

# BlueActionBANOS

## Selection of Independent Experts



[blueactionbanos.eu](https://blueactionbanos.eu)

Follow us 

### Introduction

The purpose of this documentation is to describe the procedure, conditions and expectations for the selection and contractual activation of **independent experts** to act in one of the following roles as:

- independent **evaluators** of project proposals submitted under the BlueActionBANOS open calls;
- independent **ethics reviewers** of proposals submitted under the BlueActionBANOS open calls and selected for funding;
- providers of **technical assistance** to projects selected for financial and technical support in the BlueActionBANOS open calls.

**Prospective applicants for roles as independent expert are asked to submit an expression of interest through our [online form](#) set up for this purpose.** This form records your fields of professional activity, your experience related to the roles recruited in BlueActionBANOS, and your interest and motivation for these roles. After a validation step, you will be added to the 'Pool of Experts', i.e., you will be part of a group of independent experts that MAY be recruited for a specific role within the BlueActionBANOS project. A contract will be signed only at the stage when you are offered a specific role and after you confirm your acceptance.

### About BlueActionBANOS

[BlueActionBANOS](#) is a four-year project funded by the European Union under Grant Agreement 101217604. Running from 1 September 2025 to 31 August 2029, the initiative aims to mobilise and provide practical and easily accessible support to a diverse set of established or emerging communities of actors across the Baltic and North Sea (BANOS) region to implement innovative and impactful actions and measures to restore our ocean, seas and waters. The project brings together 18 partners from Germany, Belgium, Denmark, Sweden, Norway, Estonia, Finland, Latvia, Lithuania, the Netherlands and Poland. The project is coordinated by the SUBMARINER Network for Blue Growth EEIG. More information is available on the [BlueActionBANOS website](#).

### Profile, Roles and Tasks of the Independent Experts

Persons admitted to the 'Pool of Experts' will generally have **profiles** with topical knowledge in one or more areas in the aquatic, coastal, marine or maritime spheres. This could range from ecosystem protection to aquatic pollution, to the blue economy and to ocean literacy and data management. This knowledge is likely situated in one of the following areas:

- Technical/Engineering
- Scientific/Research
- Policy/Legal
- Teaching/Training
- Community Engagement/Co-creation
- Operations/Logistics

It is an advantage for experts to be familiar with the aquatic, coastal, marine or maritime landscape of actors (prominent organisations and companies, relevant authorities, ...) tied



Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Climate, Infrastructure and Environment Executive Agency (CINEA). Neither the European Union nor the granting authority can be held responsible for them.

to a specific geographic locality within the Baltic and North Sea countries, such as the Danish straits, the Gulf of Gdańsk, the Wadden Islands etc.

Additionally, profiles with experience in one of the following areas of general application are welcomed:

- Coaching/Consulting
- Managerial/Organizational
- Marketing/Communication
- Financial/Business Development
- Digital/Data

We hope to gather a diverse and inclusive pool of experts with profiles in many different fields of expertise and familiarity of local contexts within the BANOS region (Belgium, Denmark, Estonia, Finland, Germany, Latvia, Lithuania, the Netherlands, Norway, Poland and Sweden).

Persons included in the BlueActionBANOS 'Pool of Experts' may be contacted to engage in a contract under one or more of the following **roles**:

### 1) **Independent Proposal Evaluator**

Each evaluator may expect to evaluate around 10 applications from each batch of applications received within the three project calls, by:

- assigning scores according to pre-defined award criteria and providing justifications for the given scores,
- Producing an Individual Evaluation Report which faithfully reflects the views of the independent evaluator.

Each proposal will be evaluated by two independent experts: one BlueActionBANOS partners' expert and one external expert. Also, for each proposal, we strive to assign one expert with topical knowledge about the proposed activities and one expert who is familiar with the local context in which the proposed action will be implemented. All evaluators must be independent of the applicants, and external experts cannot be Consortium partners, employees, permanent collaborators, or board members.

All evaluators will be required to participate in online briefing prior to the start of the evaluation process to be informed of the general evaluation guidelines and the BlueActionBANOS objectives. Written guidelines will also be provided.

### 2) **Independent Ethics Reviewer**

Ethics reviewers will assess the ethical issues concerning proposals selected for participation in one of the BlueActionBANOS programmes and provide necessary guidelines for the participants to comply with all relevant regulatory requirements. All ethics reviewers must be independent of the applicants, and external reviewers cannot be Consortium partners, employees, permanent collaborators, or board members.

### 3) **Technical Assistance**

Experts for Technical Assistance will be matched with a funded consortium based on their own expertise and the topic, needs and context of the project. Experts are expected to support project implementation by providing tailored advice and by facilitating knowledge transfer to the funded project. In formulating their guidance, they will draw on existing solutions and best practices, derived either from relevant personal or local experiences, or from the multitude of European projects and initiatives related to the Mission Ocean and Waters. Assistance to the funded projects will be co-defined with the BlueActionBANOS

consortium and may come in the shape of individual counselling, in-depth sessions, expert reviews, workshops and training to empower them with the skills, knowledge, and motivation needed to implement their projects successfully.

## Selection Procedure for Experts

The BlueActionBANOS 'Pool of Experts' will be selected as follows:

- **Step 1:** building the pool of experts
- **Step 2:** contracting external experts selected from within the validated pool according to BlueActionBANOS needs.

### 4.1. Building the Pool of Experts

An Expression of Interest form is launched on the 26<sup>th</sup> of February, 2026, with the **deadline for submission on the 10<sup>th</sup> of April, 2026**. The Expression of Interest form is published at <https://form.jotform.com/260331729723052>. At the discretion of the BlueActionBANOS consortium, this call may be wholly or partly extended or re-opened at a later date. The Expression of Interest submitted by an expert will not be binding for the BlueActionBANOS project to enter into a contractual agreement with the candidate.

Upon closing of the Expression of Interest, the BlueActionBANOS Selection Committee will review received submissions. Based on the criteria specified below, the BlueActionBANOS Selection Committee will validate the profiles of experts to be included in the pool.

Upon completion of the process of selection of experts for specific roles, outcomes of the selection process will be communicated to selected candidates in the pool regarding their options for engagement. The BlueActionBANOS consortium shall be under no obligation towards the selected expert until a contractual agreement has been signed between both parties.

### Selection Criteria

A number of factors will be taken in consideration for the selection of experts into the validated pool. The selection procedure does not employ a strict scoring mechanism. Rather, the factors expounded on below will be weighted in relation to BlueActionBANOS project needs.

#### Area of expertise

Indicated and self-described main area of expertise and correspondence to the description of activities and topics relevant for the BlueActionBANOS project and Mission Ocean and Waters objectives.

#### Level of experience

Indicated level of experience in evaluation of project proposals, ethical assessments or technical assistance, including previous involvement in relevant roles in specific projects.

#### Languages

Command at a professional level of English (Independent Proposal Evaluators and Ethics reviewers) and languages spoken in Baltic and North Sea countries (Technical Assistance).

#### Conflict of interest

External Experts in the role of Independent Proposal Evaluator and Ethics Reviewer must maintain complete independence from BlueActionBANOS consortium members and any of its affiliated entities, as well as from third-party applicant consortia members implicated in the submitted proposal(s). This will be re-confirmed at the evaluation stage, when the list of applicants is known. The experts will then have the opportunity to declare any

potential conflict of interests in relation to the proposals that they were assigned to. The experts should not hold employment or be permanent associates within the consortium members or its affiliated entities, nor being employed or contracted by the applicants within the last three years. The experts are required to steer clear of any situations that may present conflicts of interest. This encompasses avoiding any direct or indirect personal or economic interests that could potentially influence their objectivity, impartiality, or their ability to fulfil their duties without bias.

## 4.2 Contracting selected experts

External experts from within the validated pool may be invited to sign the contract:

- Upon the Open Call closure – in the capacity of independent evaluators
- Upon the selection of projects to be funded – in the capacity of ethics reviewers
- Upon the initiation of support programme for selected projects – as providers of technical assistance.

Invitation to sign the contract will be addressed to those experts from within the validated pool whose profiles best match project needs identified at each of the three stages listed above.

## Remuneration and Payment Conditions

BlueActionBANOS offers a specific fee to external experts for the independent evaluation and ethics review services:

Role	Effort	Evaluation fee per proposal
Independent evaluator	Between 0,2 and 0,3 of a working day	EUR 120
Ethics reviewer	Between 0,2 and 0,3 of a working day	EUR 120

Please note that:

- the fee will be paid directly upon completion of the service and approval of its results, within 14 days after receiving the invoice;
- a certificate of Fiscal Residence (CFR) is required for the payment.