Indicators for prioritisation and implementation of recommendations

EGO/Virgo Governance Implementation Committee

COM/NR

Loading the recommendations with information

In order to prioritise and implement the recommendations in a structured way, we have identified indicators that we could fill in for each (sub)recommendation.

Indicators:

- Priority level: 1 highest priority, 2 medium priority, 3 lower priority
- Estimated time: time technically required to implement a recommendation
- Required funding: how much funding is needed to make implementation possible
- Additional required staff: is additional staff required for this recommendation?
- Sensitivity: high sensitive topic for the community, low not so sensitive topic
- Stakeholders: who will be affected by and involved with the implementation of the recommendation?
- Implementation owner: who is responsible for implementing the recommendation?
- Legal: are there any legal issues that need to be considered before implementation?
- Practical concerns: are there any practical challenges that should be considered?
- Status: how far along are we in implementing the recommendation?

Overview of the loaded recommendations

| commendation présation and Governance | Priority level (1 top , 3 lowest) Tir | me estimate | Required funding | Additional required staff | Sensitivity | Stakeholders | Implementation owner | Legal Pra | ctical concerns 5 | itatus | Comments |
|--|---|--|-------------------------------------|--|-------------------------------|--|--|--|--|---|---|
| GO must play a much stronger role in detector construction, operation and agration after acceptance of detector (sub)systems at the EGO site. | | | | | | | | | | | |
| EGO director - responsibilities and profile | 1.5 Oc | st 24 - 2025 | × | × | high | Council | Council | contract, EGO statute? | | Preparation * | Council should provide its view on current director extention on December meeting. |
| Creation of Virgo-lab | | t 24 - dec 24 | | identified profiles (hiring | (very) high | Task force, Implementation Comm. Council | | | | | Here the result of some work done in EGO on this point: On Functional, Projectized and Matrix Organization and fitting Virgo |
| III (technical) decisions regarding operations and ungrades are made by the | 1 00 | 124 - 000 24 | | + secondment) | (very) high | Comm, Council, | Council / Virgo Pris | * | | Preparation * | Here the result of some work done in EGO on this point: <u>On Functional, Projectized and Matrix Organization and Miling Virgo</u> |
| cutive Board (EB). | | | | | | Task force, | | | | | |
| Members and chair of the board | | t 24 - dec 24 | | Secondment of coordinators to EGO? | bi ab | Implementation Comm, Council, VSC | Council / Virgo Pis | | | Document w | |
| recentlers and chair of the sould | 1 00 | 124 - 000 24 | | 2007 | ngi | | | | | Preparation * | |
| Creation of Technical committee | 1 00 | t 24 - dec 24 | | | high | Implementation Comm, Council, VSC | EGO Director | | | Preparation * | |
| | | | | | | | | | | | |
| Transistion from VSC to CB - other responsibilities | 1 | 2025 | × | × | (very very) high | Implementation Comm, Council, VSC | Council / Virgo Pis | × | | Preparation * | |
| Oversight by the EGO Council should be strengthened by appointing a program icer | | | | | | | | | | | |
| The role foresees in oversight and exchange between EGO Director and EGO Council | 1 00 | t 24 - dec 24 | 7 | × | med | Implementation Comm, Council | Council | × | | Preparation * | |
| fect management | | | | | | | | | | | |
| GO and Virgo must adopt a rigorous project management structure that utilizes dern tools and procedures for detector operations and Observing Runs, similar to large-scale (international) research infrastructure. | | | | | | | | | | | |
| Rigorous reviews with external reviewers | 1 00 | t 24 - 2025 | reviewers travels / compensation | reviewers evallability | med | | EB/PO | × | | Ongoing * | An external review committe has been introduced for AdV+ Phase II - O5 and it is being involved into the TDR review proces |
| | | | | | | | Virgo Groups Pls, Virgo Labs Directorate | IP policies | | | An external review committies has been introduced for Arth's Phase III - OS and It is being involved into the TDR review proces in terms of boots, Virgo has adopted the <u>Inchringat Documentation System</u> (TDS) were documentation can be effectively man in terms of boots, and the observation of the observation of the fortice of the result of the cleared out. |
| All documentation centrally curated and available | | t 24 - 2025 | × | reinforce PO (2 FTE) | med | | | review? | | Crigoria - | Oraneo Out. |
| Thorough risk analysis, resource estimation for big technical decisions | | t 24 - 2025 | × | reinforce PO (2 FTE) | med | | EB/PO | × | | | To help here, the hiring of 2 FTE on System Engineering for the AdV+ PO is currently foreseen |
| Adopt a rigorous workflow | | t 24 - 2025 | × | reinforce PO (2) | med | | EB/PO | × | | | To help here, the hiring of 2 FTE on System Engineering for the AdV+ PO is currently foreseen |
| Ensure adequate responsibilities for subsystems through reviews of proposals | | t 24 - 2025 | missions + long | FTE) | med | | EBPO | × | | Ongoing * | To help here, the hiring of 2 FTE on System Engineering for the AdV+ PO is currently foreseen. In the framework of the AdV+ Detector Training sessions, a first 1-week long School, flooused on the Science of the detector |
| Increase the pool of experts for all subsystems by trainings O Council and Finances | 1 oct | t 24 - 2025 | stays funds | ~ 10 - 20 FTE | med | | EB, Virgo Groups Pls | × | | Ongoing * | organized for November 2024 |
| Additional financial resources are essential for the future of EGO/Virgo. | | 2023 | | | med | | | | lependent of EGO | | |
| Additional funding is mandatory | 1 | 2023 | × | × | med | FA | Council delegates/ego director | x ind | ependent of EGO or Virgo, involved additional buffer | Done * | 4.5 en 2022; 4.95 2023; 6;62 2024; 6,73 en 2025 → rattrapage de l'inflation depuis 2017, 2027; 5,82 en Italie et en France; 2025 et 2036 → 10 M€ |
| All Virgo members contributes through a Common Fund | - 1 | 2025 | yes | × | med | FA | Council Delegates/ Virgo Pis | Virgo MOUs to | | | 8kGlauteur -> mise en place par Massimo |
| An Ango memocis contributre through a Common Fund | - 1 | 2025-2026 | yes | × | med | FA | Virgo Pis Council | EGO | | Origoing * | oktrauseur mise en prace par Massimo |
| New Council members should contribute beyond CF | | | | | | | | convention to be updates | | Ongoing * | Nikhef: 400k€ sans augmentation, mais in-kind; upgrade : sans reponse; Belgique 180k€+upgrade (flaman) ,Polonais, Espa |
| The financial budget of EGO and the financial flows between EGO and Virgo have to reviewed and clarified accordingly. | | | | | | | | | | | |
| EGO council shoud present finances in transparent manner Budget for external institutes should not flow through EGO | 2 2 | dec 2023 2025 | × | × | med med | Council | EGO director | × | | Planned * | to be decided with MESR/DSFIM/Virgo-France: mission or investment (LMA?) |
| Budget for external institutes should not flow through EGO | 2 | 2025 | , | × | med | EGG | EGO director | × | | | to be decided with MESRDSFIMVirgo-France: mission or investment (LMA?) to be decided with MESRDSFIMVirgo-France: mission or investment (LMA?) |
| Also in-kind contributions should be accounted for | 2 | dec 2023 | , | × | med | EGC | | × | | Planned * | |
| Operation controlling A careful assessment of the EGO staffing needs should be carried out as soon as | | | | | | | | | | | |
| A careful assessment of the EGO staffing needs should be carried out as soon as ssible, with the goals of i) identifying critical staffing shortfalls, and ii) identifying th the EGO Council) a means for increasing (funding for) EGO staff and closing the | | | | | | | | | | | |
| ffing shortfall gap. EGO analysis of overall staffing needs | 1 0 | oct 24 - dec 24 | , | yes | med | EGO+EE | | × | | Done * | presentation staffing in June 2024: 17 staff positions, 2 position |
| EGO critical review of the internal EGO organization | | dec24/mar 25 | , | × | med | EGO+EE | EGO director | × | | Ongoing ▼ | Some limited EGO departments reorganization is ongoing associated to very urgent operational needs (like the expenditure extraordinary maintenance budget). This should be aligned, or at least not in contradiction, with the report recomendations |
| Attention to attracting and recruiting international staff. Incease staffing by permanent funding and/or long-term secondment | 2 | 2025 2025 | | . × | med | EGO+EE | EGO director | × | | Planned * | |
| go Collaboration | | 2020 | , | yes | med | £90+EE | EU-O WINCON | | | Figure * | |
| The Virgo Collaboration must have an increased engagement in (on-site) detector ated activities and tasks of common interest. | | | | | | | | | | | |
| | | | | | | | | The imp mig | e exact olementation ght change a bit on the Virgo-lab is | | |
| | de | oc 2024 - early | | | | Virgo groups (including EGO), EGO, funding | Virgo spokesperson/manage | who def has star sup | ined, but we can ve a short-term rt (and maybe not perfinal) | | We can imagine to enforce a rule (e.g. each subsystem has to have at least one person on site, or there must be at least N on-call activity (c), even before defining the Virgo-label, it is very important that we finalise the clear list of needed FTE as we formatly request it (to the run coordinator + commissionis coordinator)?, Also, we would need to have the agreem agencies to e.g. over the travel expenses set. We can focus on a short-term plan valid for the running time (rulf). Jave 2020 in the proof of the contraction |
| Virgo members should engage in (on-site) detector responsibilities | de 1 20 | oc 2024 - early 025 | | | high | Virgo groups (including EGO), EGO, funding agencies | Virgo spokespersonimanage ment | who defi has star sup imp | e exact olernentation jht change a bit on the Virgo-lab is lined, but we can re a short-term rt (and maybe not cerfinal) olernentation. | Planned * | We can imagine to enforce a rule (e.g., each subsystem has to have all least one person on alle, or there must be at least it in or call acting (e.g.) even before deriving the Virgolia. It is very important that we finishe the claim that a few dead FTE at appeals to the convert in the convertient of the convertient that the virgolia convertient is the convertient that the virgolia convertient is the convertient that the virgolia convertient that the virgolia convertient is the virgolia convertient that the virgolia convertient is the virgolia convertient that virgolia convertient is the virgolia convertient that virgolia convertient is very convertient to the virgolia convertient that virgolia convertient virgolia convertient that virgolia convertient virgolia virgolia convertient virgolia virgolia convertient virgolia |
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The seven topics of recommendations as defined by the review committee:

- Organization and governance
- Project management
- EGO Council and finances
- EGO staffing
- Virgo Collaboration
- Site attractiveness
- Virgo and Einstein Telescope

Link to the table:

https://docs.google.com/spreadsh eets/d/1qcrxE8qZ1RrcnOPjVjmwu8 NAAIGN9i32GgVTWRe70fM/edit?u sp=sharing

Organization and governance

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| | Time estimate | Additional required staff | Sensitivity | Stakeholders | Implementation owner | Legal |
|--|---------------------|---|--------------------|--|------------------------|------------------------|
| 1. EGO must play a much stronger role in detec | tor construction, c | peration and inte | gration after acce | ptance of detector | (sub)systems at th | e EGO site. |
| 1.1 EGO director - responsibilities and profile | Oct 24 - Dec 25 | | high | Council | Council | contract, EGO statute? |
| 1.2 Creation of Virgo-lab | oct 24 - dec 24 | identified profiles (hiring + secondment) | (very) high | Task force, Implementation Comm, Council, VSC | Council / Virgo Pls | |
| 2. All (technical) decisions regarding operations | and upgrades are | made by the Exe | cutive Board (EB) | | | |
| 2.1 Members and chair of the board | oct 24 - dec 24 | Secondment of coordinators to EGO? | high | Task force, Implementation Comm, Council, VSC | Council / Virgo Pls | |
| 2.2 Creation of Technical committee | oct 24 - dec 24 | | high | Task force, Implementation Comm, Council, VSC | EGO Director | |
| 2.3 Transistion from VSC to CB - other responisbilities | 2025 | | (very very) high | Task force, Implementation Comm, Council, VSC | Council / Virgo Pls | |
| 3. Oversight by the EGO Council should be stre | | | | | | |
| 3.1 The role foresees in oversight and exchange between EGO Director and EGO Council | oct 24 - dec 24 | t.b.d. | medium | Implementation Comm, Council | Council | |

Project management

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| | Time estimate | Required funding | Additional required staff | Sensitivity | Implementation owner | Legal | | |
|---|---------------|--|---------------------------|-------------|--|---------------------|--|--|
| 4. EGO+Virgo must adopt a rigorous project management structure that utilizes modern tools and procedures for det. operations and obs. runs | | | | | | | | |
| 4.1 Rigorous reviews with external reviewers | oct 24 - 2025 | reviewers travels / compensation | reviewers availability | med | EB/PO | x | | |
| 4.2 All documentation centrally curated and available | oct 24 - 2025 | x | x | med | Virgo Groups Pls, Virgo Labs Directorate | IP policies review? | | |
| 4.3 Thorough risk analysis, resource estimation for big technical decisions | oct 24 - 2025 | x | reinforce PO (2 FTE) | med | EB/PO | x | | |
| 4.4 Adopt a rigorous workflow | oct 24 - 2025 | x | reinforce PO (2 FTE) | med | EB/PO | х | | |
| 4.5 Ensure adequate responsibilities for subsystems through reviews of proposals | oct 24 - 2025 | x | reinforce PO (2 FTE) | med | EB/PO | x | | |
| 4.6 Increase the pool of experts for all subsystems by trainings | oct 24 - 2025 | missions + long stays funds | ~ 10 - 20 FTE | med | EB, Virgo Groups PIs | x | | |

Prioritising the recommendations

From filling in the table and all information that is compiled in the Organisational review report we extracted four top priority implementations:

- Creation of Virgo-lab
- Implementation of Executive Board
- Implementation of Technical committee
- Transformation VSC to Collaboration Board