



## **Evaluation criteria for reappointment of members of the Expert Committee**

### **Introductory remarks.**

Members of the Expert Committee are appointed by the General Meeting for a period of 3 years. Regarding the reappointment of members of the Expert Committee, the Board deems it advisable to hold an evaluation meeting with a member during the final year of its 3-year term to properly justify and document any potential reappointment to the members.

Below are key criteria on which a member of the Expert Committee could be assessed prior to a possible reappointment for another three-year term:

1. Expertise and Technical Contribution
  - Continued relevance and depth of expertise in vegetable breeding, seed technology or related domains
  - Quality, accuracy, and practicality of technical input provided to the committee
  
2. Active Participation and Commitment
  - Attendance and preparation for meetings and workshops
  - Level of engagement in discussions and working groups
  - Willingness to contribute time and effort beyond formal meetings when needed
  
3. Strategic Thinking and Added Value
  - Contribution to the long-term vision and strategic objectives of ILP Vegetable
  - Constructive input on future challenges, innovations, and opportunities for the sector
  
4. Collaboration and Team Dynamics
  - Openness to diverse viewpoints and constructive debate
  - Ability to work effectively with other committee members and stakeholders
  - Respectful, professional, and solution-oriented behaviour
  
5. Independence and Integrity
  - Demonstrated independence of judgment
  - Appropriate handling of conflicts of interest
  - Acting in the best interest of ILP Vegetable and the wider sector



6. Communication Skills

- Clarity and effectiveness in verbal and written communication
- Ability to explain complex topics to non-specialist audiences when relevant
- Constructive feedback style and listening skills

7. Adaptability and Learning Capacity

- Openness to new insights, technologies, and regulatory developments
- Ability to adapt to changes in the sector or in ILP Vegetable's priorities

8. Overall Impact During the Term

- Consistency of performance over the three-year term
- Overall added value compared to expectations at the time of appointment

These criteria together provide a balanced basis for assessing both individual performance and the continued relevance of the committee member for a renewed term.