



EFRAG SUSTAINABILITY REPORTING TEG CHAIR

CALL FOR CANDIDATES FOR EFRAG SUSTAINABILITY REPORTING TEG CHAIR

Deadline 28 February 2022

27 January 2022

Dear Madam, Dear Sir,

Appointment of EFRAG's Sustainability Reporting Technical Expert Group Chair

Background

At the EFRAG General Assembly held on 21 January 2022, the revised EFRAG Statutes and EFRAG Internal Rules were approved and form the legal basis for EFRAG's new governance structure which includes a sustainability reporting pillar alongside the financial reporting pillar, mirroring its governance. The target date for the full implementation of the new EFRAG structure is 31 March 2022. Around this date, the project work on the development of draft EU sustainability reporting standards, conducted by the EFRAG Project Task Force on European Sustainability Reporting Standards (PTF-ESRS), will be handed over to the permanent structure (the EFRAG Sustainability Reporting Board and the EFRAG Sustainability Reporting TEG) in a transition process which is to be agreed upon.

At its December 2021 and January 2022 General Assembly meetings, Thirteen new organisations joined EFRAG as members in the sustainability reporting pillar (two in the European Stakeholders Organisations Chapter and eleven in the Civil Society Organisations Chapter - see [press release](#)). We expect that further organisations will join the EFRAG membership in the coming weeks and months. Admission to the membership of EFRAG can take place at future EFRAG General Assembly meetings (meetings are scheduled for 15 February and 1 and 15 March 2022).

EFRAG Sustainability Reporting TEG

The EFRAG Sustainability Reporting TEG will provide technical advice on the draft EU Sustainability Reporting Standards (ESRS) to the EFRAG Sustainability Reporting Board based on its own professional judgment, arguments, technical analysis resulting from its technical expertise and applying EFRAG's due process. The EFRAG Sustainability Reporting TEG operates based on an open and transparent due process including a public consultation process with European constituents, as laid down in the Due Process Procedures for EU Sustainability Standard Setting¹.

¹ EFRAG launched in June 2021 a [public consultation](#) on proposed Due Process Procedures (DPP) for its the sustainability pillar with a deadline of 15 September. A [summary report](#) of the main comments received from the public consultation was published in November. The EFRAG Administrative Board supported by its Due Process Committee will finalise the DPP for recommendation for approval to the EFRAG General Assembly in its meeting of 15 March 2022.



Appendix B provides further information on the appointment and working rules of the EFRAG Technical Expert Groups.

The EFRAG Sustainability Reporting TEG is responsible for the development of these draft ESRS Standards with input from the EFRAG Expert Working Groups and Advisory Panels. The EFRAG Sustainability Reporting TEG together with the EFRAG Financial Reporting TEG also ensures connectivity between financial reporting and sustainability reporting. The EFRAG Sustainability Reporting TEG is chaired by the Sustainability Reporting TEG Chair.

EFRAG Sustainability Reporting TEG Chair

EFRAG is calling for candidates for the EFRAG Sustainability Reporting TEG Chair. Candidates should have relevant recent professional experience in, and originate from, one of the EEA countries. A proper overall balance will need to be found between EFRAG Sustainability Reporting TEG and EFRAG's leadership in terms of geography and gender. Nominations can be submitted to the attention of Jean-Paul Gauzès, EFRAG Administrative Board President, at the following address: nominations@efrag.org.

The appointment is expected to commence on 1 April 2022 and will be for a three-year period (i.e., expiring on 31 March 2025), with the option of renewal for a second term.

Role and function

Under the governance structure of EFRAG, the EFRAG Sustainability Reporting Board takes decisions on EFRAG's technical positions notably on the technical advice submitted to the European Commission in the form of draft EU Sustainability Reporting Standards, after having considered the advice of the EFRAG Sustainability Reporting TEG. The EFRAG Sustainability Reporting TEG determines its advice independently and makes recommendations, after having given due consideration to all input received through EFRAG's due process.

The Chair of the EFRAG Sustainability Reporting TEG is responsible for directing and managing all of EFRAG's sustainability reporting technical activities. The EFRAG Sustainability Reporting TEG Chair is responsible for the support provided to the EFRAG Sustainability Reporting Board and participates in all EFRAG Sustainability Reporting Board meetings. The EFRAG Sustainability Reporting TEG Chair is an observer in the EFRAG Financial Reporting TEG meetings. The EFRAG Sustainability Reporting TEG Chair may represent EFRAG in technical fora and other events, upon delegation by the EFRAG Sustainability Reporting Board Chair.

Profile

The following criteria are especially important and will be taken into account when selecting candidates:

- **Technical competence and leadership:** The EFRAG Sustainability Reporting TEG Chair should provide leadership to EFRAG's sustainability reporting technical activities and therefore count amongst the best technical experts in sustainability reporting. Reasonable knowledge is expected on financial reporting developments. Some involvement/experience in the activities of a National Standard Setter would be a plus. He or she should have recent

experience in the practical application of, or be advising on, the use of sustainability reporting standards. He or she needs to have a strong credibility in the sustainability reporting community, as well as in the regulatory community.

- **Understanding of strategic issues in sustainability reporting and potential sustainability reporting effects:** The EFRAG Sustainability Reporting TEG Chair should be able to support the EFRAG Sustainability Reporting Board in determining all its positions. The EFRAG Sustainability Reporting TEG Chair is also expected to assist the EFRAG Sustainability Reporting Board Chair in the relationship with European institutions and on the international scene. Finally, and very importantly, the EFRAG Sustainability Reporting TEG Chair should ensure that the EFRAG Sustainability Reporting Board has access to the evidence it needs to make all its decisions on the technical advice of draft EU Sustainability Reporting Standards, including impact analysis and digital guidance. He or she should therefore have a good understanding of how sustainability reporting is used and may affect economic growth, financial stability and the wider social environment. He or she should have a good understanding of the European and global economic and standard-setting environment. Specific competences to support EFRAG's impact analyses, including organising and monitoring field tests, would provide added value.

The EFRAG Sustainability Reporting TEG Chair should work in the context of the (Proposal for a) Corporate Sustainability Reporting Directive.

- **Commitment to act in the European public interest and firm commitment to EFRAG's mission:** The EFRAG Sustainability Reporting TEG Chair is required to commit themselves to acting in the European public interest. He or she should support EFRAG's objectives and main functions as set out in the EFRAG Statutes and the EFRAG Internal Rules and demonstrate a willingness to communicate and represent this mission to the outside world. The EFRAG Sustainability Reporting TEG Chair should serve the objective of Europe speaking with one voice in sustainability reporting.
- **Experience:** The EFRAG Sustainability Reporting TEG Chair should have demonstrated knowledge, practical experience and high-profile expertise in the field of sustainability reporting standard-setting, preparing, reviewing or using sustainability information; or matters within the scope of standard-setting including digitisation of corporate reporting. The EFRAG Sustainability Reporting TEG Chair should be an active practitioner, or demonstrate relevant practical experience from the past, if the immediate past experience has been in standard-setting. He or she should be capable of developing new thinking on sustainability reporting concepts and applications. He or she should have a good understanding of the work of national standard setting and/or regulatory bodies with an interest in sustainability reporting in his or her country. This experience must have been acquired at a relevant and senior level of responsibility.

Experience with interconnectivity between financial reporting and sustainability reporting brings added value.

- **Communication skills:** The EFRAG Sustainability Reporting TEG Chair should possess excellent oral and written communication and representation skills to represent EFRAG in technical fora and assume speaking engagements upon delegation of the EFRAG Sustainability Reporting Board Chair. Communication skills also include the ability to listen

to and consider the views of others, so as to assist the EFRAG Sustainability Reporting Board Chair in the search for consensus in the EFRAG Sustainability Reporting Board. The EFRAG Sustainability Reporting TEG Chair will also be expected to lead EFRAG's high level technical sustainability reporting discussions and to promote various initiatives connected with EFRAG. The EFRAG Sustainability Reporting TEG Chair should be fluent in English.

- **Management and leadership skills:** The EFRAG Sustainability Reporting TEG Chair should have a proven ability to lead complex projects and to direct and monitor collective work. He or she should have strong management skills and be able to stimulate team spirit and collegial atmosphere in a group of senior professionals. He or she should be an inspiring leader for the EFRAG technical Secretariat and others interacting with him or her.

The EFRAG Sustainability Reporting TEG Chair position is expected to be full time and will be remunerated at a level which corresponds to the responsibilities and complexities of this position. The EFRAG Sustainability Reporting TEG Chair position cannot be combined with membership of the EFRAG Reporting Boards or EFRAG Financial Reporting TEG.

Further information about EFRAG can be found on the EFRAG website: www.efrag.org. In particular, the [EFRAG 2020 Annual Review](#) and recent EFRAG PTF-ESRS publications may be of interest. It is anticipated that candidates have reviewed the content of our website.

Selection process

The selection of the EFRAG Sustainability Reporting TEG Chair will be based on the extent to which a candidate meets the above profile notably in terms of expertise and experience, is able to act in the European public interest and has no conflict of interests.

The EFRAG Sustainability Reporting TEG Chair is appointed by the EFRAG Administrative Board upon recommendation of the EFRAG Administrative Board Nominating Committee.



Submissions, setting out the name and CV of a proposed candidate, should be sent, **by 28 February 2022**, by email to EFRAG to the attention of Jean-Paul Gauzès, EFRAG Administrative Board President at the following address: nominations@efrag.org.

With the objective to streamline the content of the CVs of applicants, we enclose a standard CV format (Appendix A) for use or to ensure that the elements mentioned therein are at least covered.

The interviews will take place in the first weeks of March by a webcast meeting. All candidates will be informed about their appointment or outcome of their application within one month after the EFRAG Administrative Board has made the decision.

Yours sincerely,



Jean-Paul Gauzès
EFRAG Administrative Board President





APPENDIX A

EXPECTED CONTENT TO BE ADDRESSED IN CVS OF APPLICANTS FOR EFRAG SUSTAINABILITY REPORTING TEG² CHAIR

Personal information

First Name:
Last Name:
Nationality:
Date of birth:
Gender:
Employer (if any):
Country of professional life:

Languages (express on a scale of 1(basic) through 5 (very good) how well developed)

English language:
French language:
Other languages:

Familiarity with EFRAG:

Please describe your level of familiarity and previous interactions with EFRAG, if applicable.

Sustainability reporting interest

Description of added value you can bring as EFRAG Sustainability Reporting TEG Chair:

- Management skills (lead complex projects and to direct and monitor collective work):
- Technical competence and leadership:
- Experience with sustainability reporting standards and standard-setting:
- Experience with interconnectivity between financial and sustainability reporting:
- Ability to provide independent views on sustainability reporting issues:
- Relation with National Standard Setter or any other authority in the sustainability reporting domain:
- Involvement of sustainability reporting through your professional or stakeholder organisation:
- Involvement in the European and international sustainability reporting scene:
- Publications that you have undertaken:

Management capabilities

Experience with managing a team:

Professional career

Current function and description of function:
Professional career (please describe starting from your present function to earlier entrance into professional life):
Membership of professional organisation(s):
Other relevant experience:

² Applicants are free to use this standard CV format or to use their own CV ensuring that at least the issues listed in the expected content format are addressed.



Support of candidature

EFRAG Sustainability Reporting TEG Chair candidature is supported by the following organisations/company (to the extent applicable):



APPENDIX B – Relevant articles from EFRAG’s Internal Rules

This Appendix presents relevant extracts from EFRAG’s Internal Rules describing the working rules of the EFRAG Technical Expert Groups.

EFRAG’s revised Statutes and Internal Rules have been approved by the EFRAG General Assembly at its meeting on 21 January 2022. The final text may be subject to minor formatting or English review edits.

SECTION 5 -WORKING RULES OF THE EFRAG REPORTING TEGS

ARTICLE 37 Appointment of Technical Experts

1. On the recommendation of the EFRAG Administrative Board, supported by its Nominating Committee, the EFRAG Reporting Boards appoint the members of EFRAG Reporting TEGs for terms of up to two (2) years, renewable to the extent that the total term as a member of the EFRAG Reporting TEGs does not exceed six (6) years. Where an ad hoc vacancy arises from a member resignation or for any other reason, the incoming candidate will initially be appointed to complete the term of the outgoing member.
2. For the members appointed on the nomination of National Standard Setters or National Organisations in accordance with Article 38.2, the EFRAG Reporting Board can decide to make an exception to the maximum term of six (6) years for those members if the EFRAG Reporting TEG member is the technical director³ of the National Standard Setter given the nature of the country liaison function. The maximum period that such an EFRAG Reporting TEG member can serve is twelve (12) years.
3. Former EFRAG Reporting TEG members and former EFRAG Reporting TEG Country Liaison members may reapply for EFRAG Reporting TEG membership after a cooling-off period of at least three years from the end of their membership. The maximum number of years that anybody can be an EFRAG Reporting TEG member is twelve years.
4. A member of the EFRAG Reporting TEGs cannot be a member of the EFRAG Reporting Boards.
5. The EFRAG Administrative Board appoints the EFRAG Reporting TEG Chairs for a term of up to three (3) years, renewable to the extent that the total period of service as EFRAG Reporting TEG Chair does not exceed six (6) years (i.e., not including any period as an ordinary member of EFRAG Reporting TEG). The maximum period that the EFRAG Reporting TEG Chair can serve in any capacity on EFRAG Reporting TEG is twelve (12) years.

³ Or equivalent at national level



6. The EFRAG Reporting Board may appoint a Vice-Chair of the EFRAG Reporting TEG who will substitute the EFRAG Reporting TEG Chair when necessary.
7. When a suitable candidate has been identified in the nominating process, but for any good reason cannot be appointed, the EFRAG Reporting Board, on the recommendation of the EFRAG Administrative Board may ask whether he/she would agree to be registered on a list of qualified candidates for a maximum period of two years. When a member of the EFRAG Reporting TEG resigns or is no longer able to fulfil his responsibilities, the EFRAG Reporting Board, on the proposal of the EFRAG Administrative Board, may decide to appoint a suitable candidate who is on the list of qualified candidates, without a public call for applications as set out in Art 24.

ARTICLE 38 Composition of EFRAG Reporting TEGs

1. EFRAG Reporting TEG consists of a minimum of nine (9) and a maximum of twenty-two (22) voting members if required for the subject matter and a balanced composition representative of all relevant stakeholders. The EFRAG Reporting Board can decide to extend the maximum size of EFRAG Reporting TEG with one member provided that this member has a user background or if relevant a civil society background.
2. The EFRAG Reporting Board will appoint a maximum of four (4) members who are nominated by National Standard Setters or National Organisations as members of the EFRAG Reporting TEG, provided they meet the criteria. There will be at least EFRAG Reporting TEG members nominated by the National Standard Setters or National Organisations from France, Germany and Italy. These members have in addition a country liaison function.
3. The EFRAG FR TEG Chair is an observer on the EFRAG SR TEG and vice-versa.
4. The European Commission has the right to appoint an observer with speaking rights to attend EFRAG Reporting TEG meetings. The EFRAG Reporting Board Chair and the EFRAG Reporting TEG Chair may invite additional permanent observers with speaking rights to attend EFRAG Reporting TEG meetings. The following organisations are each invited to appoint an observer with speaking rights to attend EFRAG Reporting TEG meetings:
 - The European Securities and Markets Authority (ESMA),
 - The European Banking Authority (EBA),
 - The European Insurance and Occupational Pensions Authority (EIOPA),
 - The European Central Bank (ECB)
 - The IASB (for EFRAG FR TEG) and,
 - If relevant for the subject matter: the European Environmental Authority (EEA), the European Union's Agency for Fundamental Rights (FRA), the EC Platform on Sustainable Finance and possibly relevant corporate reporting global standard setters and initiatives .
 - The EFRAG Reporting TEG Chair can however decide that certain sessions are for EFRAG Reporting TEG members only without observers.

5. A delegation of the relevant EFRAG Working Groups participates in the EFRAG Reporting TEG meetings as observers with speaking rights when specific topics on which a Working Group(s) advise(s) EFRAG Reporting TEG are discussed.
6. When the observer organisations mentioned in Art 38.4 and National Standard Setters send staff in addition to their nominated observers to attend meetings, they are granted speaking rights at the discretion of the EFRAG Reporting TEG Chair.
7. EFRAG Reporting TEG members are required to be guided by the need to act in an independent manner in the European public interest and therefore do not regard themselves as representing a sector, industry or national interests. EFRAG Reporting TEG members that have been nominated by National Standard Setters are expected in addition, to the extent possible, to inform the EFRAG Reporting TEG of the views and supporting arguments of their national constituency.
8. EFRAG Reporting TEG members are appointed in their personal capacity and may not be represented by alternates.
9. EFRAG Reporting TEG members are required to commit themselves formally to acting in the European public interest in all matters in their role as members.
10. EFRAG Reporting TEG members are expected to devote at least 15% to 20% of their available working time to EFRAG and to commit to attend the EFRAG Reporting TEG meetings.
11. EFRAG Reporting TEG members who have not attended the last three (3) consecutive regularly convened meetings of the EFRAG Reporting TEG for whatever reason are assumed to have resigned. They can be replaced by the EFRAG Reporting Board and the replacement member will complete the period for which the resigning member had initially been appointed.

ARTICLE 39 [Role of the EFRAG REPORTING Technical Expert Group](#)

1. EFRAG Reporting TEG provides technical advice to the EFRAG Reporting Board, which has the responsibility for all the EFRAG positions and technical advice to the European Commission. In doing so, the EFRAG Reporting TEG exercises its own professional judgment, provides arguments and technical analysis based on its technical expertise and EFRAG's due process. The EFRAG Reporting TEG's advice to the EFRAG Reporting Board forms part of the EFRAG Reporting Board agenda papers that are publicly available unless the EFRAG Reporting Board has decided not to make related selected agenda papers publicly available (Art 35.3). All draft and final documents including technical advice to the European Commission are issued under the EFRAG Reporting Board's authority. The EFRAG Reporting Board may decide to delegate part of the work to EFRAG Reporting TEG, assisted by the EFRAG Secretariat. When that is the case, the EFRAG Reporting Board determines whether publication of the draft or final documents including technical advice to the European Commission should go through a process of approval, high-level clearance or delegation. The EFRAG Secretariat provides feedback statements that are reviewed by the EFRAG Reporting TEG explaining how its conclusions have been reached.



The EFRAG Reporting Boards and EFRAG Reporting TEGs are assisted by the EFRAG Secretariat in all stages of their proceedings.

2. In the case of financial reporting, when the EFRAG FRB decides not to follow the technical advice of the EFRAG FR TEG, the EFRAG FR TEG is informed as to why the technical advice was not followed.
3. In the case of sustainability reporting standard setting, if the EFRAG SRB substantially disagrees with the technical advice of the EFRAG SR TEG, it sets out its considerations and asks the EFRAG SR TEG to reconsider its technical advice. If after deliberation of the EFRAG SR TEG's technical advice, the EFRAG SRB decides not to follow the EFRAG SR TEG's technical advice, the EFRAG SRB provides an explanation to the EFRAG SR TEG as to why the technical advice was not followed.
4. In the preparation of its technical advice provided to the EFRAG Reporting Board for the EFRAG Reporting Board's finalisation and approval, the EFRAG Reporting TEG includes the input of the EFRAG Working Groups (Art 44). The EFRAG Consultative Forum of Standard Setters and the EFRAG Consultative Forum of National Authorities, Sustainability Reporting standard setters and initiatives also provide input for EFRAG's technical work for consideration by EFRAG Reporting TEG (Art 47).
5. EFRAG Reporting TEG will provide input for the EFRAG research activities in the corporate reporting area for active projects launched by the EFRAG Reporting Board.
6. The membership of EFRAG Reporting TEG is structured so that no sector, group or country has a majority and can determine the EFRAG Reporting TEG views. The EFRAG Reporting TEG aims to deliver sound technical judgments supported by reasoned opinions without regard to the particular interests of the member or nominating organisation.