

A15/ER/ALL/18

Policy for advancement between response roles

NMFS



INTERNATIONAL
WHALING COMMISSION

Policy for Consideration for Network Members for Advancement to Higher Responder Levels

*NOTE: All correspondence and advancement consideration materials listed below should be with or provided to the NOAA Fisheries East Coast Disentanglement Coordinator unless directed otherwise

- I. Identification for consideration for promotion by the following means:
 - Self nomination for consideration
 - NOAA-identified consideration based on additional acquired experience or training
- II. Preparation of responder experience resume highlighting disentanglement experience (including support roles) or training, vessel operations around whales, and any other pertinent information to the review panel
 - This step is completed by the responder wishing to be considered for promotion consideration or in conjunction with other higher level Network responders assisting the Network member
 - It is recommended that the experience resume includes representative images and short video clips depicting the Network member's involvement in disentanglement responses or pertinent whale research, etc.
- III. Brief internal review to determine if adequate experience files and documentation has been provided for each candidate to proceed to the full review panel
- IV. NOAA Fisheries and a panel of approximately 5 anonymous external Level 4 and/or 5 reviewers (see below for differences) are authorized to review supporting documents and video
 - For Level 4 candidates:
 - The anonymous review panel is composed of internal NOAA Fisheries representatives and a panel of at most 5 anonymous external Level 4 and Level 5 reviewers. Each individual reviewer can give a recommendation to NOAA Fisheries for consideration of promotion for each responder being considered for promotion to Level 4.
 - For Level 5 candidates:
 - The anonymous review panel is composed of internal NOAA Fisheries representatives and a panel of at most 5 anonymous external Level 5 reviewers. Each individual reviewer can give a recommendation to

NOAA Fisheries for consideration of promotion for each responder being considered for promotion to Level 5.

- V. NOAA Fisheries reconvenes the internal panel to tabulate and draft recommendations to the permitting office for advancement.
- VI. Responders are contacted to advise of the outcome of the advancement consideration and any status change.