

Report from the Search Committee 2017

CB - November 2017

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Chronology

April 26th: SC formed

April 27th: Chair (PG) selected by the SC

April 28th: SC-2017 mailing list created

May 2nd: first SC meeting (via phone call)

May 6th - June 2nd: Consultation phase

June (analysis meeting) : 3 SC meetings (live in Paris)

June 9th - September 20th: Nominees-contact phase

July 26th: 5th SC meeting (via phone call)

September 20th: Lists sent to candidates and CB chairs

September 28th: Report sent to CB chairs

Consultation phase (May 6th - June 2nd)

We reached out:

- **The whole collaboration** (via email)
- **All Country, Institutional, CB representatives** (79 people) (via email followed by phone calls)
- **Current and former spokespersons*** (6: Karl-Heinz, Antonio, Alan, Giorgio, Jim M., Paul S.) and **current and former Project Managers** (4: Ingo, Patrick, Jonny, Paul M.) (via email followed by phone calls)

Consultations (and feedbacks) shared among the 5 of us:

Antonio: Belgium, Germany, Mexico + Jonny (15 people)

Bianca: Argentina, Australia, Poland + Ingo (17 people)

Martin: Brazil, France, Netherlands + Paul M. (16 people)

Piera: Portugal, Slovenia, Spain, USA + 6 Spokespersons (24 people)

Xavier: Colombia, Czech Republic, Italy, Romania + Patrick (17 people)

* Hans not in our list as he is not anymore member of the Collaboration

Consultation phase - Outcome

84/89 contacts + **13** additional collaborators responded

Aim of the consultation phase: not only that of eliciting names of potential candidates, but also that of gathering a general view of the expectations of the two next spokespersons.

Most general expectations:

- Next spokespersons' attention should be focused not only on deploying AugerPrime but also on keeping Auger functioning as a Swiss watch and on keeping producing science.
- The two next spokespersons should closely work together as a team, sharing the two aspects in a complementary way.
- Visibility of the two new spokespersons not only within our collaboration, but also in the outside scientific community: maintain and strengthen joint work with other collaborations, attract new groups.
- Full commitment of the two spokespersons to Auger.

47 people nominated, variegated in age, sex, nationality, expertise

Nominees-contact phase (June - September)

Based on general recommendations and on number of nominations **we easily and unanimously identified 10 potential candidates** either for spokesperson or co-spokesperson or both.

Modus operandi:

- (i) Potential candidates would be contacted in person always by a couple of us;
- (ii) Aim of our conversation: relaying the received recommendations, telling each of them about whom else we were contacting, answering any of their questions;
- (iii) Grant each of them all the time they needed to think about our proposition, making ourselves available to talk with each of them as many times as they wished for.

Nominees-contact phase (June - September)

Step 1: define the list of spokespersons candidates (June)

Three potential candidates identified and contacted (in Paris). By the end of June, a positive answer was given by all three of them

Spokesperson candidates: Antonella, Bruce, Ralph

Step 2: define the list of co-spokespersons candidates (July-September)

- The three candidates spokespersons expressed the wish to be also candidates as co-spokespersons. They were well-nominated for this position. Also, this was a recommendation from the majority of our consultants. They were included in the list.
- To finalize the list, seven potential candidates identified, characterized by a nice diversity in terms of expertise, age, sex and nationality (Europe, North and South America), and contacted, one by one. We concluded our round of contacts on September 20th. The list of candidates co-spokespersons was completed with Valerio, while the other six contacted nominees declined the nomination for the 2017 election.

Co-spokesperson candidates: Antonella, Bruce, Ralph, Valerio

SC-2017 considerations

The **common mailing list**, created for us by the elections organizers, proved to be a real asset for our team work, and for the effectiveness of internal and external communication.

Talking to our consultants was an indispensable tool to probe the mood (worries and wishes) of the collaboration.

Continuously exchanging information and opinions among the five of us was a formidable cement of our team.

Granting time (to our consultants to give us their opinions and to our potential candidates to ponder their decision) was essential to the process: six months of operation is a sensible time period.

Many thanks to all of our consultants and to all of our contacted nominees for the time they spent with us!