SIIECS Structure

ICES CIEM

Chairs
3 persons with major responsibilities

→ **Volunteer position
Elected by ToR leaders**

| Liaise with ICES: SCICOM, WGs | Chair monthly SIIECS meetings | Submit annual report | Manage and delegate ToRs | Represent SIIECS in external communication and on social media |

ToR leaders
Core group of 10-16 persons responsible for specific tasks

→ **Volunteer position
2 persons for each ToR**

| Lead ToR activities | Represent ToRs on social media | Manage and delegate ordinary and extraordinary tasks | Prepare report | Organise meetings, workshops, lectures | Recruit new group members |

Members
Large group of ECS who participate in and benefit from SIIECS activities and/or contribute to ToRs on an ad-hoc basis

→ **Any ECS who joins the SIIECS mailing list**
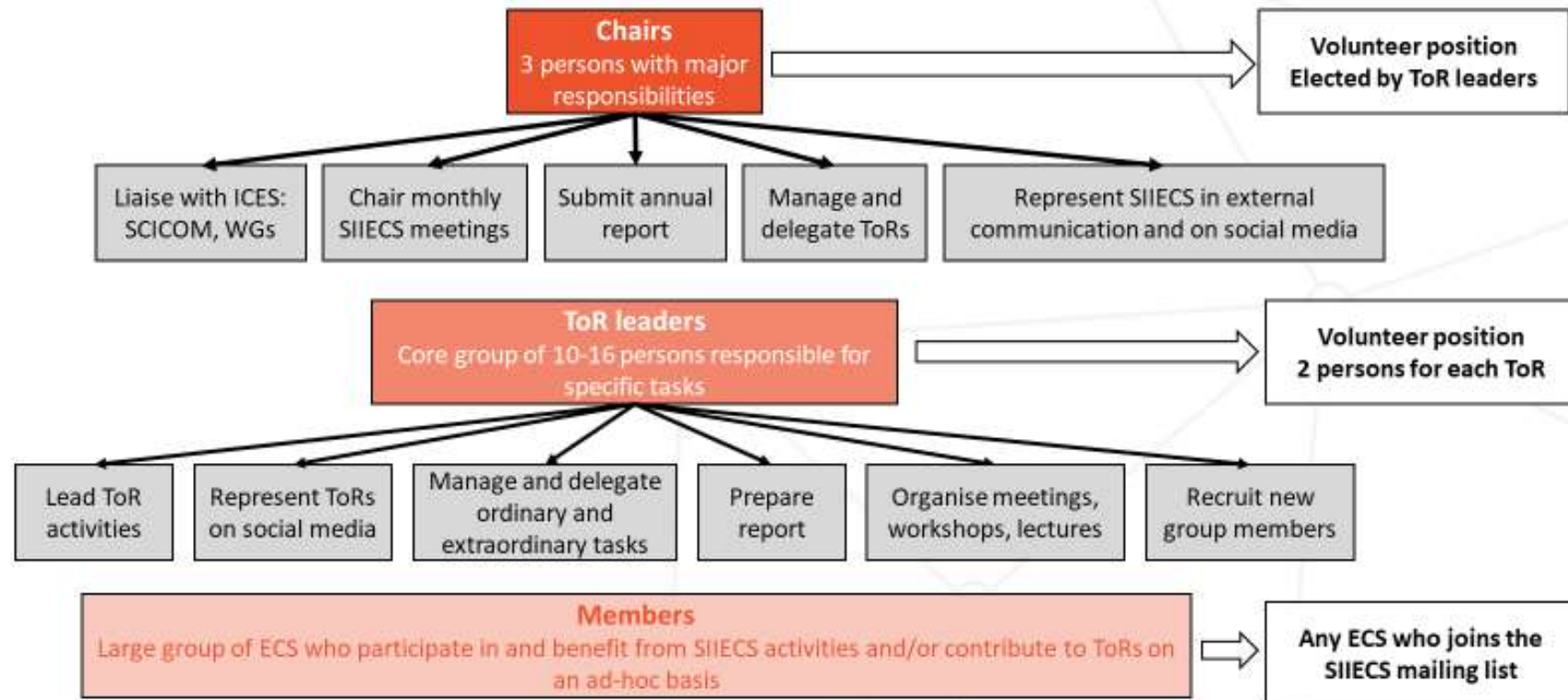
Terms of Reference (ToR) Descriptors 2021-2024

ToR	Description	Background	Duration	Potential deliverables and activities
a	Promote ICES amongst ECS from global marine science community	At present ICES wishes to increase its visibility amongst ECS that are not already connected to ICES via supervision or other professional networks.	2 years	i. Develop an attractive video or other document explaining the ICES structure and how ECS can become involved in ICES. Distribute this via social media and early career networks. ii. Contribute to FAQs for new members of ICES.
b	Connect with other marine ECS groups	Rather than operate in isolation, it may be useful to meet with various marine ECS groups to learn from their activities and better connect ICES to other marine networks	4 years - ongoing	Once per year, represent ICES by distributing materials or showcasing activities at marine science conferences (e.g. UN Decade of Ocean Science) or other similar activities with other ECS groups (e.g. PICES ECS or OYSTER).
c	Participate in ICES discussion and action on diversity, equity and inclusion	Early career voices need to be represented in the development of a robust and fair DE&I strategy.	2 years - ongoing	i. Contribute to network sessions on DE&I (e.g., ASC 2021). ii. Liaise with the DE&I leaders from ICES to represent ECS interests.
d	Encourage inclusion of ECS in ICES WGs and other activities	Many ICES WGs would benefit from the meaningful integration of ECS. The ECS can assist in the ToRs of the WGs and in return gain valuable experience within the ICES structure.	4 years - ongoing	i. Initiate at least one action annually, where ECS are being promoted to the wider ICES audience (e.g. at WGCHAIRS). ii. Encourage integration of ECS in WGs by creating and showcasing successful examples of ECS contributions to ICES WG ToRs (e.g. at ICES ASC). iii. Develop a proposal for SCICOM to include a regular ECS keynote at ICES ASC
e	Foster interdisciplinary work by connecting ECS from various ICES WGs	There is a call for interdisciplinary networks to support innovation in marine science	4 years - ongoing	Initiate joint ECS-led projects, publications, submissions arising from this SI network (e.g., Food for Thought article in ICES JMS, original empirical research, ECS theme session at ASC)
f	Contribute to the collection of the basic statistics on the number of ECSs per ICES country or WG, the stage of their career (e.g., number of years after the Ph.D.), main field of interests, etc.	To more effectively engage ECS, it would be useful to track the number of ECS involved in ICES and identify areas of opportunity for engagement. This will also help assess the effectiveness of the SIIECS.	4 years - ongoing	i. Collaborate with the ICES Secretariat to collect data from relevant ECS and/or chairs to build a directory or summary of the ECS community in ICES ii. Interpret this data in a way that can be useful for ICES community