

Dear Dr Brix, Selection Committee,

I am writing to express my interest in the position of **Secretary General** at EuroGOOS. With over 15 years of leadership experience in international organisations, education and expertise in oceanography and marine science, and a proven track record of advancing collaborative programmes within the EU landscape, I am excited about the opportunity to contribute to EuroGOOS's mission of advancing European operational oceanography. With a PhD in an area of biophysical oceanography, work with several large oceanography focused EU funded projects like SO-CHIC and OCEAN:ICE, and work with organisations like the IOC-UNESCO and the UN Decade on Ocean Sciences, I bring both education and deep, longstanding expertise in oceanography for this position.

Direct an International Organisation, manage its Secretariat and activities:

With over 15 years of experience in leadership roles, I have developed a deep understanding of the operations of prominent Membership based international organisations like the EPB (European Polar Board) and SCAR (Scientific Committee on Antarctic Research). My roles have given me extensive knowledge and experience in providing Secretariat support for international organisations and their meetings, managing Secretariat staff, managing organisational finances and audits, overseeing communications, and implementing Members' vision, objectives, and activities. Prior to my role in SCAR, I have also worked with the University of Cambridge (UK), the Naval Materials Research Laboratory (India), and the National Environmental Engineering Research Institute (India).

In 2025, the EPB has 31 Members (from 22 European countries) that include research institutes, logistics operators, funding agencies, scientific academies and government ministries from across Europe. Under my leadership, the EPB welcomed 10 new members (from 21 to 31 currently), thus increasing our core funding substantially by ~25%. EPB holds two Plenary meetings per year, generally hosted by Member organisations. EPB's activities and Secretariat are primarily funded by Member contributions, other voluntary contributions by Members, and EU-funded projects. I led the provision of Secretariat support by organising EPB meetings and collaborating with local hosts. I ensured that all information and working papers relevant to the meeting agenda are prepared and available on time. I worked closely with the Chair and Executive Committee to ensure everyone was well briefed during meetings, facilitating efficient note-taking and timely distribution of meeting reports afterwards. Further, **my responsibilities included management of EPB Finances** - including managing income and expenditures, provisional financial reports, provision of budgets and forecast budgets, to the EPB Plenary, annual accounts for the Netherlands authorities, and working with auditors for regular external audits of EPB finances. EPB's status in the Netherlands as a not-for-profit "Organisation of Public Benefit", which comes with added responsibility for financial transparency and reporting. This is similar to EuroGOOS' status as an AISBL in Belgium, with broadly similar administrative requirements.

As head of the EPB's Secretariat, my responsibilities included **representing the EPB at various fora, being the central point of contact for the EPB** (both for internal Member enquiries, and for external contacts seeking information regarding the EPB). I led the EPB's communications requirements, and with the Communications Officer, provided input to all aspects of communications including, the EPB website, newsletters, white papers & other publications, EPB's communications related deliverables, EPB's YouTube channel and webinars.

Staff management, HR: As part of my administrative and supervisory responsibilities so far, I have recruited and managed staff time in small offices for more than 15 years. In 2023-24, EPB staff totaled over 20, including permanent staff, consultants, visiting professionals, and volunteers. I have always built trust between staff and ensured there is effective delegation of work, this, I feel is particularly important in a small and busy office environment. I have also ensured any employees I manage get continuous professional development as required, and are provided with mentoring, and further support if requested. Over the course of my career to date, I have hired and supervised more than 100 professional, administrative, technical and voluntary staff, being balanced in gender, and represented a very wide diversity in country of origin, and professional backgrounds. My leadership and mentoring abilities have been recognised through APECS awarding me the 2017 International Mentor award. My collaborative leadership style, combined with my commitment to inclusivity and capacity building, aligns closely with EuroGOOS's multicultural and interdisciplinary approach. I am eager to bring this ethos to advance EuroGOOS's mission.

Finance management, Fundraising and Strategic vision: Awareness of political issues and sensitivities is a central need for success in any position at a globally recognised organisations like SCAR and EPB. I represented the EPB (and SCAR previously) in public fora, and have successfully reinforced its European and international recognition. These external networking and communication activities have directly resulted in the invitation for the EPB to participate in 6 very large EU funded projects (total funding ~€60 million) and a substantial increase in EPB's annual

income. Having participated in these projects as WP lead and as a part of Leadership/Steering Committee, I am thus experienced in all stages of the externally funded project lifecycle, including setting up consortia, project conception and writing, budgeting, the post award work, both technical and financial reporting, and the final reporting, auditing post project closure. At SCAR, I was the Project Director, for the Martha T. Muse Prize, where one of my major successes was negotiating a significant increase to the administrative and management income for SCAR (3x), including a 5 year extension to the Muse Prize project for SCAR. As a founder of the Women in Polar Science (WiPS) network, which I manage on a voluntary basis, I have raised more than USD 150,000 (in cash and kind), which has helped to hire staff to manage and successfully implement various projects. My recent position at the EPB, (and my position at SCAR) had the responsibility for financial management - including oversight, budgeting and reporting expenditure (both current fiscal year and preceding years) as per organisational and host government needs giving me **15 years of experience in finance and budgetary management.**

Outstanding Communication and proven ability to engage and influence a broad spectrum of Stakeholders:

Over the last 20 years, I have interacted and worked with a very wide variety of organisational stakeholders – and well beyond topical polar organisations. My network of Stakeholders spans governmental organisations at local, national, regional and international levels, European organisations like the European Commission and European Space Agency; multilateral organisations like the IOC/UNESCO, UNFCCC, IPCC and WMO; OECD and their Governmental Foresight Community, the ATCM, Arctic Council and their subsidiary bodies like SAON, international NGOs like WWF, Greenpeace, and Universities like Cambridge, Oxford, and Coimbra, amongst many other organisations worldwide. I have extensive experience of interacting with stakeholders at all levels, including high level government ministers, ambassadors and other high-level functionaries, organisational and key opinion leaders. I regularly get invited to engage in advisory activities and committees, the results of which influence a broad spectrum of stakeholders, including government and international bodies – two recent examples include an invitation to Chair an organisational review of the International Arctic Science Committee, and an invitation to Chair a high level workshop organised by the Prince Albert II of Monaco Foundation in Feb 2025. Through leadership and coordination roles in EU projects, I have led, and Chaired and spoken at several policy briefings, and participated in the development of various white papers with a clear demonstrable impact on European policy, including Horizon 2020 and Horizon Europe funding calls. I have also led on the provision of advice to policymakers, including leading or authoring publications, some recent examples from 2024 are (1) White paper with recommendations to accelerate the development of a sustained and fully integrated Polar observing system; (2) Recommendations from Southern Ocean Carbon and Heat Impact on Climate. Such experiences both within Europe, and globally, uniquely position me for this position at EuroGOOS.

Organisational Transformation and Change Management: I have extensive experience in organisational transformation, via guiding the EPB through major changes between 2015-2017 as EPB sought to establish its own independent legal entity and developing all relevant internal regulations and bylaws. Further to ensure a clear organisational direction, I led the development of its first two 5-year Strategies. During my term at the EPB, I have also ensured that we specialise in a wide variety of communication platforms, and use a variety of tools like webinars. Prior to Covid, the EPB already had an established presence via webinars, and with the global closure of meetings, I was able to seize several extremely high-level opportunities for the EPB, like the webinar series organised by the EPB on behalf of the Governments of Iceland and Japan, for the Arctic Science Ministerial 3.

As EuroGOOS Secretary General, I would work with the General Assembly and the Executive Directors Board to further **strengthen strategic partnerships, enhance organisational visibility, advance fundraising efforts, foster innovation and collaboration, and promote inclusivity and capacity building.** My commitment to collaborative leadership, combined with my expertise in operational oceanography, strategic planning, and stakeholder engagement, makes me uniquely positioned to contribute to EuroGOOS's mission to identify priorities, enhance cooperation and promote the benefits of operational oceanography. While I'm fluent in English, I also have some knowledge of Dutch. I confirm that I am happy to be based in Brussels given this opportunity. With the completion of two terms at EPB, I am currently available for an immediate start from June 2025.

Thank you for considering my application. I look forward to the opportunity to discuss how my skills and experience align with the goals of EuroGOOS and how I can contribute to its continued success.

Yours sincerely,



Dr. Renuka Badhe

Mobile: +31 651 715 012

Email: renukabadhe@gmail.com

EDUCATION AND SPECIALISED TRAINING

PhD (Oceanography/Env Biology), British Antarctic Survey, Cambridge & University of Essex, UK (2002 – 2010 p/t)

MPhil in Land Economy (Specialisation in Public policy), University of Cambridge, UK (2001-2002)

MSc in Environmental Science, Institute of Science, Nagpur, India (1995-97)

Other relevant Diplomas and Certificates:

Executive Diploma in Diplomatic Practice, United Nations Institute for Training and Research (UNITAR), Geneva (2017–2020)

Diploma in Multilateral Environmental Agreements, UN Environment Programme (UNEP)- University of Eastern Finland (UEF) Course, Finland (2014)

SUMMARY OF EXPERIENCE

Jan 2015 – Jan 2025 Executive Secretary, European Polar Board, Den Haag, the Netherlands

Jan 2025 – April 2025 Outgoing Executive Secretary, hand over period

I led the European Polar Board (EPB), an independent organization uniting Europe's polar research organisations through multilateral collaboration. I directed the EPB Secretariat, represented European polar research in national, regional and global fora, and implemented EPB Members' strategic objectives by coordinating activities, convening experts, and organising events to advance polar science and policy. My responsibility was to champion EPB involvement in the wider polar sciences agenda with the broader polar sciences community in Europe and internationally, and support new opportunities to apply European polar expertise in other globally relevant areas like Observations, Data Science, Climate Change, etc.

Key responsibilities and achievements include:

- **Strategic vision with the ability to deliver organizational change:** I led the establishment of the EPB as a legal entity (2015-2016) providing independence and stability. I initiated and coordinated EPB's first two 5-year strategy processes – the first EPB Strategy 2017-2022, and the second Strategy 2023-2027. The two Strategies have ensured that EPB fulfils its mission to be “the Voice of European Polar Science” and ensured that it is strategically positioned to face new research challenges in the Polar Regions.
- **Engage and influence a broad spectrum of international stakeholders at all levels:** I have successfully built lasting partnerships with most national marine and polar programs worldwide, as well as a wide range of governmental and nongovernmental organisations (e.g. European Commission, European Parliament, OECD, European Space Agency, All Atlantic Ocean Research Alliance, National Science Foundation, Asian Forum for Polar Sciences, SCAR, IASC, SOOS, ISC). I lead EPB's participation in the UN Decade of Ocean Science initiatives, including taking a leadership role throughout the Southern Ocean Decade activities, and work closely with UN agencies (e.g., WMO, IOC/UNESCO) on long term initiatives such as the IPY 2032-33. I have also expanded EPB's networks with philanthropic organisations, the most recent being an MoU with the Prince Albert II of Monaco Foundation in 2024.
- **Financial Strategy, Fundraising, Budgetary management:** Since 2015, with a clear strategy and planning, I have driven a nearly **4x increase** in EPB's total income, encompassing both core income from membership and external project-related funds, to **~€1 million**. Under my leadership, the EPB increased core funding by welcoming 10 new Members (total Membership 31 in 2024). I oversaw the management of all EPB's income, future budgets, and accounting, ensuring compliance with organizational and national financial regulations. My fiscal responsibilities included leading internal and external audits, maintaining transparency in financial management as a non-profit 'Organisation of Public Benefit' (ANBI) in the Netherlands.
- **Research project leadership:** I initiated EPB's participation in large research projects from 2019, and played a leadership role in several research project consortia funded by national funding agencies, the European Commission, European Space Agency, and others, with funding for all projects totalling **~€60 million**. I served as Work Package Lead for four projects, and as an invited Steering Board member for another two projects.
- **Effective Line management of staff:** I led and managed a diverse team in the EPB Secretariat – a total of 11 employees, 4 visiting fellows, and 20+ consultants and rapporteurs between 2015-24. My focus while line managing staff, was on performance, professional development, and fostering an inclusive, positive work culture where open communication and feedback are valued, and ensuring that achievements of all are recognised. My approach has been instrumental in building a cohesive team that has consistently delivered excellence, even under difficult circumstances like COVID. In 2017, I was honoured to receive the International Mentorship Award from the Association of Polar Early Career Scientists (APECS), a recognition of my commitment and ability to guide, mentor, and empower individuals to reach their full potential.
- **Science-policy communications:** My leadership in the planning of the **European Polar Coordination Office (EPCO)** through WP6 of project EU-PolarNet 2, has now resulted in an independent EPCO based at the EPB from Jan 2025,

providing a direct link to European policymakers. I ensured that the EPB fulfils its mandates to represent European Arctic and Antarctic research communities and to provide evidence-based policy advice on issues affecting or affected by the polar regions through transparent processes: for example, by coordinating the EPB's International Cooperation Action Group and Policy Advisory Group. I led or coordinated several policy briefing events each year, with events in 2024 held at the European Parliament, European Commission and the European Space Agency.

Feb 2010 to Dec 2014 Executive Officer, Scientific Committee on Antarctic Research (SCAR), Cambridge, UK

SCAR coordinates international scientific research in Antarctica and the Southern Ocean with more than 40 member countries across all continents. SCAR has observer status at, and provides scientific advice to, the Antarctic Treaty Consultative Meetings and other international bodies. SCAR meets every two years at the SCAR Delegates meetings, and organises several international conferences, including the SCAR Open Science Conference, the International Symposium on Antarctic Earth Sciences and the SCAR Biology Symposium.

Key responsibilities and achievements include:

- **Project Director, First SCAR Antarctic and Southern Ocean Horizon Scan meeting:** The Horizon Scan assembled the world's leading Antarctic scientists, policy makers, leaders, and visionaries to identify the most important scientific questions that will or should be addressed by research in and from the southern Polar Regions over the following two decades. This initiative remains arguably one of the most important activities undertaken by the Antarctic community in recent times. Numerous high profile journal articles were written, several of which I co-authored.
- **Project Director, Martha T Muse Prize in Antarctic Science and Policy:** As Project Director of the Martha T Muse Prize for Antarctic Science and Policy, a \$100,000 prize widely considered "the Nobel of the Antarctic", I successfully increased funds raised by more than 2x, ensured a diverse nomination pool, and particularly reached out to smaller polar programs to help build capacity for the nomination process.
- **Communicating with other organisations in both the science and policy arenas:** Building and maintaining working partnerships with both governmental and non-governmental organisations such as the Antarctic Treaty Consultative Meeting (ATCM) and the Committee for Environmental Protection (CEP), the Commission on Conservation of Antarctic Marine Living Resources (CCAMLR), Council of Managers of National Antarctic Programmes (COMNAP), ICSU (now ISC); coordinating the communication of Antarctic science and policy with organisations like the IPCC, UNFCCC and others.
- **Managing SCAR Finances and staff:** Management of internal income, external projects and grants including preparation of forecast budgets, statements of expenditure, financial reports, liaising with accountants and external auditors to carry out Audits; responsible for managing part of both Project Officer (aspects of co-ordinating SCAR meetings, and SCAR OSC Abstract system management in 2011-12, and finances in 2013-14) and Administrative Assistant (Muse Prize, Finance – 2010 onwards), and managing volunteers and interns as needed.
- **Coordinating SCAR's Capacity Building, Education and Training activities:** I coordinated the SCAR Capacity Building, Education and Training Advisory Group. My capacity building portfolio included managing SCAR capacity building schemes such as the SCAR Fellowships and Medals, and planning and implementing new schemes as necessary, for example the Visiting Professor programme.

June 2006 to May 2007 Coordinator (p/t), Student Conference on Conservation Science, University of Cambridge, UK

- I was the coordinator of the SCCS, a well-established global Conservation Conference, with several workshops, and "Who's who in conservation" with 29 national and international conservation agencies/Institutes.
- I was responsible for designing, optimising and initiating a new application system format for the SCCS.

Jan 1998 to June 2001 Research Fellow, Naval Materials Research Laboratory, India

- Contributed to a project on the development and modification of diesel fuel for reducing the pollution load of the exhaust using micro-emulsion technology.
- Contributed to a project on the design, development and optimization of a reusable air purification system for use in confined spaces

R E F E R E N C E S

Prof Peter Sköld

Chair, EPB,
Professor, Advisor to the
Vice-Chancellor of Umeå Univ,
SE-901 87 Umeå, Sweden

peter.skold@umu.se

Dr Michael Karcher

Coordinator, ArcticPASSION
Senior Scientist, Sea Ice section,
Alfred-Wegener-Institut (AWI)
Bremerhaven, Germany

Michael.Karcher@awi.de

Dr Alyce Hancock

Head, International Project Office,
Southern Ocean Observing System
University of Tasmania
Hobart, Tasmania, Australia, 7001

hancock@soos.aq

I am happy to provide further topically and geographically distributed references at request.

ANNEX 1 : MANAGEMENT OF GRANTS AND PROJECTS (2 0 1 0 - 2 0 2 5)

Total funds managed 10+million Euros. *Further details of all Grants managed can be provided on request.*

- EPB external projects income: €1+ million (2019 onwards) from 6 projects (with total funding >€60 million)
- Annual core income from Membership, EPB ~€250,000 (per year 2015 onwards), total ~€3 million to date
- Prix Biodiversite, Prince Albert II of Monaco Foundation award to SCAR ~USD 50,000 (2013-14)
- First SCAR Antarctic and Southern Ocean Horizon Scan - total grant approx. USD 500,000 in cash and kind (2013-14)
- Several ICSU grants, some co-managed with other organisations ~USD 150,000; COSMOS Prize ~USD 80,000 to SCAR, SCAR members for capacity building activities ~USD 25,000 (2010-2014)
- Annual income, SCAR ~USD 500,000 (2010 – 2014), total USD 2+ million for 4 years
- Management of the Muse Prize given to SCAR USD 210,000 annually, (2010 – 2014), total managed ~USD 1 million
- Other external grants for SCAR (Sloan Foundation, Memorial University, and others, total >USD 500,000 (2010-2014)
- SCAR Travel Grants and Tinker Foundation Travel Grants ~USD 80,000 (2010)

SELECT RESEARCH PROJECTS MANAGED (2 0 1 9 - 2 0 2 4)

I play a leadership role in several research project consortia funded by national funding agencies, European Union, European Space Agency, and others. I am also invited to lead on other major community activities. This is a summarised list; a list with further details can be provided at request.

- 1) **EU Funded Projects:** I initiated the EPB's participation in large multinational research projects from 2019 onwards, leading the EPB's contribution to major projects financed by the European Union. Individual project proposals are put together by multinational consortia, with anywhere between 10 to 30+ organisations from as many countries globally. Once a project is funded, it is then managed by a Steering Committee that consists of the Work Package (WP) leads, and in some cases a few additional individuals who play an important role in the project but are not WP leads. In 2024, I served as a **WP Lead** for 4 projects (EU-PolarNet 2, SO-CHIC, INTERACT III, POLARIN) and as an **invited Steering Board member** for another 2 projects (Arctic PASSION, OCEAN:ICE). Selected projects include:
 - **EU-PolarNet 1 (€2.5 million), EU-PolarNet2 (€3.25 million)** In EU-PolarNet1 I chaired the External Expert Advisory Board, and EU-PolarNet 2, I led the European Polar Coordination Office (EPCO) WP.
 - **Southern Ocean Carbon and Heat Impact on Climate (SO-CHIC) project (€8 m):** I led several high-level science-policy-communication Deliverables in this project, co-led a WP.
 - **Arctic PASSION: (€15 million):** The aim of Arctic PASSION is the co-creation and implementation of a coherent, integrated Arctic observing system: the 'Pan-Arctic Observing System of Systems - pan-AOSS'. I lead Deliverables on communicating science to the European Parliament, and on legacy planning beyond the project.
- 2) **High level Projects and activities that I Coordinated, Co-Chaired, or Co-Led:**
 - **European Space Agency:** I was part of the Steering Committee for both the **1st and 2nd European Polar Science Weeks (EPSW)** held in 2020 and 2024 respectively. I coordinated the EPB-European Space Agency (ESA) joint project **CHOICE-epidemiology**, providing single point access to overwintering staff at EPB member managed polar stations. This project studies individual immune responses due to long-term isolation, providing increased knowledge for both long-term, crewed space missions, and for the staff overwintering in Antarctica.
 - **Southern Ocean Decade Collaborative Centre (DCC), for the UN Decade of Ocean Science for Sustainable Development (UNDOS):** I Co-Chaired the Local Organising Committee for this important activity funded by the Belgian science policy office (Belspo). I now serve as one of the key stakeholders within the steering group for the DCC – SO, and frequently represent the DCC- SO, e.g., at the Ocean Decade Conference in Barcelona, April 2024.
 - **EU-Polar Cluster:** I have been a co-coordinator of the EU-Polar Cluster since its start in 2020 to Dec 2024. The Polar Cluster brings together 25+ large EU funded polar projects and organisations for exchange of knowledge, joint activities to maximise impact and visibility and reduce stakeholder fatigue.
 - **Chair, Organisational Review Committee, International Arctic Science Committee (IASC), 2025:** As Chair of this once in 10-year external review committee of IASC, I provide strategic leadership in evaluating the organisation's structure, governance, and both internal and external impact.

April 2025 – June 2025, Advisor to Program Director, Predicting socio-economic outcomes of climate change (PSEO), Euro-Mediterranean Centre on Climate Change (CMCC)

I provide strategic advice to the Program Director on setting up the new Predicting socio-economic outcomes of climate change (PSEO), at the Euro-Mediterranean Centre on Climate Change (CMCC) in Italy. I provided a review of and feedback to the Strategic Vision Document to strengthen and give clarity to the messaging, designed a process to develop prioritisation of topics and activities, via a questionnaire and in discussion with the Working Group for PSEO, assisted with the preparation of the PSEO session at the CMCC Annual Meeting in May 2025.

Feb 2025 to date - Chair, Organisational Review Committee, International Arctic Science Committee (IASC)

As Chair of this once in 10-year external review committee of IASC, I provide strategic leadership in evaluating the organisation's structure, governance, and both internal and external impact. I lead a team in conducting high-level assessments, engaging with key stakeholders, and identifying opportunities to strengthen IASC's role in international Arctic science. Through this leadership, I drive forward recommendations that enhance IASC's strategic direction and long-term success, and directly feed into its IASC's next Strategic Plan.

Jan 2014 to date: Co-founder, Women in Polar Science - WiPS (Voluntary) I co-founded the Women in Polar Science (WiPS) network in 2014, and lead its activities on a voluntary basis since then. Since 2014, WiPS has played a key role in making gender equality a priority in the polar regions by promoting female Arctic and Antarctic scientists and their work. WiPS have worked with a range of national and international partners, including research institutes, government agencies and universities in the global north and south. WiPS have organised several events and I have been invited to provide advice on Diversity related issues by many national and international Polar organisations. I have also led a successful fundraising initiative for WiPS, getting sponsorship from several organisations, both financial and in-kind, in total more than USD 150,000 to date. Our latest project that is recently successfully completed is #100+PolarWomen, and was project managed by a consultant that I oversaw.

Select high level invitations for Science and Policy focused events (last 12 months) –detailed list provided in appendix:

- Opening Plenary panellist, “Equity in Arctic Observing”, Arctic Observing Summit, ASSW 2024, Edinburgh, Mar 2024
- Opening speech, Exhibition “Representations of Gender in Northern Arts and Sciences”, for representations of Women in Polar Science, ASSW 2023
- “Challenges and Successes in Fostering Safe and Inclusive Working Environments in the Field” US National Science Foundation panel discussion, ASSW 2023

ANNEX 3 : INTERNATIONAL MEETINGS, CONFERENCES OR SESSIONS ORGANISED / CO-ORGANISED (2020 - 2025)

(Selected List of meetings below, full list including meetings prior to 2020 & further details, can be provided on request)

- Co-organiser, Foundation de Prince Albert 2 of Monaco – SCAR – IASC's joint Polar Initiative session at UNOC 2025
- Co-organiser, 2nd European Polar Science Week (EPSW2) 2024, Copenhagen, 2024
- Co-organiser, Plenary Session, 'International Polar Year 2032-33: From Vision to Action', SCAR Open Science Conference, Pucón, Chile, Aug 2024
- Co-organiser, Session 'Minimising Environmental Impacts using Different Modes of Access in Polar Research', SCAR Open Science Conference, Pucón, Chile, Aug 2024
- Co-organiser, Side event "Long-term Engagement in the Polar Oceans: A Decade of International Action", 2024 UN Ocean Decade Conference, Barcelona, Apr 2024
- Co-organiser, "High North and Far South from European and Regional Perspectives", Katowice, Poland, Apr, 2024
- Co-organiser, Polar Symposium 2024 "From Arctic to Antarctic: The Cold is Getting Hot!" Monaco, Feb 2024
- Co-organiser, Policy Briefing, "From changing Polar regions to policy responses – Strengthening EU and global climate preparedness", on behalf of projects OCEAN:ICE and Arctic PASSION, held at EU Parliament, Brussels, Belgium, Jan 2024
- Co-organiser, Policy Briefing, "Tipping Points in Antarctica - Towards Evidence-Based Policy", Brussels, Oct 2023
- Co-organiser, Session "Community Engagement in largescale polar initiatives – ICARP IV", Invited talk and panel, Arctic Circle Assembly, Iceland, Oct 2023
- Co-organiser, Policy briefing "Recent changes in the Antarctic and their impacts on Europe", Brussels, May 2023
- Co-organiser, "Communications in Polar Research workshop", Arctic Science Summit Week 2023, Vienna, Feb 2023
- Co-organiser, "EU polar observations – challenges ahead in terms of technology and governance", EuroGEO conference, Dec 2022
- Co-organiser, Event "The Future of Research Infrastructure in the Arctic", Brussels, Belgium, Oct 2022
- Conference Session, "The Southern Ocean and the global climate system", SCAR Open Science Conference, Online, Aug 2022
- Co-organiser, "From the Southern Ocean to the Arctic – a Call to Action via the UN Ocean Decade", Online, Jun 2022
- Conference Session, "Looking back and ahead: European Polar Board", Arctic Science Summit Week 2022, March 2022
- Conference Session, "Introducing Polardex: database of polar research infrastructure and planned routes", ASSW 2022, March 2022
- 'The Cold is Getting Hot', a Scientific Symposium: From Arctic to Antarctic, Monaco, Feb 2022
- Co-Chair, Local Organising Committee, 2nd Workshop on Southern Ocean input to UN Decade of Ocean Science for Sustainable Development (UNDOS) (2021-2023)
- Organiser, Conference Session, "Europe in International Polar Research – 25 years of Arctic and Antarctic cooperation with the EPB", organised at Arctic Science Summit Week 2021, March 2021
- Session "European Cooperation in Polar Research – Past, Present and Future", organised at UArctic Congress, May 2021
- Kick-Off Meeting For The Southern Ocean UN Decade, Online international meeting, July 2021
- "Polar warming, global warning", Side event at UNFCCC COP26, Nov 2021
- Scientific Advisory Committee (2018), Organising Committee member (2020), Arctic Observing Summit
- Co-organiser, 1st European Polar Science Week, Online conference, October 2020

ANNEX 4 : WEBINARS AND WEBINAR SERIES ORGANISED

(All following webinars are available online, further information and links to the webinars can be provided on request)

- Fourth International Conference on Arctic Research Planning (ICARP IV) Webinar series: **6** webinars, Oct 2024
- "Minimising the Environmental Impacts of Polar Research" Webinar Series: **4** webinars, Sept – Oct 2024
- Southern Ocean Carbon and Heat Impact on Climate (SO-CHIC project) Webinar Series: **9** webinars (2020 – 2024)
- Governing and protecting the Antarctic and Southern Ocean, Webinar, May 2023
- "The new EU Arctic Policy and Research & Innovation" Webinar, Nov 2021
- Polar Data Forum: Conference, **45** webinars, Sept 2021
- 2nd Workshop, and other Southern Ocean – UN Ocean Decade webinars, **17** webinars, Sept 2021
- European Perspectives on the Arctic Science Ministerial Process, Webinar, Apr 2021
- Arctic Science Ministerial 3 Webinar series, **8** webinars, 2020 – 2021
- Stronger together: European cooperation for Polar science and society, Jun 2020
- EPB and Association of Polar Early Career Scientists (APECS) Webinar Series: **5** webinars, 2017 – 2018

ANNEX 5: RELEVANT INVITATIONS TO SPEAK AT HIGH LEVEL CONFERENCES OR EVENTS (2019 - 2025)

(this is a list of important meetings attended, full list with all speaking engagements and including meetings prior to 2019, can be provided on request)

- Moderator, Foundation de Prince Albert 2 of Monaco – SCAR – IASC’s joint “Polar Initiative” session at UNOC 2025
- Invited Session Chair, “Global impacts of extremes in the polar regions: Is Antarctica reaching a climatic tipping point?”, Royal Society, UK, mid-late 2025
- Invited speaker, plenary event, 'International Polar Year 2032-33: From Vision to Action', SCAR Open Science Conference, Pucón, Chile, Aug 2024
- Chair, Session ‘Minimising Environmental Impacts using Different Modes of Access in Polar Research', SCAR Open Science Conference, Pucón, Chile, Aug 2024
- Opening Keynote Panel discussion, Arctic Observing Summit, ASSW 2024, Edinburgh, Mar 2024
- Moderator and Panellist, Polar Symposium 2024 “From Arctic to Antarctic: The Cold is Getting Hot!” Monaco, Feb 2024
- Invited talk “Community Engagement in largescale polar initiatives – ICARP IV”, Arctic Circle Assembly, Iceland, Oct 2023
- Invited talk, “The ICARP IV process”, IPS-2023: Interdisciplinary Polar Studies Modular Meeting, Svalbard, Aug 2023
- Invited Keynote “Southern Ocean process for the UN Decade of Oceans”, 1st SOOS Symposium, Australia, Aug 2023
- Speaker, webinar “Governing and protecting the Antarctic and Southern Ocean” Webinar, May 2023
- Closing remarks, Policy briefing for EU policymakers “Recent changes in the Antarctic and their impacts on Europe”, Brussels, May 2023
- Invited Keynote Lecture “European Social Challenges: A Polar View”, University of Coimbra, Apr 2023
- Invited Keynote "Not just the Polar Bear or Penguins - Biodiversity in the Polar Regions" as part of the Luxembourg’s National Museum of Natural History exposition, Apr 2023
- Chair, Policy Briefing for EU policymakers "Arctic Biodiversity, climate and food security", Brussels, Mar 2023
- Arctic Science Summit Week 2023, Vienna, Feb 2023
 - Invited speaker, “Challenges and Successes in Fostering Safe and Inclusive Working Environments in the Field” US National Science Foundation panel discussion, ASSW 2023
 - Opening speech, Exhibition “Representations of Gender in Northern Arts and Sciences”, for representations of Women in Polar Science
 - Chair, “EU-PolarNet 2: advancing European Polar research strategies”
 - Co-chair, Communications in Polar Research workshop
 - Speaker, "INTERACT Transnational, Remote and Virtual Access: The past, the present and the future"
- Co-chair, "EU polar observations – challenges ahead in terms of technology & governance", EuroGEO conf., Dec 2022
- Speaker, Co-organiser, Workshop “The Future of Research Infrastructure in the Arctic”, Brussels, Oct 2022
- Chair, Inclusive Collaborations and Equity, Diversity and Inclusivity Workshop at SCAR 2022, Aug 2022
- Invited Opening Science Plenary Speech, 2022 Belgian Polar Symposium, Brussels, Belgium, Sept 2022
- Invited Speaker, co-organiser, side event, All Atlantic Ocean Research Alliance, High Level Ministerial, Washington DC, Jul 2022
- UN Ocean Conference, Lisbon, June 2022:
 - Chair, “From the Southern Ocean to the Arctic – a call to Action via the UN Ocean Decade”, organised by the EPB and the Southern Ocean Task Force
 - Moderator “Polar Oceans: engine to the global ocean”, organised by the Foundation Prince Albert II, Oceano Azul, Oceanographic Institute of Monaco, with EPB, SCAR, IASC, and ICCI
- Closing Remarks, SO Contribution to UN Decade of Oceans webinar -release of SO Action Plan, 12 Apr 2022
- Session Chair 'EPB - Looking Back and Ahead', Arctic Science Summit Week 2022
- Session Co-Chair: “The new Arctic Policy and Research & Innovation” including Michael Mann (EU Special Envoy on Arctic), Raphael Goulet (Head of Unit DG-MARE) and Szilvia Nemeth (deputy head of Unit DG-RTD) Nov 2021
- Session Co-Chair: Networking from pole to pole: facilitating access for research and infrastructure, All Atlantic Ocean Research Alliance, AllAtlantic2021 Conference, June 2021
- Session Chair: “European Perspectives on the Arctic Science Ministerial Process”, Webinar, 2021
- Invited Plenary Speaker, and Session Chair at the 2020 European Polar Science Week, European Space Agency-European Commission joint event, Oct 2020
- Invited Speaker in panel “Breaking the Ice Ceiling: Trailblazing women in Arctic and Antarctic Science”, part of Because of HerStory Symposium, Nov 2020
- Speaker at the Arctic Science Ministerial 3 opening webinars, Oct 2020
- Co-Chair, Inclusive Collaborations in Polar Research, Scientific Committee on Antarctic Research Open Science Conference, Aug 2020
- Invited Keynote lecture Arctic Frontiers, Trømsø, Norway, Jan 2020
- Invited Speaker, OECD Government Foresight Community Annual Meeting, Oct 2019

(Detailed list and further information on each meeting given below can be provided on request)

European Polar Board Plenary Meetings organised:

- 2024 Autumn Plenary Meeting, Den Haag, the Netherlands, November 2024
- 2024 Spring Plenary Meeting, Katowice, Poland, April 2024
- 2023 Autumn Plenary Meeting, Trømso, Norway, November 2023
- 2023 Spring Plenary Meeting, Sofia, Bulgaria, April, 2022
- 2022 Autumn Plenary Meeting, Luxembourg, November 2022
- EPB Strategy Retreat, Bologna, June 2022
- 2022 Spring Plenary Meeting, Online, April 2022
- 2021 Autumn Plenary Meeting, Online, October 2021
- 2021 Spring Plenary Meeting, Online, April 2021
- 2020 Autumn Plenary Meeting, Online, October 2020
- 2020 Spring Plenary Meeting, Online, April 2020
- 2019 Autumn Plenary Meeting, Brest, France, October 2019
- 2019 Spring Plenary Meeting, Lisbon, Portugal, March 2019
- 2018 Autumn Plenary Meeting and Retreat, La Cristelera, Madrid, Spain, November 2018
- 2018 Spring Plenary Meeting, Davos, Switzerland, June 2018
- 2017 Autumn Plenary Meeting, Bremerhaven, Germany, November 2017
- 2017 Spring Plenary Meeting, Prague, Czechia, March 2017
- 2016 Autumn Plenary Meeting, Akureyri, Iceland, October 2016
- 2016 Spring Plenary Meeting, Stockholm, Sweden, April 2016
- 2015 Autumn Plenary Meeting, Vienna, Austria, November 2015
- 2015 Spring Plenary Meeting, Toyama, Japan, April 2015

SCAR Meetings organised:

- XXXIII SCAR Delegates Meeting, Auckland, New Zealand, August 2014
- 6th SCAR Open Science Conference, Auckland, New Zealand, August 2014
- 1st Antarctic and Southern Ocean Horizon Scan, Queenstown, New Zealand, April 2014
- XI SCAR Biology Symposium, Barcelona, Spain, July 2013
- SCAR Executive Committee Meetings, Barcelona, Spain, July 2013
- XXXII SCAR Delegates Meeting, Portland, USA, July 2012
- 5th SCAR Open Science Conference, Portland, July 2012
- XI International Symposium on Antarctic Earth Sciences, Edinburgh, UK, July 2011
- SCAR Executive Committee Meetings, Edinburgh, UK, July 2011
- XXXI SCAR Delegates Meeting, Buenos Aires, Argentina, August 2010
- 4th SCAR Open Science Conference, Buenos Aires, Argentina, August 2010

ANNEX 7 : SERVICE ON COMMITTEES (2014 - 2025)

(Further information on each on can be provided on request)

Ongoing:

- Chair, Organisational Review Committee, International Arctic Science Committee (IASC), (2025 onwards)
- Member RPT4, ICARP IV (International Conference on Arctic Research Planning), (2024 onwards)
- Member, Decade Collaborative Centre Committee, Southern Ocean towards UN Decade of Ocean Science for Sustainable Development (UNDOS) (2023 onwards)
- Advisory Committee Member, Australian Centre for Excellence in Antarctic Science (ACEAS), (2023 onwards)
- Member, Advisory Board, Oxford University Polar Forum (2022 onwards)
- Member, Standing Committee for Gender Equality in Science (SCGES) as representative of the Scientific Committee on Antarctic Research (2022 onwards);
- Planning Committee Member for the 2032-2033 International Polar Year (2022 onwards)
- Advisory Board Member, Oxford University Polar Forum (2022 onwards)
- Leadership Steering Group member, Diversity Action Group of Scientific Committee on Antarctic Research (2021 onwards), Planning Group (2020 – 2021)
- Steering Committee Member, DiPSI (Diversity in Antarctic Science Initiative) UK (2019 onwards)
- Advisory Board, Association of Polar Early Career Scientists (APECS) (2015 onwards)

Completed:

- Science Advisory Committee, 2nd European Polar Science Week (EPSW2) 2024, Copenhagen, 2023 -2024
- Invited expert to the Antarctic Treaty and Committee for Environmental Protection with the Delegation of the Netherlands (2016 onwards) – my participation has been with 3 Delegations (SCAR (2010-14), Belgium (2015) and Netherlands) since 2010 at the ATCM and CEP
- Invited Expert, Steering Committee EU funded project Arctic PASSION (Arctic Pan-Arctic Observing System of Systems) (2021 - 2024)
- Co-coordinator, EU Polar Cluster, bringing together 25+ large EU funded projects (2020-2024)
- Member, Executive Board, and Policy Advisory Board, EU funded project EU-PolarNet 2 (2020-2024)
- Member, Steering Committee, EU funded project Southern Ocean Carbon and Heat Impact on Climate (SO-CHIC), (2019 -2024)
- Invited Expert, Stakeholder Advisory Board, EU funded project JustNORTH (2021 – 2024)
- Officer on the Standing Committee for Gender Equality in Science (SCGES) (Jul 2022 – Jun 23)
- Co-Chair, Local Organising Committee, Southern Ocean input to UN Decade of Ocean Science for Sustainable Development (UNDOS) (2021-2023)
- UK Natural Environment Research Council's Strategic Need Advisory Working Group, and follow-on Deep Dives Working Group for Scientific support and Facilities (2020-2022)
- Advisory Committee, Refugia and Ecosystem Tolerance in the Southern Ocean, Belgium (2016 -2021)
- ASSW2021 International Coordination Group, Arctic Science Summit Week (ASSW) (2020-21)
- Chair, External Expert Advisory Board, EU-PolarNet (2015 - 2020)
- Member, Association of Polar Early Career Scientists (APECS) APECS Organizational Review Committee (2018 - 2020)
- Scientific Advisory Committee (2018), Organising Committee member (2020), Arctic Observing Summit
- Committee member, White paper process for stakeholder led European polar priorities for EU-PolarNet (2017 - 2020)
- Scientific Advisory Council member, Greenpeace expedition to the Weddell Sea and the Antarctic Peninsula (2018)
- Committee for Polar Infrastructure for the Netherlands (2017 - 2018)
- Chair, External Expert Advisory Board, EU-PolarNet1 (2015 - 2020)
- ASSW2020 International Coordination Group, Arctic Science Summit Week (ASSW) (2019-2020)
- Invited Member, Association of Polar Early Career Scientists (APECS) Organizational Review Committee (2018-20)
- ASSW2019 International Coordination Group, Arctic Science Summit Week (ASSW) (2018-19)
- Scientific Advisory Council member, Greenpeace expedition to the Weddell Sea and the Antarctic Peninsula, 2018
- Scientific Advisory Committee, Arctic Observing Summit (AOS 2018) (2018)
- Committee member, White paper process for Stakeholder led European polar priorities for EU-PolarNet (2017 - 2020)
- Committee for Polar Infrastructure for the Netherlands (2017 - 2018)
- Scientific steering committee, SCAR Biology conference (2017)
- ASSW2017 organising committee (2015 - 2017)
- Co-ordinator, EPB Strategy Action Group (2015-2017)
- Committee member, Arctic Observing Summit (2015-16)
- International Polar Partnership Initiative (IPPI) Steering Committee member (2015)
- ICARP III Steering committee (2014 – 15)
- International Steering Committee for Antarctic and Southern Ocean Horizon Scanning (2013 – Dec 2014)

ANNEX 8 SELECTED PUBLICATIONS

- Badhe, R.**, & Horováčková, E. (2024). White Paper: Scientific results and recommendations from Southern Ocean Carbon and Heat Impact on Climate. Zenodo. <https://doi.org/10.5281/zenodo.14017633>
- Lymer, G., **Badhe, R.**, Elshout, P., Larsen, J. R., Savelle, H., Scory, S., Spadetto, V., & EU-PolarNet 2. (2024). "EU-PolarNet 2 White paper with recommendations to accelerate the development of a sustained and fully integrated Polar observing system". Zenodo. (<https://doi.org/10.5281/zenodo.10929817>)
- Mason, J. G., Bryndum-Buchholz, A., Palacios-Abrantes, J., **Badhe, R.**, Morgante, I., Bianchi, D., et al. (2024). "Key uncertainties and modeling needs for managing living marine resources in the future Arctic Ocean". *Earth's Future*, 12, e2023EF004393. DOI 10.1029/2023EF004393
- Seag, Morgan C., Hanne EF Nielsen, Meredith Nash, and **R Badhe**. "Towards intersectional approaches to gendered change in Antarctic research." *Antarctic Science* 35, no. 5 (2023): 390-402
- Pecl, Gretta T., Rachel Kelly, Chloe Lucas, Ingrid van Putten, **R Badhe**, Curtis Champion, I-Ching Chen et al. "Climate-driven 'species-on-the-move' provide tangible anchors to engage the public on climate change." *People and Nature*, no. 5 (2023): 1384-1402
- Pereira, Laura M., Guillermo Ortuño Crespo, Diva J. Amon, **R Badhe**, Salomão Bandeira, Frida Bengtsson, Miranda Boettcher et al. "The living infinite: Envisioning futures for transformed human-nature relationships on the high seas." *Marine Policy* 153 (2023): 105644
- Sallée, J. B., Abrahamsen, E. P., Allaire, C., Auger, M., Ayres, H., **Badhe, R.**, ... Zhou, S. (2023). Southern ocean carbon and heat impact on climate. *Philosophical Transactions of the Royal Society A: Mathematical, Physical and Engineering Sciences*, 381(2249). Doi:10.1098/rsta.2022.0056
- Elshout, P., Chappellaz, J., Gibéryen, T., Hansen, C., Jania, J., Jones-Williams, K., Nolan, J., Reverdy, B., Topp-Jørgensen, E., Yilmaz, A., & **Badhe, R.** (2023). Synthesis Report on the Environmental Impacts of Polar Research and Logistics in the Polar Regions. Zenodo. (<https://doi.org/10.5281/zenodo.7920766>)
- Janssen, Annemie Rose, Bricher, P., Payne, K., **Badhe, R.**, Biebow, N., de Bruin, T., ... Van de Putte, A. (2023). Polar Data Forum IV – An Ocean of Opportunities. *Data Science Journal*, 22. Doi:10.5334/dsj-2023-018
- Liggett, D., Herbert, A., **Badhe, R.**, Charnley, G. E. C., Hudson, K. P. C., Kelman, I., ... Yermakova, Y. (2023). Researchers on ice? How the COVID-19 pandemic has impacted Antarctic researchers. *Antarctic Science*, 1–20. Doi:10.1017/s0954102023000020
- Palacios-Abrantes, J., **Badhe, R.**, Bamford, A., Cheung, W. W. L., Foden, W., Santos, C. F., ... Pereira, L. M. (2022). Managing biodiversity in the Anthropocene: discussing the Nature Futures Framework as a tool for adaptive decision-making for nature under climate change. *Sustainability Science*. Doi:10.1007/s11625-022-01200-4
- Degai, T., Petrov, A. N., **Badhe, R.**, Dahl, P. P. E., Döring, N., Dudeck, S., ... Strawhacker, C. (2022). Shaping Arctic's Tomorrow through Indigenous Knowledge Engagement and Knowledge CoProduction. *Sustainability*, 14(3), 1331. Doi:10.3390/su14031331
- Frame, B., Yermakova, Y., Flamm, P., Nicklin, G., Paula, G. D., **Badhe, R.**, & Tuñez, F. (2021). Antarctica's Gateways and Gatekeepers: Polar scenarios in a polarising Anthropocene. *The Anthropocene Review*, 205301962110263. Doi:10.1177/20530196211026341
- Southern Ocean Ocean Decade Task Force. (2021). *Review of identified priorities for the Southern Ocean in the context of the UN Ocean Decade – 2021*. Doi:10.5281/ZENODO.4784227
- Seag, M., **Badhe, R.**, & Choudhry, I. (2019). Intersectionality and international polar research. *Polar Record*, 56. Doi:10.1017/s0032247419000585
- Werner, K., Zaika, Y., Pavlov, A. K., Lidström, S., Pope, A., **Badhe, R.**, ... Cristini, L. (2019). Project and Community Management in Polar Sciences \textendash Challenges and Opportunities. *Advances in Geosciences*, 46, 25–43. Doi:10.5194/adgeo-46-25-2019
- Xavier, J. C., Brandt, A., Ropert-Coudert, Y., **Badhe, R.**, Gutt, J., Havermans, C., ... Sutherland, W. J. (2016). Future Challenges in Southern Ocean Ecology Research. *Frontiers in Marine Science*, 3. Doi:10.3389/fmars.2016.00094
- Kennicutt, M. C., Chown, S. L., Cassano, J. J., Liggett, D., Peck, L. S., Massom, R., ... Sutherland, W. J. (2014). A roadmap for Antarctic and Southern Ocean science for the next two decades and beyond. *Antarctic Science*, 27(1), 3–18. Doi:10.1017/s0954102014000674
- Kaiser, S., Brandão, S. N., Brix, S., Barnes, D. K. A., Bowden, D. A., Ingels, J., ... Yasuhara, M. (2013). Patterns, processes and vulnerability of Southern Ocean benthos: a decadal leap in knowledge and understanding. *Marine Biology*, 160(9), 2295–2317. Doi:10.1007/s00227-013-2232-6
- Carr, J., **Badhe, R.**, Wong, C.Y., Brooke, S., and Foden, W. (2009). Species and climate change : more than just the polar bear. *IUCN*.

Please note that the above list does not include 200+ Working and Information papers, technical papers, meeting reports, White papers, and other publications prepared as input to the EPB, SCAR, European Commission, ATCM and CEP, CCAMLR, UNFCCC, and others, over the last 20+ years. A complete list of publications can be provided on request. A detailed list can be accessed at <https://orcid.org/0000-0001-5255-744X>