EuroGOOS Extraordinary General Assembly Meeting

9 September 2025

Agenda of the meeting

EuroGOOS
European Global Ocean Observing System

Secretary General Appointment Session

1. Opening and adoption of agenda
2. Appointment of the secretary of the EGA
3. Appointment of two scrutineers
4. Presentation of the recruitment process to select Secretary General
5. Presentation from the proposed Secretary General candidate
6. Discussion and questions from Member Delegates
7. Introduction of the voting procedure
8. Voting for the Secretary General approval (anonymous)
9. Tallying the votes
10. Communication of the voting results
11. Any other business
12. Concluding remarks

2./3. Appointment of the secretary of the EGA & 2 scrutineers

Secretary of the EGA:

Two scrutineers:

4. Recruitment process to select Secretary General

Timeline :

7 May 2025: Vacancy announced to members and public.
1 June 2025: Deadline for applications (21 received).
16 June 2025: Board defined interview and hiring process.
4–10 July 2025: First round of interviews (5 candidates).
16–17 July 2025: Second round with 3 shortlisted candidates.
8 August 2025: Members informed about Board suggestion.
2 September 2025: Deadline for member feedback.

4. Recruitment process to select Secretary General

Selection process :

Criteria: marine sciences, operational oceanography, project & office management, knowledge of EuroGOOS/European institutions, international collaboration, leadership of projects, intercultural teamwork.

HR consultant hired to refine interview structure, emphasize intrinsic motivations, and provide evaluation support.

Evaluation matrix used to assess performance across strategy, collaboration, technical expertise, management, and personal style.

4. Recruitment process to select Secretary General

Outcomes

Board unanimously selected **Dr Renuka Badhe**

- ✓ Strengths identified
- ✓ Points for further development listed

4. Recruitment process to select Secretary General

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Actions after selection

Chair confirmed compensation aligned with EuroGOOS’s capacity

Board offers mentoring to address knowledge gaps

Member delegates invited to provide feedback **by 2 September 2025**

Several conversations between Board members and member delegates

5. Presentation from the proposed Secretary General candidate

6. Discussion and questions from Member Delegates

- Questions for the candidate
- Discussion of the members (without candidate present)

7. Introduction of the voting procedure

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DEED OF INCORPORATION
OF THE

International Non-Profit Organisation

EuroGOOS

"EuroGOOS"
International Non-Profit Organization
Rue Vautier 29
1000 Bruxelles

ARTICLES OF ASSOCIATION
ARTICLE 1
Name

1. The association's name is "EuroGOOS" (hereinafter, the "Association"). The Association is incorporated as an International non-profit association (*association internationale sans but lucratif* or abbreviated *AISBL*) in accordance with Part III – Book X of the Code on Companies and Associations (the "CCA").

2. All instruments, invoices, announcements, publications and other documents (including electronic communication) produced by the Association shall mention the name of the Association and this name shall always be preceded or followed by the words "association internationale sans but lucratif" or the abbreviation "AISBL" and indicate the registered office of the Association, and, if applicable, the website and e-mail address of the Association.

ARTICLE 2
Purpose

1. The Association, which does not seek financial gain, aims to work in the collective interest of its members to improve the quality and cost-effectiveness in the production of operational oceanographic services at national, regional and global levels (contribution to GOOS).

2. More specifically the purpose of the Association is:
(i) Identify European priorities for operational oceanography;
(ii) Promote operational oceanography and the development of underpinning science and technology at regional and global scales;

ARTICLE 9

Voting and Consensus at General Assembly Meetings

1. Unless expressly specified otherwise in these Articles of Association or in the law, all issues raised at any General Assembly Meeting shall, if possible, be decided with the unanimous consent of all Members' Delegates present at such meeting and all Delegates shall use their respective reasonable endeavours to reach consensus in relation to all issues at each meeting.

If on any matter relating to the affairs of the Association has been deliberated by a General Assembly and no decision or resolution has been taken at the meeting in relation to the matter by reason of the non-unanimous consent of all Members' Delegates present and voting, such matter shall be carried over to a further Extraordinary General Assembly Meeting to be held within ninety days of the date of the meeting at which the matter was first raised (the "**Adjourned General Assembly Meeting**"), unless it is specifically stated in these Articles of Association that unanimity of votes is required for a specific matter.

Pending the Adjourned General Assembly Meeting, the Members' Delegates shall continue to use their reasonable endeavours to liaise with each other to obtain a common consensus with a view to agreeing the matter to be decided at the Adjourned General Assembly Meeting.

If, at an Adjourned General Assembly Meeting and following an appropriate period of debate, a matter cannot be agreed upon by all Members' Delegates present and voting, then the matter shall be decided by a majority of 75 per cent of those Members' Delegates present and voting.

2. Each Member has one (1) vote.

3. Voting can take place by show of hands, roll call, by ballot or via a remote voting procedure (e.g., online).

4. Each Member Delegate may grant a power of attorney to another Member Delegate for a meeting in which case he or she shall be deemed present at such a meeting.

Secretary General Appointment

7. Introduction of the voting procedure


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EUROGOOS INTERNAL RULES

New review adopted by the General Assembly on 25 May 2022

8. The Office

8.1. Staff

The procedure for advertising the post, selecting candidates and appointing the Secretary General is left to the discretion of the Executive Directors Board which submits its proposal for appointment to the General Assembly. The power to appoint or remove other Office staff is delegated from the General Assembly (Art. 11 para 1 of the Articles of Association) to the Secretary General. The Secretary General informs the Executive Directors Board about any appointment or removal. The staff can be seconded by Members upon reimbursement by the Association, contracted or employed directly by the Association.

8. Voting for the Secretary General approval

9./10. Tallying the vote & Voting results

11. Any other business

Strategy Task force

12. Concluding remarks
End of the meeting