

Euroregion Baltic  
Executive Board Meeting  
online  
9<sup>th</sup> May 2014



**Title** Final Minutes

**Submitted by** SDD, International Permanent Secretariat

**Summary / Note** This document provides final minutes of the ERB Executive Board meeting which took place online on 9<sup>th</sup> May 2014.

**Requested action** Signing

**ERB Executive Board meeting**  
9<sup>th</sup> MAY, 08.00 – 09.00  
Online

**Participants: ERB Executive Board:**

Vytautas Grubliauskas	ERB President, President of Association Klaipėda Region
Wiesław Byczkowski	ERB Vice-President, Vice-Chair of the Board, Pomorskie Region
Lennarth Förberg	ERB Board Member, Vice-Chair of the Board, Region Blekinge
Roland Gustbée	Member of ERB Executive Board, Chair of the Board, Regional Council of södra Småland
Monica Haider	Member of ERB Executive Board, 2 <sup>nd</sup> Vice-Chair of the Board, Regional Council of södra Småland
Maria F. Kjaergaard	ERB Youth Board Chair, Member of the Council, Regional Municipality of Bornholm
Christina Mattisson	ERB Board Member, Chair of the Board, Region Blekinge
Åke Nilsson	Member of ERB Executive Board, Member of the Board, Regional Council in Kalmar County
Per Ole Petersen	Member of ERB Executive Board, Member of the Council, Regional Municipality of Bornholm

**Participants: ERB Secretariats**

Niels Andersen	Regional Municipality of Bornholm
S. Demkowicz-Dobrzański	ERB International Permanent Secretariat
Jan Martinsson	Regional Council of Kalmar County
Roma Naruszewicz	Association of Polish Communes
Valdas Pučkorius	Director of the Secretariat of Association Klaipėda Region
Magdalena Skłucka	Office of the Marshal of Pomorskie Region
Johanna Rönn	Region Blekinge
Krystyna Wróblewska	Office of the Marshal of Pomorskie Region

## 1. **Opening & Welcome**

President of Euroregion Baltic, Mr Vytautas Grubliauskas welcomed the participants of the meeting.

## 2. **Decision regarding the recruitment of a new head of IPS**

*ERB 2020 Agenda Focus Area: Strategic Actions*  
*Internal Action: strengthening ERB internally*

Following the decisions of the ERB Executive Board made at the meeting on 20<sup>th</sup> March 2014, President Grubliauskas informed the Board that the recruitment of a new head of IPS began on 14<sup>th</sup> April after the ERB secretariats agreed on the scope of responsibilities for the job. Three candidates submitted applications before the deadline of 23<sup>rd</sup> April and all three of them were invited to the interviews (following the agreement of the ERB secretariats at the online meeting on 28<sup>th</sup> April) which took place in Olsztyn on 7<sup>th</sup> May, during the visit that President Grubliauskas paid to Anna Wasilewska, Deputy Marshal of Warmińsko-Mazurskie region and Danuta Ciborowska, Chair of the Board of the Foundation which will host the IPS.

The three candidates invited to the interview were: Anna Andrejuk from Olsztyn, Sebastian Magier from Elbląg and Ivan Kesoretskih from Kaliningrad. They were interviewed by President Grubliauskas and Sławomir Demkowicz-Dobrzański. Each interview began a 30-minute preparation stage where the candidate received a text to read. The three texts were different: one was a memo from the European Commission proposing the improvement of EURES jobseeker mobility network, one was an outline of the WaterNets project from the Regional Council in Kalmar, and one was the resolution by the European Council on the overview of the structured dialogue with young people on youth participation in democratic life.

The actual interview began with the candidate discussing the text and analysing it in terms of its relevance to the ERB work, cooperation within the Baltic Sea Region, and the EU agenda in general. Later, the candidates were asked to describe what role Euroregion Baltic could have in the cooperation in the Baltic Sea Region in the future. How, in their opinion, the organisation can contribute to the development of the cooperation in the Baltic Sea Region. Finally, we asked them about their professional experience, previous engagement in international work, management of cooperation projects, knowledge of the Baltic Sea Region cooperation, and technical skills required in the modern office. In the end, the candidates also asked us some questions.

Sebastian Magier proved to possess the best awareness of the relevant policies which the three texts concerned (EU Strategy for the Baltic Sea Region, EU 2020 Strategy, Helcom Baltic Action Plan, EU Water Framework Directive, EU Youth Strategy). He could easily navigate through a range of areas, topics and processes. It was also clear that Sebastian Magier had the best knowledge of Euroregion Baltic, its strategic documents and working structures.

The interviews also confirmed that Sebastian Magier has the most relevant experience in international cooperation initiatives. He has so far been the project manager in Interreg A and C projects. He is the only one of the three of course that has had direct involvement in the work of Euroregion Baltic International Secretariat. Anna Andrejuk's experience was either that of an expert in Interreg B projects or a financial manager in the ENPI programme whereas Ivan Kesoretskih has mainly worked as an assistant to the head of the Russian secretariat in ERB or to the project coordinator in an Interreg A project.

It is beyond doubt that Sebastian Magier presented the best level of English, both in terms of vocabulary and pronunciation. His answers were clear and to the point, he did not have any problems expressing himself or the complicated nature of the EU policies. When it came to the technical skills required by the job, both Sebastian and Ivan showed similar levels of digital literacy while Anna presented the least advanced competences.

President Grubliauskas and Head of IPS strongly recommended Sebastian Magier to be the head of the ERB International Secretariat. Not only did Sebastian demonstrate the most relevant professional experience and competences but also

he showed the best inter-personal skills, which makes us believe he is the right candidate for the job that requires flexibility, inquisitiveness, responsibility, diplomacy, objectivity, and open-mindedness.

ERB Executive Board member Roland Gustbée asked if there are going to be problems related to the fact that Sebastian lives in Elblag and the office will be located in Olsztyn. President Grubliauskas said the job requires a lot of flexibility and mobility. A large proportion of working hours will be spent outside the office travelling and attending meetings. This was made clear during the interview with Sebastian who will be able to be in the office in Olsztyn once or twice a week.

Even though the representatives of Warmińsko-Mazurskie region could not attend the online meeting they made their position known to the ERB Executive Board; the position in favour of employing Sebastian Magier as a new head of IPS. All the other delegations voted in favour of Sebastian Magier as well.

**Decision:**

ERB Executive Board decided to employ Sebastian Magier as a new head of IPS as of 1<sup>st</sup> July 2014.

3. **Date of next ERB Executive Board meeting**

ERB Executive Board members discussed the date for their next meeting which will take place in Växjö, Sweden.

**Decision:**

ERB Executive Board decided that their next meeting will start at 12.00 on 16<sup>th</sup> June 2014 in Växjö, Sweden.

4. **Conclusion and Closing**

ERB President, Mr Vytautas Grubliauskas concluded and closed the ERB Executive Board meeting.

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Vytautas Grubliauskas  
ERB President

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Roland Gustbée  
Member of ERB Executive Board