

Call for candidates “The Chair of EFNMSvzw”

In autumn 2025, the current Chairman of EFNMS (European Federation of National Maintenance Societies), Mr. Cosmas Vamvalis, will complete his third term in office. To ensure a smooth transition and the selection of a competent successor, the General Assembly of EFNMS entrusted the task of overseeing the election process to a specially appointed election committee on September 14, 2024. This election committee comprises three individuals: **Per Schjøberg** (NFV, Norway), **Giedrius Slavickas** (LTPIA, Lithuania), and **Jan Stoker** (NVDO, Netherlands). The committee is chaired by **Jan Stoker** from NVDO, Netherlands.

The new chairman election will take place in the next General Assembly meeting in Vilnius the 10th of May 2025. The election will be based on the identification and verification of suitable candidates from among the EFNMS members. This critical transition marks an important phase in the governance of EFNMS, ensuring its continued leadership and direction in the field of maintenance management across Europe.

1. Procedure

In 2003, the General Assembly, based on the work of the Nomination Committee for the election of the Chair, developed the "Profile Requirements EFNMS vzw Chair." This profile outlines the requirements, selection criteria, and key responsibilities of the Chair. It has been used in previous elections, and the current nomination committee will also use the same profile, which is described in chapter two of this document.

2. Profile Requirements for EFNMSvzw Chair

2.1 Managerial capabilities

Demonstrated managerial capabilities

2.2 People Management

The Chair is a manager with the ability to lead people in a positive and humane way. The Chair should be fair, flexible, positive, and open-minded

2.3 Manager

The Chair will establish transparent goals, strategies, and action plans. Furthermore, the Chair will implement and use KPIs to monitor the progress of these plans and will communicate various aspects effectively. The results will be displayed on a balanced scorecard, all conducted with an open-minded approach.

2.4 Financial oversight

The Chair must be consistently well-informed about the financial state of EFNMS and maintain control over all financial aspects.

2.5 Communication

The Chair's communication within the Board of Directors and directly to the General Assembly (GA) must maintain a high standard of clarity and transparency. The Chair should possess strong natural communication skills and be highly proficient in both written and spoken English.

2.6 Politics

The Chair has well developed negotiation skills and knows the way in the political field and is prepared to use this for the profit of the EFNMSvzw.

2.7 Knowledge

The Chair's knowledge of maintenance and maintenance is on a high level.

2.8 Dynamis

The Chair's attitude should be dynamic straight forward.

2.9 Continuous improvement

The Chair is a manager, who always is thinking of what can be improved. The person uses the PDCA-cycle to install this in the organization. Novel ideas will be placed on the table by doing this.

2.10 Experience in running a federation

The Chair is able to understand the members very well, and experience in running an organization would be favourable.

2.11 Able to cope with differences in culture and personalities

The chair has the ability to work with people and societies from different cultures.

2.12 The new Chair should have

1. The interest for being the Chair.
2. The time to do so
3. The opportunity to focus on the EFNMS
4. Proven managing and maintenance capacities
5. Is acceptable for the members
6. The Chair should not be an employee of one of the member societies.
7. The Chair does not represent any member but shall act independently to serve the general interests of the VZW and all of its members.

2.13 Capabilities which will be very nice

- Promotes new initiatives
- Digital capabilities
- Knows the way to the EU
- Shall not be active in any private owned commercial setting in the maintenance field

3. Estimated total time consumption on an annual basis for the chair

Estimated Total Time Consumption on a annual basis for the Chair	
General Assembly <i>(logistics + agenda + presentations + presence) (2 * 4 days (including traveling) + 2 * 30 hours)</i>	15 Days
Board of Director's meetings <i>(10 * 1,5 hours)</i>	2 Days
Collaborations <i>(e.g. OMAINTEC, GFMAM, IEEE, MARAMM) (30 hours)</i>	4 Days
Budget and financial management	4 Days
EuroMaintenance <i>(3 days / 2 years + 20 hours / year)</i>	4 Days
EFNMS activities <i>(10 hours / month)</i>	15 Days
Reviews – info to EFNMS community <i>(1,5 hour / week)</i>	8 Days
Miscellaneous	5 Days
Estimated total time consumption (spread of the year)	±57 days
<i>Table 1: Total Time Consumption</i>	

4. Candidates

We ask all the National Maintenance Societies to forward their nominations within April 5st, 2025.

The application should be **addressed to Mr. Jan Stoker** by e-mail (address below, paragraph 4.2).

The application should include:

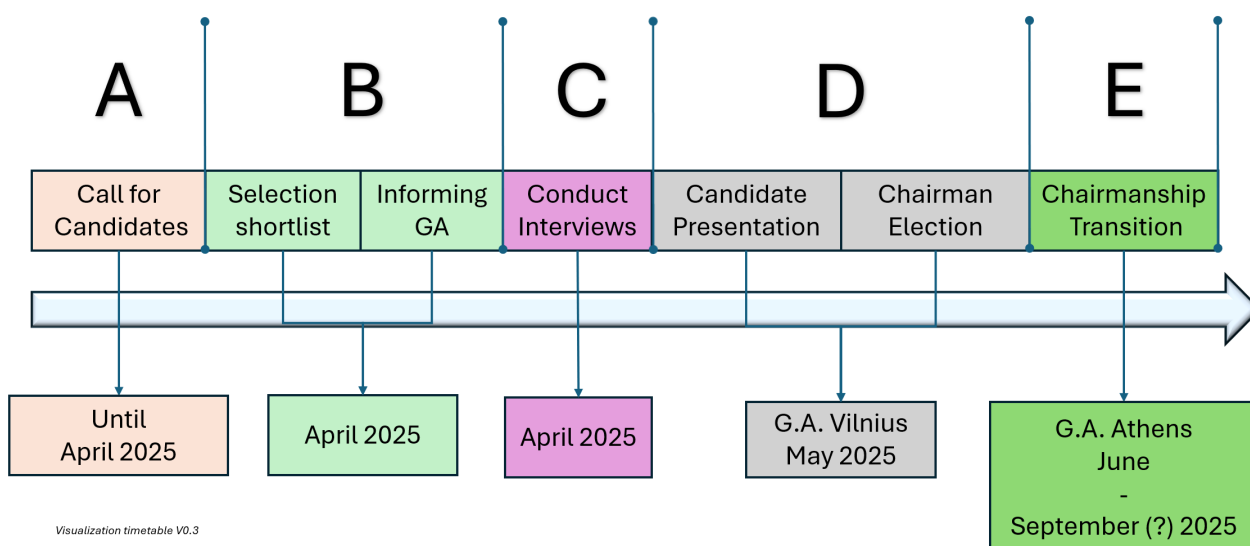
1. Curriculum vitae (CV)
2. Application
3. Support letter from the National Society (The Chair candidacy must be approved and supported by his/her National Maintenance Society)
4. Others

This letter is also published on the private web site of EFNMSvzw.

(All information given in applications received will be treated as strictly confidential.)

4.1 Timetable and procedure for the election.

1. (A) Call for candidates from National Societies – to be submitted by each national society by April 5th, 2025.
2. (B) Until April 5th, 2025, the election committee will select a shortlist of three candidates.
3. (B) Send out information about the candidates to the General Assembly (GA) to be held in Vilnius before April 5th, 2025.
4. (C.) Conduct interviews with the candidates in the week prior to the GA meeting April 2025
5. (D) The candidates will be asked to present themselves at the General Assembly in Vilnius in May 2025.
6. (D) During the General Assembly in Vilnius, the Chairperson will be elected.
7. (D-E) After the General Assembly elects the new Chair, an onboarding period will commence, managed by the current Chair.
8. (E) The transfer of the new Chair of EFNMSvzw will take place at the GA in Athens, Greece, in 2025.



Visualization timetable V0.3

4.2 Corresponding.

All corresponding will be done by mail:

- efnmselectioncommittee@gmail.com

Enclosure: Appendix Quotation from the constitution/ARTICLES OF ASSOCIATION 5.3 The Chairman (m/f/x)

Appendix: Quotation from the constitution / Articles of Association

5.3 The Chairman

Art. 70. - The Chairman shall preside over the General Assembly and the Board of Directors but does not hold voting right in the General Assembly. He shall be given the competence to act as representative of the VZW in legal and extra-legal external matters, without the need or obligation to confirm any decision or special mandate vis-à-vis third parties, without prejudice to what is stated hereafter about the interventions of the Treasurer. He shall at the same time be made competent to act with respect to the daily management and the external representation on behalf of the association in matters of import as may pertain. He shall be assisted by the Treasurer for any of the financial dealings, the accounting procedures, and the budget control.

Art. 71. - He shall be responsible for preparing the annual accounts and the annual report for adoption by the General Assembly. The Chairman shall be accountable for the Secretariat.

Art 72. - The Chairman shall give a report to the General Assembly about the activities of the VZW, its preparations, budget, quality issues – amongst which time scheduling – and the composition of reports about its ongoing activities. Furthermore, the Chairman shall also be accountable to the General Assembly for the activities of the different working groups as they pertain to expenditure and costs.

Art 73. - The Chairman shall be appointed and dismissed by the General Assembly. To that end, the General Assembly shall in due time appoint a nomination committee for the appointment of candidates and shall present its choices to the General Assembly. The Chairman shall be appointed for a period of maximum three years. He may be re-appointed twice to hold the office for the same duration.

Art 74. - In the event that the Chairman shall become indisposed to attend meetings, the Board of Directors shall appoint an Interim Chairman from amongst the members of the Board of Directors in order that the latter may on a temporary basis assume the function of the Chairman until a new permanent Chairman has been appointed.

Art 75. - The Chairman does not represent any member but shall act independently to serve the general interests of the VZW and of all of its members. However, his candidacy must be approved and supported by his own National Maintenance Society.

Art 76. - Within the limits of the budget and the allotted funds, and in the event that other opportunities should present themselves, the Chairman may receive support in the performance of his tasks by the establishment of and having recourse to working groups and/or project groups and to operations and activities assigned to other outside organizations.

Art 77. - Other extra-ordinary issues shall be dealt with in the standing rules and by-laws and in a written agreement between the VZW and the Chairman. This agreement shall be signed by the Chairman and by the Board of Directors, following approval and adoption by the General Assembly.