA Evaluators. The External Evaluators concluded that the EFSA Evaluators have presented clear and valuable argumentations for their scoring.

In order to ensure that the proposed candidates did not have a general conflict of interest, the Annual Declaration of Interests (ADoI) of 111 candidates were screened for compatibility of Scientific Panel membership.

The list of the 111 candidates was submitted for information to the Advisory Forum.

Candidates proposed for nomination was made on the basis of (i) the expertise required for the relevant Scientific Panel, including potential contribution to a diverse range of scientific disciplines and the overall mix of competences available to cover foreseen needs; (ii) the candidate's preference for a Scientific Panel; (iii) nationality balance; and (iv) gender balance.

As a result, 42 candidates are proposed for nomination (21 for ANS and 21 for CEF) and 31 candidates are proposed for inclusion in the reserve list for these two Scientific Panels.

In accordance with Article 28(5) of Regulation (EC) No 178/2002, upon approval of the proposal, the members of the ANS and CEF Scientific Panels shall be appointed by the Management Board.

Upon appointment by the Management Board, EFSA will contact the experts to notify them of their appointment and to invite them to respond whether they accept the nomination. If their reply is positive, experts will be asked to submit an updated ADoI.

The names of appointed members by the Management Board will only become public by May 2017 when experts have confirmed their agreement. EFSA will inform the Management Board of the outcome and of any follow-up actions that might become necessary. EFSA will also notify the candidates on the reserve list and the unsuccessful applicants of the outcome of the selection procedure.

Due to a legislative amendment, the name and scientific remit of the ANS, CEF and NDA (Dietetic products, Nutrition and Allergies) Scientific Panels will be changed as of 1 July 2018. As such the term of office of the experts proposed for appointment should last for 1 year only and shall not be counted as a term of office.

The Management Board is kindly requested to consider the adoption of the proposed list of candidates for membership of the ANS and CEF Panels as well as the placement of suitable candidates on the reserve list.

Introduction

The current members of the Panel on food additives and nutrient sources added to food (ANS) and the Panel on food contact materials, enzymes, flavourings and processing aids (CEF), are serving a three-year term of office, which is due to expire on 30 June 2017.

Pursuant to Article 28(5) of the Regulation, Members of EFSA's Scientific Panels shall be appointed for 3 years' term of office. Due to a legislative amendment, the name and scientific remit of the ANS, CEF and NDA (Dietetic products, Nutrition and Allergies) Scientific Panels will be changed as of 1 July 2018¹, in order to take account of the expected changes in technical and scientific developments which will impact the workload of these Scientific Panels. Therefore, without prejudice to possible further legislative amendments, the term of office of the experts proposed for appointment should last for 1 year only, from 1 July 2017 to 30 June 2018. Due to the expected limited duration of this term of office, the Board decided that the short mandate given to the prospective ANS and CEF Panel members shall not be counted as a term of office². This derogation should be applicable to this call for expression of interest. Therefore, Panel members who have completed already three consecutive terms of office in the ANS or CEF Scientific Panels are eligible for membership of the same Panel again.

The Decision³ of the Executive Director concerning the selection of members of the Scientific Committee, the Scientific Panels, and the selection of external experts to assist EFSA with its scientific work states that the EFSA Evaluation Team (EET) shall send the Executive Director a report with candidates proposed for appointment, along with a justification for these nominations.

The selection procedure described in the above mentioned Executive Director Decision includes the following steps:

- Appointment and role of EFSA Evaluation Team (Article 2);
- Call for members of the Scientific Committee and the Scientific Panels (Article 3);
- Check of validity and eligibility of applicants (Article 4);
- EFSA Evaluation of valid and eligible candidates (Article 5);
- External review of the EFSA evaluation (Article 6);
- Creation of shortlist of the best candidates (Article 7);
- Selection of candidates from the shortlist (Article 8);
- Adoption of the list by the Management Board and appointment of the candidates (Article 9).

The steps of the selection procedure are described below.

Actors involved in the selection procedure

EFSA Evaluation Team

The Executive Director appoints members and the chair of the EFSA Evaluation Team (EET), as indicated in ANNEX I. To ensure representation of the Scientific

¹ COMMISSION REGULATION (EU) 2017/228 amending Regulation (EC) No 178/2002 of the European Parliament and of the Council as regards the names and the areas of competence of the scientific panels of the European Food Safety Authority:http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv:OJ.L_.2017.035.01.0010.01.ENG&toc=OJ:L:2017:035:TOC

² The EFSA Management Board decision to exceptionally derogate to the above-mentioned rules was taken on 16 March 2016. The decision of the Management Board is recorded in the minutes of the 68th meeting:
<http://www.efsa.europa.eu/sites/default/files/160316a-m.pdf>

³ Decision of the Executive Director concerning the selection of members of the Scientific Committee the Scientific Panels, and the selection of external experts to assist EFSA with its scientific work of 13 May 2016:
http://www.efsa.europa.eu/sites/default/files/corporate_publications/files/expertselection.pdf

Departments and of the relevant unit(s), the EET shall comprise the Head of the relevant science Department(s), the Head of the relevant Unit(s), a Project Coordinator and, if appropriate, the Unit Coordinator of the Scientific Panel(s) concerned. The EET manages the entire selection process, in particular it: reviews and agrees on the text of the call for expressions of interest, including its validity, eligibility and selection criteria; prepares an evaluation guide for EFSA evaluators and external evaluators before the evaluation begins; confirms the list of EFSA evaluators, selected among EFSA scientific staff, following a proposal from the relevant Unit(s); provides instructions to the EFSA evaluators on how to perform the evaluation of valid and eligible applications and how to record their scores; provides instructions to the external evaluators on how to perform the evaluation of the respective sample of valid and eligible applications and how to record their scores; observes the discussions in case there are discrepancies between the EFSA evaluation and the external evaluation of the same valid and eligible application; and draws up and submit to the Executive Director a report with candidates proposed for appointment from the shortlist along with a reasoning for their nomination.

EFSA Evaluators

The evaluation of eligible applicants, on the basis of the selection criteria listed in the published call for expressions of interest, is carried out independently by two EFSA evaluators for each Panel. All EFSA Evaluators are confirmed by the EET and consequently sign a declaration of confidentiality.

External Evaluators

In order to assess whether the evaluation and scoring of all eligible applications is done in an objective and consistent manner, two independent External Evaluators were appointed by the Executive Director on the basis of the following criteria: (i) internationally recognized scientific expertise and experience; (ii) being knowledgeable of EFSA and its scientific working procedures; (iii) having an up to date and approved Annual Declaration of Interest; and (iv) not having participated in any of EFSA's scientific activities during the 3 years prior to the starting date of the selection procedure.

Call for expressions of interest for scientific experts for membership of the ANS and CEF Scientific Panels of the European Food Safety Authority

In accordance with Article 28(5) of Regulation (EC) No 178/2002, EFSA published a call for expression of interest for membership in the ANS and CEF Scientific Panels (ANNEX II) on 18 May 2016 in the Official Journal of the EU (OJ 2016/C 176/6) with a deadline for submission of applications on 30 June 2016.

The call indicated the six selection criteria for the evaluation of the eligible applications and the weighting coefficient attributed to the different criteria.

To facilitate the submission of applications and also to guarantee the accuracy and auditability of the evaluation procedure, electronic tools have been used. These are the ERT (Experts Recruitment Tool) and the EST (Experts Selection Tool).

Communication activities to promote the call

To promote the call, EFSA developed a multichannel promotion plan and implemented a number of dissemination activities to attract potential applicants. These aimed at redirecting visitors to a dedicated landing page on the EFSA website, which served as an information hub for candidates.

Communications activities included 'In Focus Campaigns' on the EFSA website, dedicated EFSA Highlights newsletters, a press release at launch, use of social

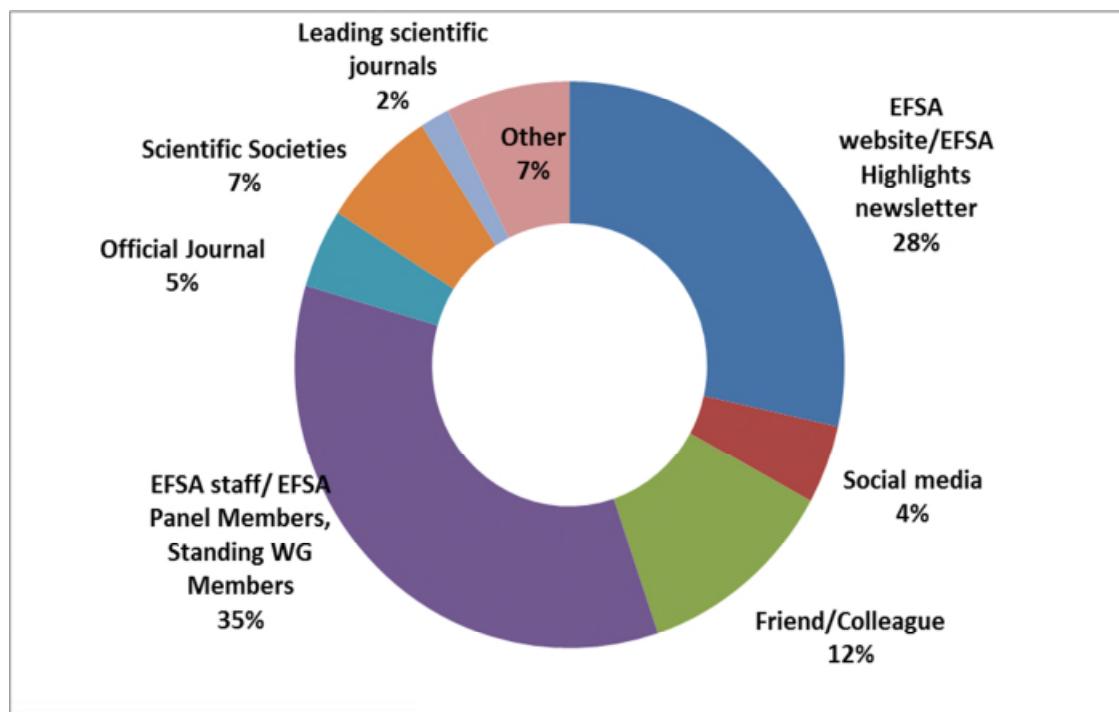
media (Twitter, ResearchGate and LinkedIn), two sponsored targeted mailings through the Science database, sponsored web banners on scientific journals and multimedia resources.

In addition, the campaign extensively relied on the support of a number of multipliers who helped disseminating the call in their respective networks. These included EFSA's established groups (e.g. Advisory Forum and Focal Points), EFSA Staff and Scientific Societies. Various other partners such as the European Commission also assisted EFSA in promoting the call on their websites (e.g. DG SANTE, EURAXESS).

The campaign's marketing mix proved to be successful in reaching out to potential candidates and achieving the Call's targets, especially in Eastern European countries, whose applicants increased compared to previous panel renewal procedures.

The results of the EFSA campaign to promote the call are summarized in Figure 1. Experts learned about the call most often from EFSA Staff, Scientific Committee/Panel members or from members of Standing Working Groups (35%), from the EFSA website or the EFSA weekly Highlights newsletter (28%), or from a friend or a colleague (12%).

Figure 1 Number of applicants per advertisement source



Number of applications

A total of 223 experts applied to the call from 39 different countries. Overall the number of applicants is in line with the previous renewal of the ANS and CEF Panels (230 applications in 2013), even though the call was not extended and the mandate is only for one year. There has been an increase in the share of female applicants compared to the 2013 call (from 40% to 45%) and a decrease in the average age of applicants (from 52 to 48 years).

Screening applicants for eligibility

EFSA's Human Capital Unit (HUCAP) screened all applicants on the basis of the eligibility criteria as set out in the call for expression of interest. The results of the eligibility check were reported by HUCAP to the EET, who reviewed, discussed and agreed on the eligible applicants.

Out of the 223 applicants, 191 were retained eligible which represents 86% of all applications received. The results of the eligibility check were reported by HUCAP to the EET, who reviewed and confirmed the outcome. The main reason for not meeting the eligibility criteria was work experience of less than 10 years relevant to the remit of the Scientific Panel(s).

In the application form, applicants could indicate their preference for both Panels. The total number of eligible applicants (191) filed 344 different applications, evenly distributed between the two Panels (in line with the 2013 call), as illustrated in the table below:

Table 1 Number of eligible applications

Panel	1st Choice	% 1st Choice	2nd Choice	% 2nd Choice	Tot. by Panel	Tot. % By Panel
ANS	121	63%	51	33%	172	50%
CEF	70	37%	102	67%	172	50%
Total	191	100%	153	100%	344	100%

Evaluation of eligible applications

The evaluation of eligible applications has been carried out according to the six selection criteria as set out in the Vacancy Notice:

- Three criteria taking into account the specific areas under the remit of the Scientific Panels, so called "Panel-related criteria": (i) experience in carrying out scientific risk assessment and/or providing scientific advice; (ii) proven scientific excellence; and (iii) experience in peer reviewing scientific work and publications.
- Three general selection criteria, so called "non-Panel related criteria": (iv) experience in analysing complex information and dossiers (v) experience in project management related to scientific matters; and (vi) experience in communication.

Before the evaluation of the eligible applications started, the EET agreed on the interpretation of the six selection criteria and practical examples in order to achieve a consistent and objective approach for the scoring. To this end a grading and scoring grid was drawn up (ANNEX III) and used to evaluate applications against the six selection criteria together with a practical guide for the evaluation of the eligible applications. The weighting coefficient attributed to the different criteria was included in the grid and the call for expression of interest. Scores could range between 0 and 100. The three "Panel related criteria" accounted for a maximum of 70 points. In addition, a training session was organized for both EFSA and External Evaluators jointly in order to achieve a consistent harmonization of scoring between evaluators. The scoring was used to categorise the applications as follows:

- Below the threshold: equal to or below 66 points;
- Above the threshold: above 66 points.

All eligible applications above the threshold were considered as suitable for a candidate nomination pending Annual Declaration of Interests (ADoI) screening.

Eligible applicants who expressed an interest in more than one Scientific Panel were scored separately for their first and second choice.

Where discrepancies exceeding 10 points were found between the scoring of the two EFSA Evaluators for the same Panel, the Evaluators were asked to discuss and reconsider their scores.

In total, 344 eligible applications (191 eligible applicants) were assessed. As a result of the scoring, 111 eligible applications (74 applicants) were classified as 'above the threshold', representing 39% of all eligible applicants compared to 42% in the 2014 ANS and CEF Panels renewal. One candidate withdrew his application during the evaluation process.

Table 2 Number of eligible applications above the threshold

Panel / SC	Above the threshold
ANS	48
CEF	63
TOTAL	111

External review of the evaluation

Each External Evaluator was provided with the same representative sample of at least 10% of all valid and eligible applications for each Scientific Panel, scored by the EFSA Evaluators.

The sample consisted of a total of 19 applications (i.e. 12 for the ANS Panel and 7 for the CEF Panel). The External Evaluators assessed the sample of applicants, using the same approach as used by EFSA for the evaluation of eligible candidates, i.e. using the agreed evaluation guide, including scoring grid and practical examples and applying it to the selection criteria as described in the call.

The External Evaluators first met among themselves to compare their individual assessments. On 15 November 2016 a second meeting was held at EFSA premises between the EFSA and External Evaluators to compare the results of the evaluations and to conclude on discrepancies. A difference between the EFSA evaluation and that of the external evaluation was considered a discrepancy when their respective overall scores for one valid and eligible application differed by more than 20 points.

This second meeting was attended by Lorenzo Terzi from the European Commission, Directorate General Health and Food Safety and Iñaki Eguileor from EFSA's Management Board as Observers. The observers were given access to all the documents that were discussed during the meeting between EFSA and External Evaluators. A representative of the European Parliament ENVI Committee was also invited.

If in the sample of one Scientific Panel, there is a discrepancy identified in more than 20% of the cases, all the eligible applications for that Scientific Panel would need to be re-evaluated by the EFSA Evaluators and re-sampled for the external evaluation.

The two discrepancies identified were resolved after discussion between the External and EFSA Evaluators (see Table 3 for details).

The External Evaluators concluded that the EFSA Evaluators presented clear and valuable argumentations for their scoring and that there was no need for re-evaluating the eligible applications.

Table 3 Analysis of discrepancies between the External Evaluators and the EFSA Evaluators' scoring

	Number of applications externally reviewed	Number of discrepancies prior to discussion between EFSA and external evaluators		Discrepancies after discussion between EFSA and external evaluators	
		Total sample	%	Number	%
ANS	12	1	8%	0	0%
CEF	7	1	14%	0	0%
Total	19	2	11%	0	0%

The External Evaluators' conclusions on the review and the identified areas for improvement have been recorded in the minutes to the meeting held on 15 November 2016 and will be taken into consideration for the next renewal exercise.

Screening of Annual Declaration of Interests (ADoI)

In accordance with the provisions laid down in the Executive Director Decision⁴ and in order to ensure that the proposed candidates did not have a general conflict of interest, the ADoIs of 111 candidates were screened for compatibility of Scientific Panel membership/chairmanship in accordance with the Policy on Independence and Scientific Decision-Making Processes of the European Food Safety Authority⁵ and the Decision of the Executive Director on Declarations of Interest⁶.

The ADoI's of all shortlisted candidates were cleared.

Shortlist of the candidates sent to the Advisory Forum

After the ADoI screening, the Advisory Forum members were provided with the shortlisted candidates (whose ADoI had been cleared) for the renewal of the ANS and CEF Scientific Panels on 10 February 2017.

⁴ Decision of the Executive Director concerning the selection of members of the Scientific Committee the Scientific Panels, and the selection of external experts to assist EFSA with its scientific work of 13 May 2016:

http://www.efsa.europa.eu/sites/default/files/corporate_publications/files/expertselection.pdf

⁵ http://www.efsa.europa.eu/sites/default/files/corporate_publications/files/independencepolicy.pdf

⁶ http://www.efsa.europa.eu/sites/default/files/corporate_publications/files/independencerules2014.pdf

Candidates proposed for nomination

According to Article 8 of the Executive Director Decision⁷, the nomination of Panel members is determined by:

- The expertise required for the relevant Scientific Panel as specified in the call for expressions of interest. This relates in particular to the candidate's specific scientific expertise and experience; his/her secondary expertise and potential contribution to a diverse range of scientific disciplines in the process of opinion development; and the overall mix of competences available to the Scientific Panel to cover its foreseen needs;
- The candidate's preference for a Scientific Panel;
- Nationality balance. Shortlisted candidates from non-EU countries may be considered when appropriate candidates from Member States cannot be identified;
- Gender balance. Among equally qualified candidates, preference shall be given to those belonging to the underrepresented gender.

Expertise required

The EFSA Evaluators qualitatively categorised the expert's contribution to each area of expertise required by the Scientific Panel as:

- High level: the expert's main field of expertise concerns the relevant area of expertise, as described in the vacancy notice for the given Scientific Panel.
- Medium level: the expert's main field/s of expertise is partially focused on this area of expertise.
- N/A: not evaluated as no evidence could be found in the submitted application form in the concerned area.

The candidate's specific scientific expertise and experience was considered as the most important justification for nominations. The results of the mapping of candidates with the expertise required are presented in ANNEX IV, not disclosed in the public version of this report.

Candidate's availability

EFSA wishes to ensure that appointed members of the Scientific Panels are committed to attend meetings and to contribute to the work of the Panels as appropriate. To that extent, applicants were requested to express their availability by ticking one of the two options below:

- YES, I confirm my availability with reference to the general conditions set out in the Call for expression of interests.
- NO, I am not available to attend meetings and to contribute to the work of the Panels.

⁷ http://www.efsa.europa.eu/sites/default/files/corporate_publications/files/expertselection.pdf

Those applicants that have selected NO, were excluded at the level of the eligibility check.

Nationality and gender balance

Nationality and gender balance were taken into account for candidates with a similar expertise profile.

ANS Panel proposal

The ANS Panel carries out safety assessments of food additives, nutrient sources and other substances deliberately added to food, excluding flavourings and enzymes. The 21 proposed candidates provide the broad coverage of expertises required for the work of the ANS Panel. The proposed candidates for nomination have expertise in chemistry and food technology (n=3), in allergenicity and immunotoxicity (n=2), in carcinogenicity and mammalian pathology (n=2), in developmental and reproductive toxicity (n=2), in genotoxicity (n=2), in mechanism of toxicity and toxicology (n=4), in toxicokinetics and metabolism (n=3) and in dietary exposure assessment and consumption (n=3).

CEF Panel Proposal

The CEF Panel carries out safety assessments of flavourings, food contact materials, food enzymes, processing aids, as well as assesses the safety of recycled plastics. The 21 proposed candidates for nomination have expertise in chemistry including expertise in migration testing (n=4), in enzyme biotechnology, fermentation and purification (n=2), in food technology and manufacturing processes (n=1), in microbiology, including GMM and enzymes biotechnology (n=2), in toxicology (n=3), in genotoxicity (n=2), in mechanism of toxicity (n=1), in mammalian pathology (n=1), in developmental and reproductive toxicity (n=1), in toxicokinetics and metabolism (n=1) and in dietary exposure assessment and consumption survey (n=3).

Results

As a result, 42 candidates are proposed for nomination for ANS and CEF Panels, 21 for each Scientific Panel according to above sets of expertise. The remaining 31 candidates are proposed for inclusion in a reserve list.

Candidates proposed for nomination for the ANS and CEF Panels, and candidates proposed for inclusion on the reserve list are presented in ANNEX V and ANNEX VI respectively, not disclosed in the public version of this report.

Some statistics on the outcome of the evaluation

Number of Membership Terms/Mandates:

The proportion of first, second, third and fourth mandate candidates, is shown in Figures 2 and 3 for the 2017, 2014, and 2011 renewal of the ANS and CEF Panels. The 2017-2018 mandate will not be counted for reaching the maximum number of mandates.

Figure 2 Candidates proposed for nomination in the ANS Panel, number of terms/mandates

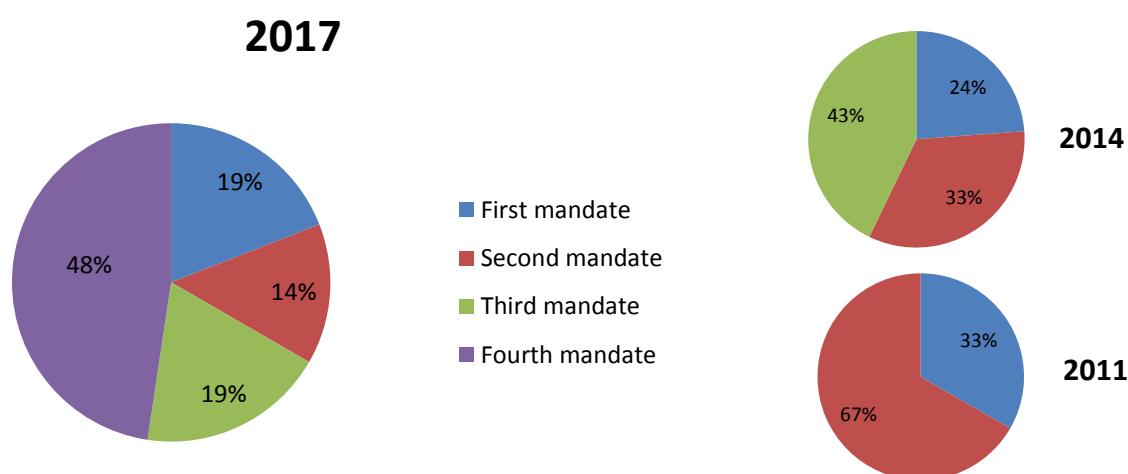
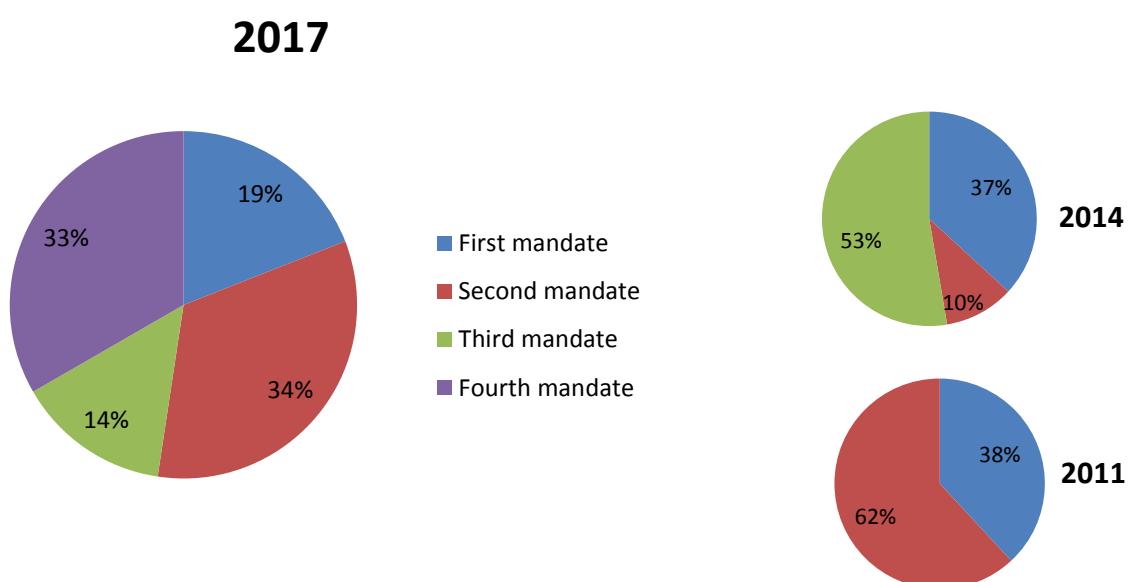


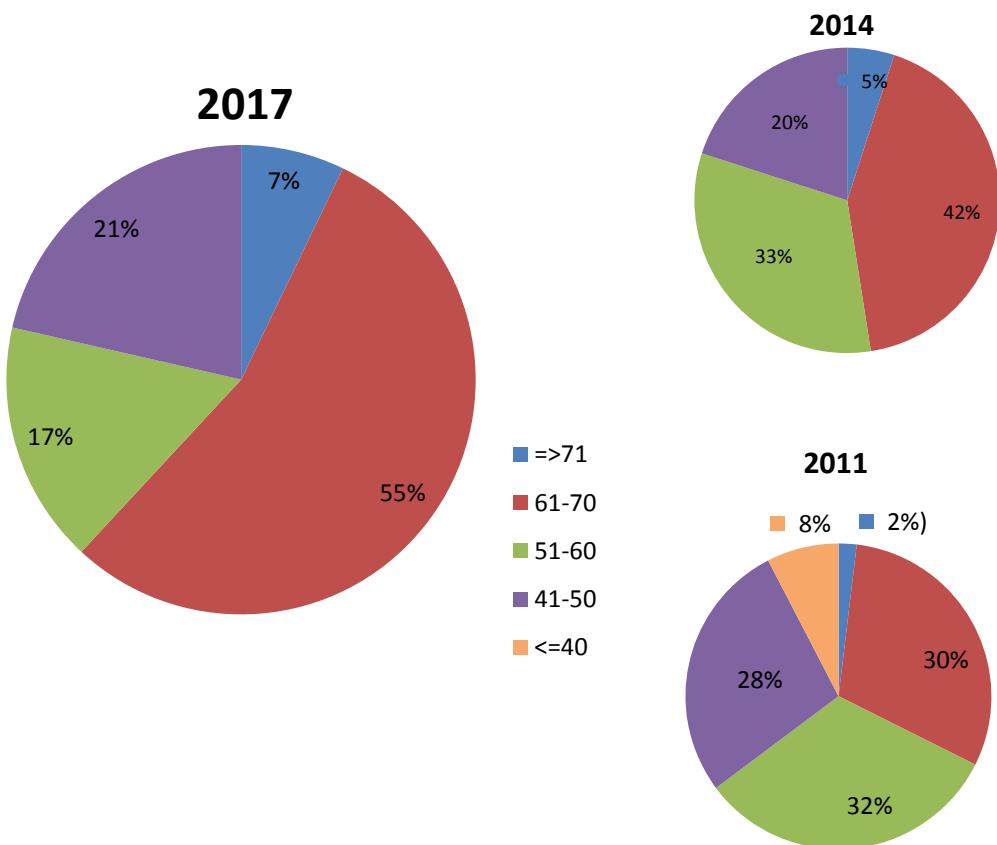
Figure 3 Candidates proposed for nomination in the CEF Panel, number of terms/mandates



Age distribution:

The age distribution of candidates proposed for nomination in the ANS and CEF Panels in 2017, 2011 and 2014, is illustrated in Figure 4. The average age of candidates proposed for nomination is 61, compared to 59 in 2014 and 51 in 2011.

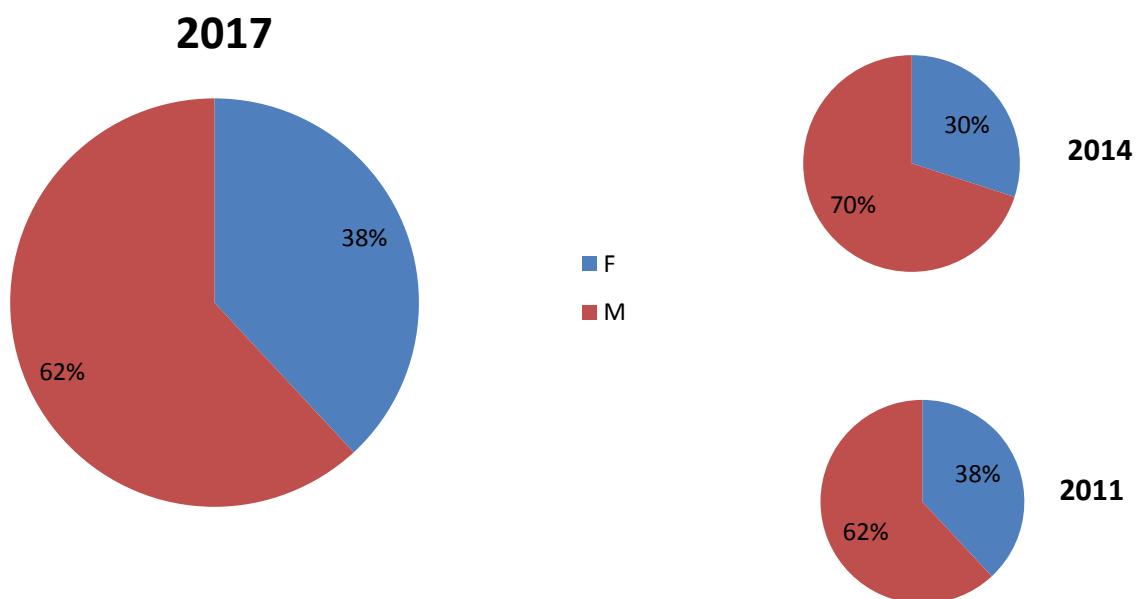
Figure 4 Candidates proposed for nomination in the ANS and CEF Panels, by age category



Gender distribution:

The gender distribution of candidates proposed for nomination in the ANS and CEF Panels in 2017, 2014 and 2011 is illustrated in Figure 5. The proportion of female candidates has increased for both ANS and CEF Panels in the 2017 renewal compared to the renewals of 2014 and 2011.

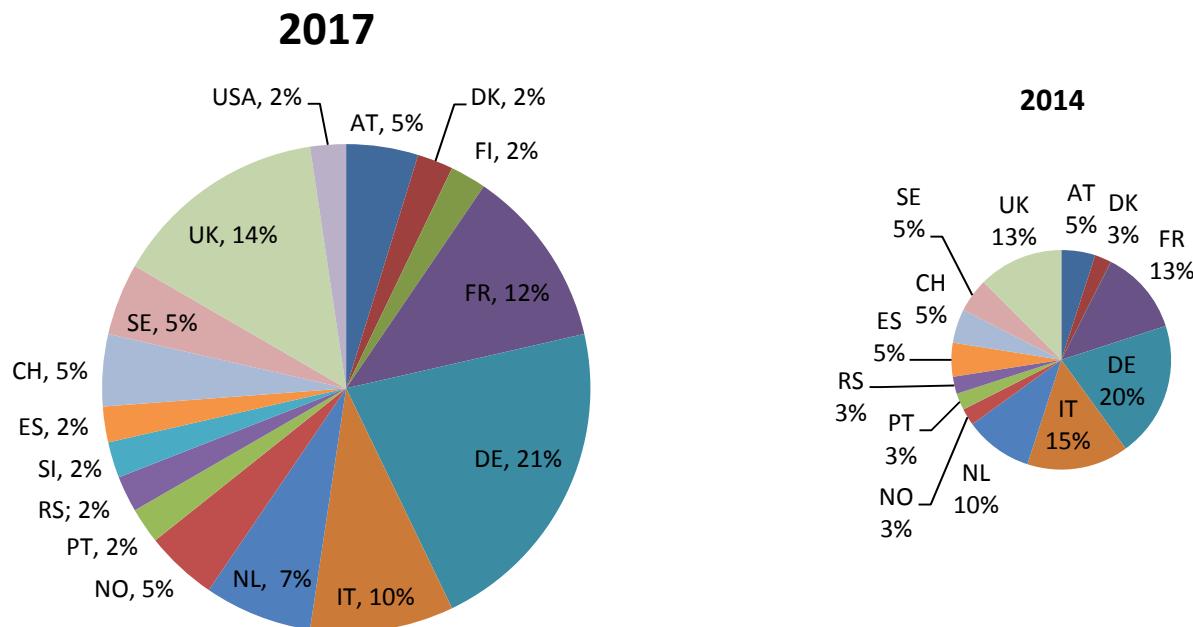
Figure 5 Candidates proposed for nomination in the ANS and CEF Panels, by gender



Geographical distribution:

The nationality of candidates proposed for nomination in the ANS and CEF Panels in 2017 and 2014 is illustrated in Figure 6.

Figure 6 Candidates proposed for nomination in ANS and CEF Panels, by nationality



Conclusion

In conclusion, the Management Board of EFSA is invited to adopt the list of candidates proposed for nomination in the ANS and CEF Scientific Panels and the list of candidates not appointed, but found suitable for placement in a common reserve list.

ANNEXES

ANNEX I – Appointment and composition of the EFSA Evaluation Team

ANNEX II – Call for expression of interest

ANNEX III – Grading and Scoring Grid

ANNEX I – APPOINTMENT AND COMPOSITION OF THE EFSA EVALUATION TEAM

DECISION OF THE EXECUTIVE DIRECTOR OF THE EUROPEAN FOOD SAFETY AUTHORITY ON THE APPOINTMENT OF MEMBERS OF THE EFSA EVALUATION TEAM

(CALL FOR EXPRESION OF INTERESTS - REF.:EFSA/E/2016/001)

THE EXECUTIVE DIRECTOR OF THE EUROPEAN FOOD SAFETY AUTHORITY,

Having regard to Regulation (EC) No 178/2002 of 28 January 2002 laying down the general principles and requirements of food law, establishing the European Food Safety Authority (EFSA) and laying down procedures in matters of food safety⁸, and in particular to Article 28(5) thereof, regarding the procedure to be followed for the selection of the members of the Scientific Committee and the Scientific Panels.

Having regard to the Decision of the Management Board of the European Food Safety Authority of 15 March 2012 concerning the establishment and operations of the Scientific Committee, the Scientific Panels and of their Working Groups⁹, and in particular Articles 1 and 3 thereof.

Having regard to the Decision of the Executive Director concerning the selection of members of the Scientific Committee the Scientific Panels, and the selection of external experts to assist EFSA with its scientific work.

Whereas:

- (1) According to the above mentioned Decision of the Executive Director and in particular to Article 2, the Executive Director shall establish an EFSA Evaluation Team (hereinafter referred to as the EET) by appointing its members and selecting its Chair for the duration of each selection procedure for members of the Scientific Committee and Scientific Panels.
- (2) To ensure representation of the Scientific Departments and of the relevant unit(s), the EET shall comprise the Head of the relevant science Department(s), the Head of the relevant Unit(s), a Project Coordinator and, if appropriate, the Unit Coordinator of the Scientific Panel(s) concerned. Other EFSA staff (e.g. legal and/or human capital) may also provide support.

⁸ OJ L 31, 1.2.2002, p. 1, as last amended.

⁹

http://www.efsa.europa.eu/sites/default/files/efsa_rep/blobserver_assets/paneloperation.pdf

HAS DECIDED AS FOLLOWS:

Article 1

Appointment of the members of the EET and selection of its Chair

1. An EET is hereby established.
2. The role of the EET is to manage the entire selection procedure for members of the Scientific Panels on Food Additives and Nutrient Sources Added to Food (ANS) and Food Contact Materials, Enzymes, Flavourings and Processing Aids (CEF) of the European Food Safety Authority (Ref.: EFSA/E/2016/001) for the period of 2017-2020.
3. The staff members covering the following posts or functions are appointed as members of the EET:

REPRO Head of Department (Chair)
RASA Head of Department
FIP Head of Unit
FIP Unit Coordinator for the ANS Panel¹⁰
FIP Unit Coordinator for the CEF Panel¹¹
FIP Senior Scientific Officer
HUCAP Team Leader for Talent Selection
RASA Coordination Officer
REPRO Coordination Officer

Article 2

Entry into force

1. The present Decision shall enter into force on the day of its signature.
2. The Executive Director may review this Decision whenever deemed necessary.

Done in Parma, on 16 March 2016

[SIGNED]
Bernhard Url
Executive Director

¹⁰ as appropriate

¹¹ as appropriate

ANNEX II – CALL FOR EXPRESSION OF INTEREST

CALL FOR EXPRESSION OF INTEREST FOR MEMBERSHIP OF THE SCIENTIFIC PANELS OF THE EUROPEAN FOOD SAFETY AUTHORITY (EFSA), Parma

Ref.: EFSA/E/2016/001

“Panel on food additives and nutrient sources added to food” (ANS)

and

“Panel on food contact materials, enzymes, flavourings and processing aids” (CEF)

Deadline: **30 June 2016 at midnight** (Local time, GMT +1).

This call is addressed to scientists wishing to be considered for membership of either the scientific **Panel on food additives and nutrient sources added to food (ANS)** or the scientific **Panel on food contact materials, enzymes, flavourings and processing aids (CEF)** of the European Food Safety Authority (EFSA).

The current members of the ANS and CEF Scientific Panels are serving a three-year term of office which is due to expire on 30 June 2017. The scientists who will be successful in the present call will be appointed as members of one of the above Panels for a term of three years starting on 1 July 2017.

Please note that due to possible forthcoming legislative changes the mandate of the renewed ANS and CEF Panels starting on 1 July 2017 may expire on 30 June 2018.

The European Food Safety Authority

The European Food Safety Authority (EFSA) is an integral part of the EU’s food safety system. The Authority’s mission is to contribute to the safety of the EU food and feed chain and a high level of protection of human life and health, mainly by:

- Providing EU risk managers with independent, up-to-date and fit-for-purpose scientific advice on questions related to food and feed safety, animal health and welfare, plant health, nutrition, and environmental issues specific to the above;
- Communicating to the public on its outputs and the information on which they are based;
- Cooperating with Member States, institutional partners and other interested parties/stakeholders in the EU to promote coherent advice and increase trust in the EU food safety system;
- Delivering uniform methodologies and collecting and analysing data to allow the identification, characterisation and monitoring of emerging risks that have a direct or indirect impact on food and feed safety.

EFSA brings together Europe's best available experts in risk assessment in the field of food and feed safety, animal health and welfare, plant health and environment, who act in an independent capacity for an autonomous, self-governed organisation to provide the European Institutions and the Member States with scientific advice of the highest standard.

EFSA key priorities over the next years are:

- Prioritise public and stakeholder engagement in the process of scientific assessment;
- Widen its evidence base and optimize access to its data;
- Build the EU's scientific assessment capacity and knowledge community;
- Prepare for future risk assessment challenges;
- Create an environment and culture that reflects EFSA's values: excellence in science, independence, openness, innovation and cooperation.¹²

Find out more about EFSA, visit us @ <http://www.efsa.europa.eu/>

The role of EFSA's Scientific Panels and Scientific Committee

The Scientific Panels and Scientific Committee are responsible for providing the scientific opinions of the Authority and other advice as appropriate, each within their own spheres of competence as laid down in EFSA's Founding Regulation 178/2002¹³. They produce scientific opinions and advice for risk managers. This helps to provide a sound foundation for the formulation of European policies and legislation and this supports risk managers in taking decisions.

The Scientific Panels are normally composed of twenty-one (21) independent scientific experts. The Scientific Committee is composed of the Chairs of each Scientific Panel and six (6) other scientific experts.

As a general rule, members of the Scientific Panels and of the Scientific Committee are appointed for a three-year term of office that may be renewed twice.

In view of the fact that the term of office of the experts applying to the present call is likely to expire by 30 June 2018, the EFSA Management Board decided¹⁴ to exceptionally derogate from the provision¹⁵ making candidates ineligible to serve a fourth consecutive term in the same Scientific Panel. This derogation is applicable only to the present call. Therefore, Panel members who have completed already three consecutive terms of office in the ANS or CEF Scientific Panels may apply for membership of the same Panel again.

Members are expected to attend and contribute actively to the meetings of the Scientific Panels where opinions, statements or guidance documents are adopted.

These scientific opinions, statements and guidance documents are published in the EFSA Journal, a monthly publication which is indexed in bibliographic databases (e.g. CAB Abstracts, Food Science and Technology Abstracts, ISI Web of Knowledge) relevant to EFSA's work.

¹²EFSA Strategy 2020 Trusted science for safe food: <http://www.efsa.europa.eu/en/corporate/pub/strategy2020>

¹³ Regulation (EC) No 178/2002 of the European Parliament and of the Council of 28 January 2002 laying down the general principles and requirements of food law, establishing the European Food Safety Authority and laying down procedures in matters of food safety OJ L 31, 1.2.2002, p. 1-24.

¹⁴ The EFSA Management Board decision to exceptionally derogate to the above-mentioned rules was taken on 16 March 2016. The decision of the Management Board is recorded in the minutes of the 68th meeting: <http://www.efsa.europa.eu/en/events/event/160316a>

¹⁵ Article 1(3) and 1(4) of the Decision of the Management Board of the European Food Safety Authority concerning the establishment and operations of the Scientific Committee, Scientific Panels and their Working Groups.

Panel on Food Additives and Nutrient Sources added to food (ANS)

The ANS Panel provides scientific advice for risk managers on substances intentionally added to food or naturally present in food. The ANS Panel addresses questions related to safety in the use of:

- Food additives;
- Nutrient sources (e.g. sources of vitamins and minerals);
- Other substances intentionally added to food (e.g. plants and herbal extracts), but excluding flavourings and enzymes.

The majority of the Panel's work is and will in the coming years be the re-evaluation programme of food additives for substances that were permitted for use before 2009. To this end EFSA has and is gathering scientific data by public calls for data and literature search. In particular, the Panel is expected to focus on food additives other than colours and sweeteners (e.g. preservatives and emulsifiers, stabilisers and gelling agents). In addition, the Panel will evaluate new applications for authorisation (i.e. new food additives and nutrient sources) or changes in the existing authorisations (e.g. extension of use for these substances). These evaluation procedures are based on applications submitted by industry to the European Commission in the area of food additives and nutrient sources. The Panel might also develop scientific guidance documents to clarify the evaluation approach and to assist the industry for preparing new applications.

Further information can be found in the ANS section on the EFSA website: <http://www.efsa.europa.eu/en/panels/ans.htm>

Against this background, the present call is especially directed at scientists who have expertise in risk assessment of chemical substances and safety assessment of food additives, nutrient sources or substances of botanical origin in food.

More specifically, the Panel has a need for expertise in the following areas:

- Toxicology, in the following areas: sub-chronic and chronic toxicity, genotoxicity, carcinogenicity, developmental and reproductive toxicity, allergenicity and immunotoxicity;
- Toxicity testing in experimental animals and alternative toxicity tests (e.g. *in vitro* assays);
- Toxicokinetics and metabolism, meaning absorption, distribution, metabolism, and excretion (ADME) of substances;
- Chemistry (organic, inorganic, analytical and synthetic chemistry), especially for the chemical identification and specification of chemical substances;
- Exposure assessment and consumption surveys;
- Food technology (manufacturing processes and use of food additives);
- Nutrition (human incl. infants);
- Epidemiology.

Panel on Food Contact Materials, Flavourings, Enzymes and Processing Aids (CEF)

The CEF Panel provides scientific advice for risk managers on substances intentionally added to food (flavourings and enzymes) and materials in contact with food. The CEF Panel addresses questions related to the safety in the use of:

- Materials in contact with food (substances used to manufacture food packaging, active and intelligent packaging and other food contact materials) and processes to recycle plastics intended for food contact;
- Food enzymes;
- Flavouring substances;
- Processes and processing aids.

The Panel carries out the evaluation procedures following applications submitted by industry to the European Commission or Member States in the areas of food contact materials (as well as recycling processes), flavourings, processes and processing aids.

A significant increase in workload is anticipated in the area of food enzymes. In the coming years one of the main tasks will be the evaluation of food enzymes including those from genetically-modified microorganisms, with a view to establish an EU list. In total, 300 applications have been received for safety evaluation by the CEF Panel. Also work on monomers and additives to be used in plastic food contact materials is expected to increase and the evaluation of new flavouring substances not on the EU Register will continue. The Panel might also develop scientific guidance documents to clarify the evaluation approach and to assist the industry for preparing new applications.

Further information can be found in the CEF section on the EFSA website:
<http://www.efsa.europa.eu/en/panels/cef.htm>

Against this background, the present call is especially directed at scientists who have expertise in the risk assessment of chemical substances, with special emphasis on food enzymes, flavouring substances, chemicals used in the production of plastic or other food contact materials.

More specifically, the Panel has a need for expertise in the following areas:

- Toxicology, in the following areas: sub-chronic and chronic toxicity, genotoxicity, carcinogenicity, developmental and reproductive toxicity, allergenicity and immunotoxicity;
- Toxicity testing in experimental animals and alternative toxicity tests (e.g. *in vitro* assays);
- Toxicokinetics and metabolism, meaning absorption, distribution, metabolism, and excretion (ADME) of substances;
- Chemistry (organic, analytical and synthetic chemistry), especially for the chemical identification and specification of chemical substances and for migration testing of food contact materials;
- Exposure assessment and consumption surveys;
- Food technology (manufacturing processes and use of processing aids);

- Food microbiology including enzyme biotechnology using genetically-modified microorganisms and efficacy evaluation of chemicals used in the decontamination of carcasses;
- Environmental risk assessment of chemicals (e.g. used in the decontamination of carcasses);
- Epidemiology.

The role of the members of EFSA's Scientific Panels

Members of the Scientific Panels are scientists specialised in the remit of a Scientific Panel, selected and appointed in their personal capacity in accordance with EFSA's Founding Regulation and EFSA's rules.

Members of the Scientific Panels will be asked to perform the following tasks:

- Contributing to the preparation, the discussion and the adoption of scientific opinions, guidance documents and statements of the Scientific Panel and the activities of their working groups;
- Contributing to scientific advice on matters falling within the remit of the Scientific Panel;
- Provision of advice on conducting and organising the scientific activities of the Scientific Panel.

Members of the Scientific Panels may be chosen as Chair, vice-chairs or rapporteurs of the Scientific Panels and of their working groups.

For more information on the establishment and operations of Scientific Panels and their Working Groups, please refer to the "*Decision of the Management Board of the European Food Safety Authority concerning the establishment and operations of the Scientific Committee, Scientific Panels and of their Working Groups*".

http://www.efsa.europa.eu/sites/default/files/corporate_publications/files/paneloperation.pdf

General conditions

Members of a Scientific Panel will be requested to attend two to three days meetings usually held in Parma, Italy. These meetings will take place around six times per year.

In addition, Members of Scientific Panels are expected to participate in some working groups that are established by the Scientific Panels.

Attendance at the meetings of the Scientific Panels or of the working groups requires preparatory work, including prior reading and drafting of documents. Meetings and most documents are in English.

In order to complement their experience, members will be offered different training modules as well as follow-up information tutorials, on EFSA risk assessment methodologies and guidance documents. Members are strongly recommended to attend these sessions.

As part of EFSA's commitment to openness and transparency, some plenary meetings of the Scientific Panels may be open to observers.

Applicants are required to express their commitment that, if appointed, they will actively participate in the activities of the Scientific Panels.

EFSA will, in accordance with its financial rules, bear the travel costs, daily and accommodation allowance of the members. A special indemnity will be paid for each full day of meeting attendance¹⁶.

Selection Procedure

Applicants are required to indicate in the application form the Scientific Panel they wish to apply for, which best matches their areas of expertise.

Applicants may indicate both Panels (in order of preference) should their areas of expertise cover the remit of both Panels.

Applicants must satisfy the following requirements on the closing date for submission of the application:

A. Eligibility criteria

Each application will be screened against the following eligibility requirements:

- Citizenship of a Member State of the European Union (EU), or of a country of the European Free Trade Association (EFTA) or of EU Candidate countries. Experts from third countries may also apply, and will be considered for membership of the Scientific Panels, if the required level of expertise cannot be found among nationals of EU, EFTA or EU Candidate countries;
- Thorough knowledge of the English language¹⁷;
- Commitment to attend meetings and to actively contribute to the work of the Scientific Panels and their Working Groups;
- A level of education which corresponds to completed university studies of at least four (4) years attested by a diploma in one of the following fields: agriculture, biochemistry, bioinformatics, biology, biometrics, biotechnology, chemistry, dietary exposure, environmental sciences, epidemiology, food science, food technology, genetics, health and food safety, human medicine, life sciences, mathematics, microbiology, molecular biology, natural sciences, nutrition, pharmacy, public health, statistics, toxicology, veterinary medicine or related areas;¹⁸
- At least ten (10) years of professional experience relevant to the remit of the Panel(s) gained after obtaining the requested diploma.

B. Selection criteria

Applications meeting the eligibility requirements will be admitted to a comparative evaluation carried out by EFSA on the basis of the selection criteria indicated below.

¹⁶ For more information refer to: http://www.efsa.europa.eu/sites/default/files/Experts_compensation_guide.pdf

¹⁷ "Thorough knowledge" shall be intended as corresponding to level B2 or higher (i.e. levels C1 and C2) as specified in the Council of Europe reference document for the European Language Portfolio ("Common European Framework of Reference: Learning, Teaching and Assessment"). For more information please refer to: http://www.coe.int/t/dg4/linguistic/Source/Framework_EN.pdf.

¹⁸ Only qualifications issued by EU Member State authorities and qualifications recognised as equivalent by the relevant EU Member State authorities will be accepted. In instances where diplomas are obtained from a non-EU Member State, EFSA may request the candidate to provide a relevant document of comparability issued by a recognised authority.

Applicants are strongly encouraged to fill in the application form in all sections with the necessary information and evidence, as this will form the basis for their evaluation.

The evaluation of all applications considered eligible will be carried out by means of a scoring range from zero (0) through to five (5) for each of the selection criteria indicated below. In order to reflect the relative importance of the different selection criteria, a weighting coefficient will be attributed. Each application will obtain a score ranging between zero (0) and one hundred (100).

Each eligible application will be evaluated against the following selection criteria:

- Experience in carrying out scientific risk assessment and/or providing scientific advice in fields related to food safety in the areas of competence and expertise of the Scientific Panel(s) preferred (weighting coefficient: 6, maximum 30 points out of 100);
- Proven scientific excellence in one or several fields linked to the area covered by the Scientific Panel(s) preferred (weighting coefficient: 5, maximum 25 points out of 100);
- Experience in peer reviewing scientific work and publications, in fields related to the area covered by the Scientific Panel(s) preferred (weighting coefficient: 3, maximum 15 points out of 100);
- Experience in analysing complex information and dossiers, often from a wide range of scientific disciplines and sources and to prepare draft scientific opinions and reports (weighting coefficient: 2, maximum 10 points out of 100);
- Experience in project management related to scientific matters (weighting coefficient: 2, maximum 10 points out of 100);
- Experience in communication, based on teaching experience, public presentations, active participation in meetings (weighting coefficient: 2, maximum 10 points out of 100).

Applicants are only further considered for membership if their application obtains a score that is above a cut-off score of **66 points** (out of 100).

EFSA reserves the right to consult third parties on the professional experience of applicants in the context of their application.

For more information regarding the selection of Members of the Scientific Panels please refer to the "*Decision of the Executive Director concerning the selection of members of the Scientific Committee the Scientific Panels, and the selection of external experts to assist EFSA with its scientific work*".

http://www.efsa.europa.eu/sites/default/files/corporate_publications/files/expertselection.pdf

C. Declaration of Interest

All eligible applicants having scored above the threshold will be asked to submit the completed Annual Declaration of Interests, which will be screened by EFSA in accordance with the "*Policy on Independence and Scientific Decision-Making Processes of the European Food Safety Authority*" and with its rules on

Declarations of Interest¹⁹, in force at the time when the screening takes place. The extent of any potential conflict of interest will be taken into account in deciding whether a candidate will be further considered for membership.

Please note that failure to submit the completed Annual Declaration of Interests, will result in the rejection of the candidate and the application will not be processed further. Applicants may be contacted for further clarification on their Annual Declaration of Interests.

Reserve list and Appointment

Scientists who are found to meet the requirements for membership (i.e. eligible applicants having scored above the threshold and with an Annual Declaration of Interests compatible with EFSA's Independence policy and rules) may be appointed as members of the ANS or CEF Scientific Panels, on the basis of a decision by the EFSA Management Board following a proposal by the EFSA Executive Director. The EFSA proposal on appointment will consider factors such as the expertise required for the relevant Scientific Panel as specified in the present call for expressions of interest - this relates in particular to the candidate's specific scientific expertise and experience and the overall mix of competences available to the Scientific Panel to cover its foreseen needs - as well as nationality and gender balance.

Before appointment, EFSA reserves the right to check the application of candidates considered for membership against documents and certificates in order to confirm the accuracy and eligibility of the application.

Scientists who are found to meet the requirements for membership, but who are not selected for membership in a Scientific Panel, will be included in the reserve list. Scientists should note that inclusion on the reserve list does not guarantee appointment as a member in a Scientific Panel.

Scientists placed on the reserve list resulting from this call may with their prior consent be appointed as members of a Scientific Panel and/or the Scientific Committee even if they did not specifically apply for membership of that Scientific Panel and/or the Scientific Committee.

Independence and declarations of commitment and interest

The members of the Scientific Panels are appointed in a personal capacity. Applicants are required to include a declaration that they will undertake to act independently of any outside influence as well as a declaration of interests which may be deemed to be prejudicial to their independence (see Declaration of Interest Section). Applicants are responsible for the content of the declaration submitted which will be assessed by EFSA according to the Decision of the Executive Director on Declarations of Interest²⁰ implementing EFSA's Policy on Independence and Scientific Decision-Making Processes.

See below two examples of what is considered a Conflict of Interest. These are by no means exhaustive and are only representatives of the situations outlined there:

- The Membership of Scientific Panels is not allowed for candidates who, at the moment of submitting their DoI, are employed by any legal or natural person carrying out any of the activities on which EFSA's scientific outputs impact

¹⁹ For more information see EFSA's website at http://www.efsa.europa.eu/sites/default/files/corporate_publications/files/independencepolicy.pdf and <http://www.efsa.europa.eu/en/howework/doi>

²⁰ EFSA/LRA/DEC/02/2014 – Decision of the Executive Director of the European Food Safety Authority on Declarations of Interest: http://www.efsa.europa.eu/sites/default/files/corporate_publications/files/independencerules2014.pdf

directly or indirectly, such as food production, processing and distribution, agriculture or animal husbandry. This includes any form of regular occupation or business, part-time or full-time, paid or unpaid, including self-employment (e.g. consultancy) to the benefit of the persons above.

- The Membership of Scientific Panels is not allowed for candidates who, at the moment of submitting their DoI, are involved in ad hoc or occasional consultancy to bodies such as a European Association of producers of products that the relevant Panel assesses, regarding a range of topics so broad that this activity would regularly be in conflict with items on the agenda of the relevant Scientific Panel.

Equal opportunities

EFSA takes great care to apply the principles of non-discrimination in its procedures.

Submission of applications

Applications must be submitted no later than **30 June 2016 at midnight** (Local time, GMT +1).

Applicants are requested to submit their application online available on EFSA web site: <http://www.efsa.europa.eu/>.

Applications will be deemed admissible only if a duly completed online application form is submitted within the deadline. No other forms of application will be accepted.

Applicants are kindly invited to fill in their application form in English in order to facilitate the selection procedure.

All applicants will be informed by e-mail about the outcome of the selection process.

Applicants are strongly advised not to wait until the last few days before the deadline since heavy internet traffic or problems with internet connection could lead to not being able to submit the application on time.

The personal information EFSA requests from applicants will be processed in line with Regulation (EC) No 45/2001 of the European Parliament and of the Council of 18 December 2000 on the protection of individuals with regard to the processing of personal data by the EU institutions and bodies and on the free movement of such data²¹.

The purpose of the data processing is to manage applications for membership of the EFSA Scientific Panels.

All questions related to this call shall be addressed to: call.experts@efsa.europa.eu.

Candidates may bring an action against any decision affecting their legal situation at the conditions set out in Article 263 of the Treaty of the Functioning of the European Union. This must be done within two months of the receipt or notification of the contested decision. The action must be brought against EFSA before the General Court of the European Union:

General Court of the European Union

²¹ Official Journal of the European Union, L 8, 12.1.2001, p.1

Rue du Fort Niedergrünewald L-2925 Luxembourg
Tel.: (352) 4303-1
Fax: (352) 4303 2100
E-mail: GeneralCourt.Registry@curia.europa.eu
www.curia.europa.eu

As an alternative, candidates may bring a complaint about alleged maladministration in the institutions and bodies of the European Union to the attention of the European Ombudsman. Amongst other requirements, complaint

must be made within two years of the date upon which the facts on which the complaint is based became known. Additionally, complainants must have already contacted EFSA regarding this complaint before contacting the European Ombudsman.

The European Ombudsman
1 Avenue du President Robert Schuman
CS 30403 FR – 67001 Strasbourg Cedex
Tel.: +33 (0)3 88 17 23 13
Fax: +33 (0)3 88 17 90 62
www.ombudsman.europa.eu

NOTE

In the event of inconsistency or discrepancy between the English version and any of the other linguistic versions of this publication, the English language version shall prevail.

ANNEX III – GRADING AND SCORING GRID

 GRADING AND SCORING GRID
 EFSA/E/2016/001

Panel specific Criteria	Guidance to evaluators <i>Please look for evidence of the following:</i>	Scientific Panels	
		Weighting coefficient	Maximum points (out of 100)
Provision of Scientific Risk Assessment and Scientific Advice Experience in carrying out scientific risk assessment and/or providing scientific advice in fields related to food safety and environment, as appropriate, in the areas of competence and expertise of the Scientific Panel preferred	<ul style="list-style-type: none"> • Main focus on risk assessment and scientific advice • Proven and up to date experience • Level of involvement - regional, national, international (international > national) 	6	30
Scientific Excellence Proven scientific excellence in one, or preferably several fields linked to the area covered by the Scientific Panel preferred	<ul style="list-style-type: none"> • Published work: not only number, but also content, up to date, level of original work, disciplines covered type of publication (Peer Review Journals etc.) • National, international in terms of co-authors • Role as (leading)Author 	5	25

<p>Experience in Peer Review Experience in peer reviewing scientific work and publications, in fields related to the area covered by the Scientific Panel preferred</p>	<ul style="list-style-type: none"> • Evidence of experience in Peer Reviewer of International Journals (number of journals, relevance of journals to Panels remit) • Evidence of experience to evaluate other people's work in same or other areas on the basis of documentation, research proposals, PhD thesis, etc. 	3	15
<p>Non Panel specific Criteria</p>	<p>Guidance to evaluators Please look for evidence of the following:</p>	Weighting coefficient	Maximum points (out of 100)
<p>Ability to analyse complex information Experience in analysing complex information and dossiers, often from a wide range of scientific disciplines and sources and to prepare draft scientific opinions and reports</p>	<ul style="list-style-type: none"> • Experience in analysis of complex information • Experience in preparation of draft scientific outputs/reports 	2	10

Experience in project management Experience in managing projects related to scientific matter	<ul style="list-style-type: none"> • Experience with scientific projects including multidisciplinary and international research projects (international > national), programmes, tasks or work packages 	2	10
Communication Skills Proven communication skills, based on public presentations, active participation in meetings, publications, teaching experience,	<ul style="list-style-type: none"> • Clarity of application • Public presentations (international > national) • Invitations to lectures, workshops, conferences as e.g. key note speaker • Experience to chair and lead committees (international > national) • Experience to chair and lead WGs (international > national) • Media experience • Teaching 	2	10