

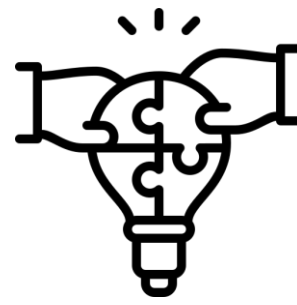
# LAUNCHING THE MEDAC PERFORMANCE REVIEW

Mark Dickey-Collas  
Marta Ballesteros



DickeyCollas  
Marine

Science For Sustainable Sea & Ocean Management



## Marta Ballesteros

Expertise: fisheries governance, stakeholder engagement and institutional analysis.

Participation in scientific and advisory bodies at the national and international level.



## Mark Dickey-Collas

Expertise: fisheries, biodiversity & marine ecosystem-based management. Leadership roles in the provision of utilised scientific advice to governments and international organizations.



To assess MEDAC's operational effectiveness (**what is done?**), efficiency (**how is it done?**) and coherence (**does it align with the EU provisions?**).  
Improvement, good practices & recommendations



October 2024-June 2025  
Online survey: your insights matter!

# Why do a performance review?

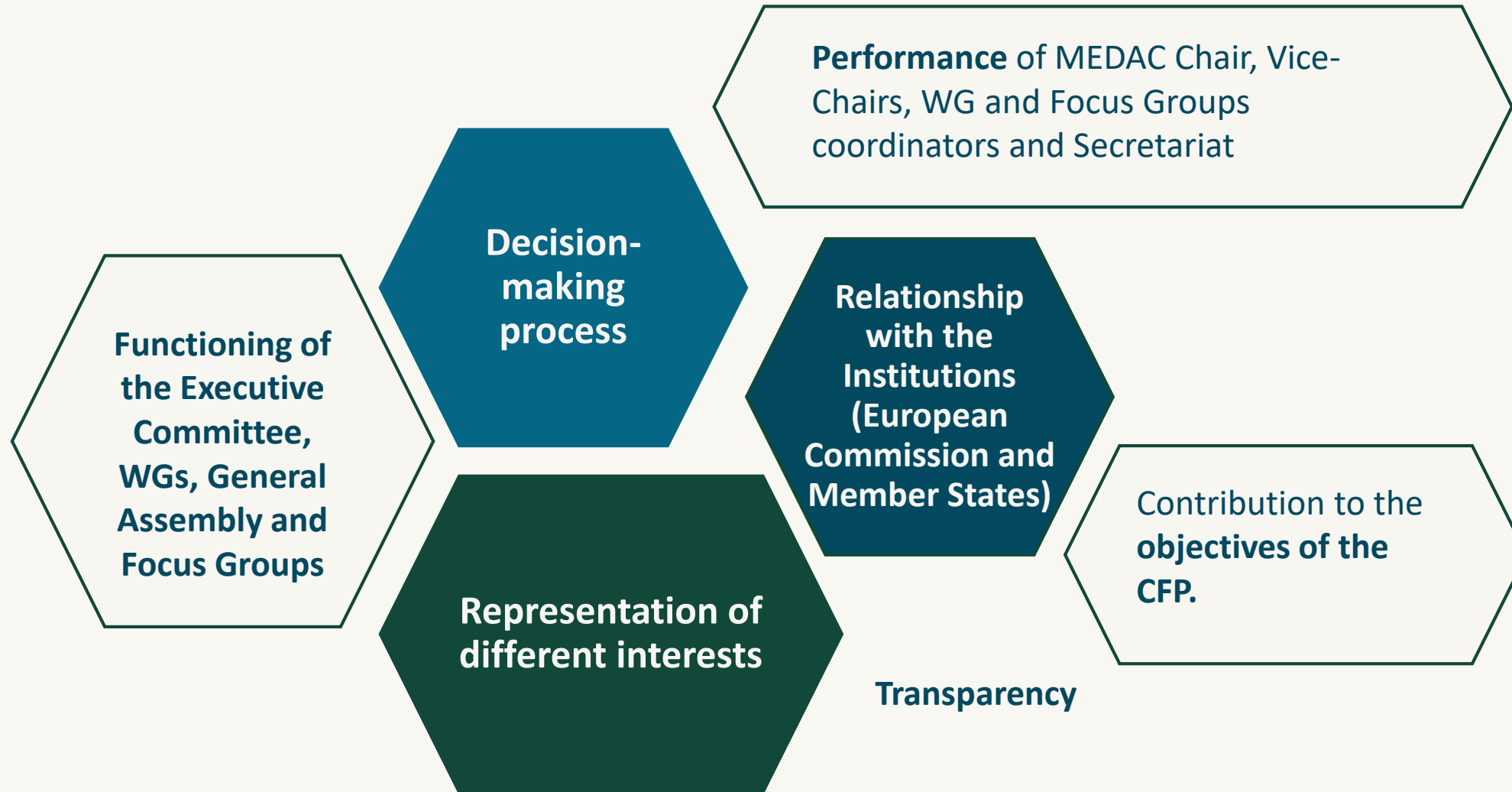


## Legal requirement:

external & independent performance reviews  
Commission Delegated Regulation EU 2022/204

- At least once every 5 years
- Identify **best practices** and **shortcomings**
- List recommendations aiming at improving functioning
- Assess ACs overall contribution to the objectives of CFP
- Results publicly available

# What: Terms of Reference



# How: methodological approach

Qualitative face-to-face and remote interviews



Online-Survey

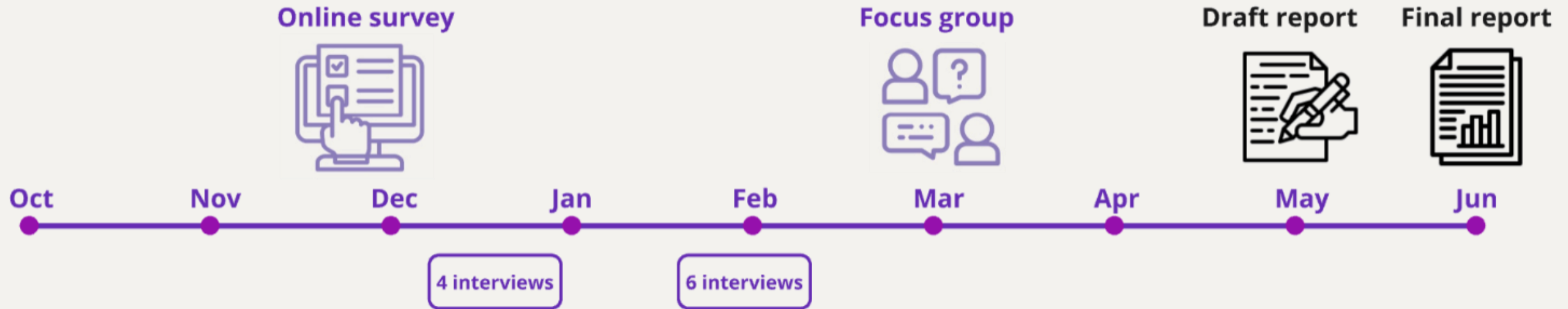


Participant observation at  
MEDAC meetings

Documentation  
and legislation



# When: timeline



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# Why it matters?

- Actionable feedback from a systematic assessment process
- Recognition of performance and positive contributions
- Improvement of engagement level and talent attraction.
- Evidence to inform goals and prioritize opportunities
- MEDAC visibility



# Take-home messages



- Performance review is designed considering the MEDAC special features.
- For review to succeed, MEDAC members need to be involved.
- For review to be useful, the result should be understood as part of an organizational learning process.





## How to contact us

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Grazie!

Merci!

Gracias

Σας ευχαριστώ

Hvala

Thanks!



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