

SOOS/GOA-ON Southern Ocean - Ocean Acidification Hub (SO-OA) Terms of Participation

This document describes the scope, expectations, structure and process for selection of the leadership of the joint SOOS/Global Ocean Acidification Observing Network (GOA-ON) Southern Ocean - Ocean Acidification Hub (SO-OA).

Composition and Roles:

SOOS/GOA-ON Southern Ocean - Ocean Acidification Hub (SO-OA) will comprise a diverse and open membership of interested community members, led by a smaller subset of members who form the SO-OA Leadership Team.

Composition of the Leadership Team is flexible, but, where possible, will contain:

- **2 Co-Chairs:** who lead the activities of the Leadership Team and the hub; are points-of-contacts for the hub; are ex-officio members of the SOOS Scientific Steering Committee as per the [SOOS Governance Terms of Reference](#) and [GOA-ON Executive Council](#); maintain oversight of hub communication, reporting and activities; and represent different disciplines/nations.
- **Leadership Team Members:** a flexible number of Leadership Team members (likely 5-10) that, where possible, give representation to each of the nations and disciplines involved in the hub; and include a diversity of expertise, gender, and career level. The Leadership Team should meet regularly to drive the hub forward in accordance with the objectives defined in the [SOOS 5-Year Implementation Plan \(2021-2025\)](#) and [GOA-ON Implementation Strategy \(2019\)](#); support the Co-Chairs in strategic leadership of the hub; and contribute actively to the communication, reporting and other activities of the hub.
- **APECS Representative** with the specific role of supporting the Leadership Team in the organisation of video conferences and meetings, development of workshop reports, proposals and other activities that advance the goals of the hub.

Expectations:

All Hub Leadership Team members will be actively engaged in hub activities.

Leadership Team members must:

- Be familiar with objectives and work plan of the hub, and work with the other members to achieve them,
- Be responsive to emails and correspondence,
- Have regular participation in video conferences and meetings where possible, and
- Ensure regular engagement with the SOOS Executive Officer.

Term of Membership:

- **Co-Chairs** will be appointed on a rotational basis from within the Leadership Team for a term of **two years**. New Co-Chairs are selected following the process defined below. Existing Co-Chairs may be nominated for a second term.

- **Leadership Team Member** terms are **three years**. New leadership members are selected following the process defined below, and although existing leadership members can be nominated for a second 3-year term, they must do so through the open process defined below.

- **APECS Representatives** serve on the Leadership Team for a period of **2 years**. New APECS representatives are selected through an open call that is managed by APECS.

Selection:

The streamlined process for selecting new members and Co-Chairs of the Leadership Team is an open process that will enable potential involvement of any interested person, from all nations active in Southern Ocean research. Oversight by the SOOS Executive Committee provides a check on diversity in the Leadership Team (expertise, nationality, gender, career level).

Leadership Team Member selection - Open call for nominations

1. Existing Leadership Team will work with SOOS IPO to develop a call for nominations that identifies the key requirements of the new member(s) (e.g. expertise, nationality, gender).
2. Calls will be advertised through SOOS channels, prior to the term limit of the existing member (to ensure continuity).
3. Existing Leadership Team will make recommendations on the best candidate(s) for approval by the SOOS Executive Committee.

Co-Chair selection - Open call for nominations

1. Existing Co-Chairs will initiate a nomination and selection process for a new Co-Chair, from within the Leadership Team prior to the term limit of the Co-Chair.
2. Nominations, including self-nominations, will be requested and presented to the Leadership Team for feedback. Based on this feedback and consideration of diversity and expertise requirements, the Leadership Team will select the new Co-Chair
3. The Co-Chairs will then make a recommendation on the best candidate(s) for approval by the SOOS Executive Committee.