

Selection procedure for the Program Manager (PM), the CSC leaders and the Area Leaders (AL), the Integration leader and the Consortium Scientific Secretary

Selection procedure for the PM

- application profile based on the ToR of the PM (in MoU);
- general call for applications: applicants should be either employed by a Member (and in that case, should have the support of their employer) or not yet employed by a Member but with the clear commitment of one Member to employ him/her if he/she is selected;
- applications should be sent to the Secretariat (Patricia Pottier);
- PAC-HAC will check the suitability of the candidates and stress their strengths/weaknesses;
- the PM selection committee (chairs of ALADIN, LACE and HIRLAM Assemblies and one high-level Météo-France representative, with possibly one specialist of HR from ECMWF or other neutral organisation) has interviews and ranks the applications.

Selection procedure for the CSC leaders

- application profile based on the ToR of the CSC leaders (in MoU and Strategy);
- general call for applications: applicants should be either employed by a Member (and in that case, should have the support of their employer) or not yet employed by a Member¹ but with the clear commitment of one Member to employ him/her if he/she is selected;
- applications should be sent to the Secretariat (Patricia Pottier);
- selection for a given CSC leader is done by the group of Members using operationally this CSC: each group of Members defines its own procedure (including possibly interviews) and ranks the candidates;
- each group of members proposes its ranking to the PM selection committee.

The PM selection committee can weigh the selection proposals and formulate a global proposal for PM and CSC leaders to the ALADIN General Assembly and HIRLAM Council who decide by correspondence before mid-October 2020.

¹ The case of an applicant employed by University or Research Institute instead of a Member may also be considered and need to be decided by GA/C.

Selection Procedure for the Area Leaders (AL), the Integration Leader, the Coordinator for National Activities (CNA) and the Consortium Scientific Secretary (CSS)

- application profile based on the ToR of these positions (in the MoU and Strategy);
- the newly selected PM formulates the call for applications: all applicants should be either employed by a Member (and in that case, should have the support of their employer) or not yet employed by a Member² but with the clear commitment of one Member to employ him/her if he/she is selected; it was agreed that the Integration Leader and the Consortium Scientific Secretary should be employed by Météo-France;
- applications should be sent to the newly selected PM;
- the Management selection committee (newly selected PM, 3 CSC leaders, chairs of PAC and STAC) ranks the candidates;
- Météo-France defines its own procedure for the Integration Leader and the Consortium Scientific Secretary, ranks the candidates and proposes its ranking to the Management selection committee;
- the Management selection committee agrees on the persons to be proposed to the Assembly, as AL, CNA, Integration Leader and Consortium Scientific Secretary (in case of non-unanimity, the PM has the right to veto any application);
- the proposal is communicated to the Assembly Members who will decide as quickly as possible³.

2 The case of an applicant employed by University or Research Institute instead of a Member may also be considered and need to be decided by the Assembly.

3 The mechanism vote could be by email correspondence or video-meeting, to be decided by the Assembly-Council.