European Maritime Safety Agency

23 July 2026

Summary of Decisions 3rd EMSA Management Board meeting 10-11 June 2026, Ponta Delgada

1. Welcome form the Chairman and adoption of the agenda

New Board Members/alternates were welcomed, as listed below.

No conflicts of interest were declared. The agenda was adopted.

New Alternate Members

Lithuania: Ms Vilma Ketleriene, Director of Waterborne Transport Department, Lithuanian Transport Safety Administration, replacing Mr Toledo.

Absences

Austria, Cyprus and Slovakia were not represented at the meeting and no proxies were provided. Luxembourg was also absent with a proxy provided to Belgium.

2. Workshop on Strategic Priorities

The EMSA Management Board ***took part*** in the Workshop on Strategic Priorities for 2028-2032.

3. Adoption of the list of "A" items

The Management Board ***approved/took note of*** the following "A" items en bloc, following the report and positive recommendation of the Administrative and Finance Committee:

- **3a EMSA Financial Statement 2025** ***– took note of the preliminary observations of the European Court of Auditors and approved the final accounts for 2025.***

  The Court did not issue any findings and therefore there were no substantial changes compared to the provisional accounts presented to the Board in March.

- **3b 2026 Appropriations cashed (oral presentation)** ***– took note.***

- **3c Monitoring of findings and recommendations from internal & external audits & EMSA follow up** ***– took note.***

4. EMSA Consolidated Annual Activity Report 2025

Following receipt of the preliminary observations of the European Court of Auditors on 1 June 2026 providing a positive opinion on the reliability of the accounts as well as on the legality and regularity of revenue and payments underlying the accounts in all material respects, and subject to a minor correction suggested by the Commission, the Management Board **confirmed the adoption of the EMSA Consolidated Annual Activity Report 2025** in accordance with Articles 22(5)(h) and 16(1)(d) of the EMSA Regulation (EU) 2025/2134, **and its assessment,** in accordance with Article 48 of the EMSA Financial Regulation.

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5. Update on Agency's activities (oral presentations[1])

The Management Board ***took note*** of the information provided by the Agency on:

- **5a Implementation on the new tasks deriving from the Maritime Safety Package and Regulation 2025/2434**
- **5b European cooperation on coast guard functions - 2026 Budget execution**
- **5c Relevant tenders and developments in the field of Anti-Pollution Measures**
- **5d Implementation of the Cybersecurity Regulation**

6. EMSA organisational structure

The Management Board **was consulted** on the Agency's proposals for a reorganisation and ***agreed*** to the creation of an additional Unit under Department 2 dedicated to the European Maritime Awareness Centre (EMAC).

In addition, the reporting lines of the Data Protection Officer (DPO) and Accountant, directly to the Management Board, will be clearly reflected in the EMSA organigramme.

7. Modification of the EMSA Establishment Plan 2026

The Management Board ***adopted*** the Decision concerning the modification of the Agency's establishment plan which converts one post of function group 'AST grade 9' to one post of function group 'AD grade 6'.

The conversion will apply once the original post becomes vacant. The converted post will be allocated to operational tasks and recruited after the draft budget 2027 is adopted.

8. Finetuning of the EMSA Draft Single Programming Document 2027-2029

The Management Board ***took note*** of the information provided by the Agency on the latest operational and budgetary developments with potential impact on the Draft Single Programming Document 2027-2029 and the corresponding Draft Budget and Establishment Plan for 2027, notably the confirmation of the actual EFTA rate for 2027 resulting in an increase of 34,430 EUR in the EFTA contribution compared to the prior estimate and the post conversion approved under the previous agenda item which would be reflected as necessary, as well as information on planned contract agents and seconded national experts under the EU subsidy and on expected project financed human and financial resources. The Management Board was invited to provide written comments by 30 June 2026.

9. Any Other Business

The Commission presented to the Management Board the draft Vacancy Notice for the function of the future Executive Director of the Agency, which would shortly be submitted for prior consultation and approval by the Board by written procedure.

The Management Board also took note of the information provided by the Commission on the next steps and timeline of the selection procedure needed in order to have the new Executive Director in place by 1 January 2028.

[1] *All documents and presentations are available on the EMSA Management Board extranet under the **3rd EMSA Management Board meeting**.*

European Maritime Safety Agency

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Dates of the next Management Board meeting:

Administrative and Finance Committee: to be agreed (online meeting)

4th EMSA Management Board meeting: Monday 9 November 2026 pm and Tuesday 10 November 2026 am.

European Maritime Safety Agency

23 July 2026

Detailed Minutes 3rd EMSA Management Board meeting 10-11 June 2026

Ponta Delgada

1. Welcome from Mr Zdanowicz (the Chairperson) and adoption of the agenda

New Board Members/alternates were welcomed, as listed below.

No conflicts of interest were declared.

New Alternate Members

Lithuania: Ms Vilma Ketleriene, Director of Waterborne Transport Department, Lithuanian Transport Safety Administration, replacing Mr Toledo.

Absences

Austria, Cyprus and Slovakia were not represented at the meeting and no proxies were provided. Luxembourg was also absent with a proxy provided to Belgium.

Ms Hanna Jahns, DG ECHO, provided proxy to Ms Fotini Ioannidou, DG MOVE.

The agenda was *adopted*.

2. Workshop on Strategic Priorities

In line with the new EMSA Regulation, the strategic plan of the Agency from 2026 onwards is embedded in the multi-annual programming section of the single programming document replacing the previously adopted 5-year Strategy.

The strategic framework underlying the current EMSA Single Programming Document 2026-2028 was developed in 2024, prior to the revision of the EMSA mandate and to the adoption of the Maritime Safety package. In view of this new regulatory landscape and taking into account the resources currently foreseen, Board Members were invited to brainstorm about possible positive, negative and new priorities for 2028 onwards under each of the main pillars of activities of the Agency: Sustainability, Safety and Security, and Surveillance and Maritime Awareness.

The outcome of the discussions at the workshop will feed into the Agency's multi-annual programming process starting with the preparation of the initial draft Single Programming Document 2028-2030 which will be due for submission to the Management Board in November 2026.

The EMSA Management Board *took part* in the Workshop on Strategic Priorities for 2028-2032.

3. Adoption of the list of "A" items

The Chairperson recalled the circulation to the Board on 4th June of the Summary of the latest Administrative and Finance Committee (AFC) meeting and invited its Chairman Mr Banel (France), to report on the discussions held.

3a EMSA Financial Statement 2025

The figures presented at the Administrative and Finance Committee were the same as those presented earlier in the year at the March meeting. Additional elements requested by the auditors concerning some technical disclosures were added with no impact on the accounts.

The Preliminary Observations from the Court of Auditors, distributed to the Management Board on 1st June were positive and no observations were issued.

3b 2026 Appropriations cashed (oral presentation)

It was recalled at the AFC meeting that specific sources of revenue are recorded as 'p.m.' (pro memoria or token entry) at the beginning of the year since these funds can only be loaded once cash payment has been received by the Agency in the bank account, with an additional new source of income stemming from bank interests.

A total of **€6,517,563.94** since March 2026 had been received stemming from various sources such as DG DEFIS in the framework of the Copernicus Cooperation Agreement, DG CLIMA in execution of THETIS MRV-ETS Service Level Agreement, etc. Of this total, €272,740.17 relates to accrued interest for the period from January to April 2026 on EMSA's bank accounts.

The Chairman welcomed the detailed report on the appropriations cashed in the interest of transparency.

3c Monitoring of findings and recommendations from internal & external audits & EMSA follow up

Compared to the one presented at the previous meeting, the summary table now included the final outcome of the 2026 audit, performed by TÜV Rheinland, on the EMSA Quality Management System. One non-conformity, already closed, has been included in the table.

The Preliminary Observations of the Court of Auditors regarding the Accounts for 2025 contained no observations.

Ms Naranjo Sánchez (Commission) welcomed the future presentation of the Staff Survey's results at the Board and requested to have the document in advance of the meeting to be able to analyse the outcome beforehand.

Mr Banel also reported on the intervention by Germany at the Administrative and Finance Committee on the reorganisation of the Agency. This point would be taken under the relevant agenda item.

The Management Board *approved/took note of* the following "A" items en bloc, following the report and positive recommendation of the Administrative and Finance Committee:

- **3a EMSA Financial Statement 2025** ***– took note of the preliminary observations of the European Court of Auditors and approved the final accounts for 2025.***
- **3b 2026 Appropriations cashed (oral presentation)** ***– took note.***
- **3c Monitoring of findings and recommendations from internal & external audits & EMSA follow up** ***– took note.***

An information document on the Staff Survey results will be provided to the Board in advance of the next meeting in order to analyse the outcome beforehand.

4. EMSA Consolidated Annual Activity Report 2025

The Chairperson recalled that the EMSA CAAR 2025 had been presented in detail at the March Board meeting, when the Management Board considered, adopted and assessed the EMSA Consolidated Annual Activity Report 2025 taking into account the European Court of Auditors' observations of previous years.

Now that the Preliminary Observations of the European Court of Auditors were made available and provided a positive opinion on the reliability of the accounts as well as on the legality and regularity of revenue and payments underlying the accounts in all material respects, the Management Board was invited to confirm its adoption and assessment.

A minor factual correction was requested by Ms Ioannidou (Commission) on the Management Board's assessment.

Following receipt of the preliminary observations of the European Court of Auditors on 1st June 2026 providing a positive opinion on the reliability of the accounts as well as on the legality and regularity of revenue and payments underlying the accounts in all material respects, and subject to a minor correction suggested by the Commission, the Management Board *confirmed the adoption of the EMSA Consolidated Annual Activity Report 2025* in accordance with Articles 22(5)(h) and 16(1)(d) of the EMSA Regulation (EU) 2025/2134, *and its assessment,* in accordance with Article 48 of the EMSA Financial Regulation.

5. Update on Agency's activities (oral presentations)[2]

5a Implementation on the new tasks deriving from the Maritime Safety Package and Regulation 2025/2434

The Agency presented in detail the state of implementation of the new tasks stemming from the revised mandate and the Maritime Safety Package.

Ms Markovčić Kostelac, the Executive Director, provided also the budget overview as follows:

Compared to the initial budget of €14.67 million in commitment appropriations and €14.24 million in payment appropriations, the budget originally planned for new tasks has increased by €950,000 in CA and €460,000 in PA. In relation to commitments these funds were transferred within Title 3 and from Title 1 (with the surplus from lower-than-expected salary adjustments for 2025 and 2026) and bank interest revenue.

In payments, additional resources were transferred from Title 1 and bank interest revenue.

In terms of execution, the Agency expected a full use of the appropriations by year-end.

The Executive Director presented in detail the human resources deriving from the Maritime Package recruited in 2025 and in function - 12 Staff members – and the phasing in of 20 new staff foreseen for 2026 from both the Maritime Package and the new Regulation, 10 already in function, 4 offer letters sent and 6 under recruitment.

Ms Ioannidou (Commission) thanked the Agency for the comprehensive presentation.

Mr Banel (France) also thanked the Agency, in particular for the announced studies, as well as Ms Kohlhaas (Germany).

The Chairperson confirmed that regular future updates would be provided on the implementation of the new tasks and the related resources deriving from the new mandate and Maritime Safety Package.

The Management Board ***took note*** of the information provided by the Agency on the **Implementation on the new tasks deriving from the Maritime Safety Package and Regulation 2025/2434.**

5b European cooperation on coast guard functions - 2026 Budget execution

Mr Banel first took the floor to report that the Administrative and Finance Committee took note of the information provided by the Agency under this agenda item.

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[2] *All documents and presentations are available on the EMSA Management Board extranet under the* ***3rd EMSA Management Board meeting****.*

The Executive Director presented to the Board in detail the coast guard activities under the three main pillars:

- **Information sharing**: developments related to the RPAS Data Centre, the Blue Data Warehouse and Integrated Maritime Services (IMS).
- **Multipurpose RPAS services**: the RPAS missions initiated or planned, with also the renewal of the RPAS Portfolio, reporting that operations were progressing well with a broad geographic coverage and strong cooperation of Member State involved.
- **Capacity building**: an overview of the EMSA Academy learning services as well as other initiatives such as the Marcompass Study. This study would be delivered at the by the end of the year, and should provide an informed strategic workforce planning, institutional adaptation, and targeted capacity-building at European level.

In terms of the budget execution forecast, the Executive Director expected once again a full use of the allocated funds, both in commitment and payment appropriations.

In response to Ms Ioannidou (Commission) on the objective of the Blue Data Warehouse, Mr Bal, Head of Department 3 “Digital Services”, explained that maritime applications previously hosted “in house” were being moved to the Cloud. This would bring more efficiency and capability to use and combine the various data sets for targeted responses. Work was still in progress and would bring the activities to a new technological level offering new possibilities to the Member States, such as tailormade dashboards.

Mr Banel (France) thanked the Agency for the detailed presentation and stated the importance of developing these kinds of tools, also in view of an AI strategy of the Agency.

Ms Tomassini, Head of Department 1 “Sustainability & Technical Assistance”, informed the Board that the Agency was piloting the use of AI in learning services and could share the results of this initiative at a later more mature stage.

In response to Ms Mundt (Denmark) and Mr Banel (France) on providing access to services such as RuleCheck to private companies, Ms Ioannidou (Commission) considered that such an opening could bring complications and needed careful consideration. The Chairperson also recalled the potential limitations in the EMSA Regulation and Mr Castioni (Italy) recalled that comparable services were available on the market for purchase by private companies.

Addressing the question on possible cooperation with other Agencies on the use of the Cloud and AI from Ms Kohlhaas (Germany), the Executive Director stated that practices of different agencies depended very much on their respective mandates, with some possible synergies in horizontal services.

For Ms Naranjo Sánchez (Commission) security issues were to be thoroughly considered in relation to the Cloud. She further informed the Board of the signature by the Commission of a framework contract on sovereign, cloud-based solutions. At the request of Mr Kelly (Ireland) but also the Executive Director and the Chairman, this information could be referenced in some future presentation.

In relation to the request for more information on MMOs led by Frontex and EFCA, the Chairperson suggested a more detailed reporting in the relevant section of the SPD such as the coast guard cooperation Annual Strategic Plan.

The Chairperson also thanked the Agency and welcomed suggestions for a presentation on the Blue Data Warehouse and EMAC at the next Board meeting.

The Management Board ***took note*** of the information provided by the Agency on the **European cooperation on coast guard functions - 2026 Budget execution.**

5c Relevant tenders and developments in the field of Anti-Pollution Measures

The Executive Director announced the successful procurement for the vessel in the Northern Baltic with a 3-year contract of € 4,250,000 already signed with the Swedish Maritime Administration end of May for the Icebreaker Idun.

For the vessel in the East Mediterranean Sea and with an earmarked budget of € 4,850,000 for a 4-year contract, the procurement was ongoing and the contract signature was expected by mid-November this year.

In the sector of Equipment Assistance Services and for replacement of contracts expiring in January 2027, the tender included two lots for the Northern Baltic Sea and Southern Europe, with the procedure progressing as planned with an earmarked budget for initial services of € 730,000 each.

Ms Markovčić Kostelac also provided an update on the Risk Assessment for all European sea basins, now provided for in the new Regulation as a new task, through a step-by step implementation approach that had been initiated and with the results to be presented to the Board in June 2027.

She also listed the studies on the response to alternative fuels and provided an update on the RPAS for emissions and pollution response as well as on CleanSeaNet. Furthermore, she informed the Board on the New Earth Observation Data Centre (EODC) operational since June and replacing the former CleanSeaNet Data Centre.

Finally, with respect to the budget, the Executive Director expected full utilisation of both commitment and payment appropriations by the end of the year.

Ms Sonninen (Finland), joined by Ms Ioannidou (Commission) congratulated the Agency on the successful coverage of the vessel for the Northern Baltic.

Mr Castioni (Italy) pointed to increasing risks of pollution in the Mediterranean also due to geopolitical factors.

Ireland, Denmark and Belgium, expressed the view that the risk assessment should also cover the UK waters.

Mr Banel (France) considered that it was important to take into account neighbouring areas but also outermost regions and recalled the possibility in the future of the establishment of a scheme for fees and charges for pollution response services.

The Chairperson outlined that all risks impacting EU waters, including from Russia should not be dismissed and thanked the Executive Director for the presentation.

The Management Board ***took note*** of the information provided by the Agency on **Relevant tenders and developments in the field of Anti-Pollution Measures.**

5d Implementation of the Cybersecurity Regulation

The status of implementation of the Cybersecurity Regulation was presented by Mr Bal, who outlined the key principles and deadlines but also the specific EMSA cybersecurity risks, indicators for 2025 and major incidents.

In 2026 the implementation plan was in progress with 9 of 25 actions completed, 4 scheduled (PenTests), and 12 currently in progress and monitored on a regular basis. The first formal review was conducted on 25 March, and frequent follow-up meetings were scheduled for individual actions on a per-need basis.

Ms Naranjo Sánchez (Commission) stressed the importance of developing a strong cybersecurity culture, also in the light of the added risks with the use of AI and given the political context. She also stated that the

Commission services were available for bilateral discussions with the Agency on this topic to raise awareness and exchange best practices.

The Chairperson thanked the Agency for the presentation and confirmed that the next update on the topic of implementation of the Cybersecurity Regulation would be provided at the Management Board meeting in June 2027.

The Management Board ***took note*** of the information provided by the Agency on the **Implementation of the Cybersecurity Regulation.**

6. EMSA organisational structure

The Chairperson recalled that under the Agency's new mandate the Management Board shall decide on the establishment of the Agency's internal structures and invited the Executive Director to present her proposals.

The Executive Director recalled that the present organisational structure was established following the adoption of the 5-year Strategy in 2019 and clarified that with the entry into force of the new EMSA Regulation and the Maritime Safety package, there would be the need to ensure that the structure of the Agency is "fit for purpose".

The Director described briefly the logic behind her initial proposal, circulated in the first set of the documents, with tasks clustered around a "Knowledge Hub", an "Operational Hub", a "Digital Factory", and "Corporate Services", that in her vision would allow to ensure more synergies and efficiency gains in view of the new challenges ahead.

She also put forward for the Management Board's consideration a second proposal that would keep the current structure of the Agency, with the addition of a new Unit in the "Safety, Security and Surveillance" Department, dedicated to the European Maritime Awareness Centre (EMAC).

In both cases the reporting line of the Data Protection Officer (DPO) and Accounting Officer (AO), directly to the Management Board, would be explicitly reflected in the organigramme.

Ms Ioannidou (Commission) indicated that EMSA is a very well working and efficient organization and therefore did not consider that there was a need for a major reshuffling following the entry into force of the new mandate. Rather than a full-scale reorganisation, a creation of the Unit dedicated to EMAC was justifiable, given the number of posts allocated to that activity.

Several Member States took the floor in support of the second proposal. Others, whilst reminding that it is the prerogative of the Executive Director to define the organisational structure needed to ensure the output of the Agency, confirmed their readiness to support also the second proposal.

The Management Board supported the proposal to create a new Unit for EMAC under the current organisational structure.

The Management Board *was consulted* on the Agency's proposals for a reorganisation and *agreed* to the creation of an additional Unit under Department 2 dedicated to the European Maritime Awareness Centre (EMAC).

In addition, the function of the Data Protection Officer (DPO) and Accounting Officer (AO) will be displayed in the Agency's organigramme to be reporting directly to the Management Board.

7. Modification of the EMSA Establishment Plan 2026

Ms Łempicka-Fichter, Head of Department 4 “Corporate Services” explained the upcoming retirement by 30 September 2026 of a staff member in function group AST and the proposal to modify the establishment plan and include an AD6 post instead of an AST9 post. The Agency would benefit from an operational AD post rather than AST normally used for support and non-operational functions.

The proposed AD6, corresponding to a Project Officer function, would be allocated for operational/strategic tasks based on EMSA needs.

According to the EMSA Financial Regulation, the Management Board can approve such an amendment of the establishment plan under the following three conditions which were all fulfilled:

a) that the Agency does not exceed the volume of staff appropriations approved: *there is no budgetary impact as the AST grade 9 salary is higher than the AD 6 grade;*
b) that the Agency does not exceed the limit of the total number of posts authorised by the establishment plan: *238 staff approved remains unchanged;*
c) The Consolidated Annual Activity Report for the year 2025 demonstrates that the Agency takes part in the benchmarking exercise with other Union bodies: *EMSA fulfils the benchmarking requirement, as evidenced in the Consolidated Annual Activity Report 2025.*

In support of a positive opinion expressed first by Mr Banel (France), Ms Naranjo Sánchez (Commission) thanked the Agency for consulting the Commission. She nevertheless stressed that the recruitment can only happen after the budget for 2027 is adopted.

In response to Ms Kohlhaas (Germany), also in support of the proposal, the Executive Director and Ms Naranjo Sánchez (Commission) explained the promotion process that was not automatic but rather in accordance with relevant promotion rules, based on performance and level of responsibilities.

The Management Board *adopted* the Decision concerning the modification of the Agency’s establishment plan which converts one post of function group ‘AST grade 9’ to one post of function group ‘AD grade 6’.

The conversion will apply once the original post becomes vacant. The converted post will be allocated to operational tasks and recruited after the budget 2027 is adopted.

8. Finetuning of the EMSA Draft Single Programming Document 2027-2029

The Executive Director recalled the programming cycle with the first draft presented to the Board in November 2025, the endorsement in December/January and the submission to Institutions by end of January 2026 as input to the 2027 draft budget. As usual, at this time of the year, the Agency presents to the Board an update of developments since the endorsement in January with possible impact on the programming for 2027, notably in relation to resources with information available on the budgetary procedure and on the EFTA rate.

The Agency’s total budget for 2027 is currently expected to reach **€119,969,152**, of which **€116,564,919 corresponds to the EU subsidy** and **€3,064,233 to the EFTA contribution**.

Compared to the Draft Budget of 30 January, this represents a **minor increase of €34,429**, mainly due to the **adjustment of the EFTA rate from 2.64% to 2.67%**.

She also presented the expected project financed resources for 2027 amounting to approximately €21.7 million.

In terms of human resources, in 2027 a total of 239 staff were foreseen (+1AD for the new tasks of the revision of the EMSA mandate) and in 2028 a total of 245 staff (+5AD and +1AST of which +1AD for the new tasks of the maritime safety package and +4AD and +1AST for the new tasks of the revision of the EMSA mandate). In 2029 there are no foreseen changes compared to 2028.

In addition to the 239 establishment plan posts, the Agency's plans in 2027 41 CAs and 18 SNEs under the EU subsidy and 35 CAs for project financed staff.

Mr Banel confirmed the positive opinion of the Committee on the resource-related aspects of the Draft EMSA SPD 2027-2029.

Ms Ioannidou (Commission) stressed the importance for the Member States to share their views, as the new mandate required a thorough prioritization in the programming cycle which also transpired during the Workshop.

The Commission continued to count on the support of the Agency including in relation to the EU Industrial Maritime and the EU Ports strategies presented by the Commission in March and just approved by the Council.

She also announced the Commission Opinion on the Draft EMSA SPD 2027-2029 for early July as usual and outlined some of the main points therein.

Maritime safety remains the core mission of the Agency, providing invaluable technical assistance for the revision and implementation of relevant legislation and the *acquis*, through the programme of inspections, much needed studies etc. The Commission will continue to count on EMSA support in the implementation of legislation related to environment sustainability and decarbonisation. Digitalisation was also very much represented a priority. The Agency's support was also expected in the areas of security and cybersecurity, as emerging areas of importance.

Concerning IMO, the Commission continues to count on EMSA's technical support that contributes greatly to effective EU action. The Commission welcomes the development of a comprehensive strategy for international relations which needs to be approved by the Commission and the Management Board.

The Executive Director confirmed that both the EU Maritime Industrial and Ports strategies would be reflected in the multi-annual section of the document. The prioritisation of actions nevertheless would require guidelines both from the Commission and the Member States.

Mr Claeyssens (Belgium) added that the Agency's expertise and support will also be needed in relation to maritime security and the International Ship and Port Facility Security (ISPS) Code.

The Chairperson recalled that the Board is invited to provide written comments by 30 June 2026.

The Management Board *took note* of the information provided by the Agency on the latest operational and budgetary developments with potential impact on the Draft Single Programming Document 2027-2029 and the corresponding Draft Budget and Establishment Plan for 2027, notably the confirmation of the actual EFTA rate for 2027 resulting in an increase of 34,430 EUR in the EFTA contribution compared to the prior estimate and the post conversion approved under the previous agenda item which would be reflected as necessary, as well as information on planned contract agents and seconded national experts under the EU subsidy and on expected project financed human and financial resources. The Management Board was invited to provide written comments by 30 June 2026.

European Maritime Safety Agency

23 July 2026

9. Any Other Business

At the request of the Commission, the Management Board Secretariat circulated the Draft Vacancy Notice for the function of Executive Director as a meeting room document.

Ms Ioannidou (Commission) explained the process: the Draft Vacancy Notice had been drafted and validated by the relevant Commission services. The EMSA Management Board was invited to comment and a prior consultation and written procedure for formal approval would be launched soon after the meeting.

She further clarified that the Draft Vacancy Notice included standard criteria for these functions. Once the formal approval of the Board is in place, a request for publication will be submitted to DG HR. A rapporteur will be appointed to oversee the pre-selection procedure. This will be followed with a translation to all languages and subsequently published in a number of media outlets for one month. The pre-selection procedure is expected to start in autumn and depending on the number of candidates it may take up to 3 months for the screening process during which the pre-selected candidates will undergo a number of interviews. Subsequently, the pre-selection panel will draw up its conclusions and propose a list of candidates for further interviews with the European Commission's Consultative Committee on Appointments (CCA). Selected candidates will participate in a full-day management assessment centre ahead of the CCA interviews. The candidates shortlisted by the CCA will be interviewed by the competent Commissioner. The Commission will then propose a shortlist of the most suitable candidates to be communicated to the EMSA Management Board which may decide to conduct further interviews before appointment. A statement before the relevant committee of the European Parliament is also possible.

In the light of the timeline provided, it is expected to have the June 2027 Management Board meeting dedicated to the appointment of the Executive Director in order to have an Executive Director in function on 1 January 2028.

The Commission presented to the Management Board the *draft Vacancy Notice* for the function of the future Executive Director of the Agency, which would shortly be *submitted for prior consultation and approval by the Board by written procedure.*

The Management Board also took note of the information provided by the Commission on the next steps and timeline of the selection procedure needed in order to have the new Executive Director in place by 1 January 2028.

Dates of the next Management Board meeting:

Administrative and Finance Committee: to be agreed (online meeting)

4th EMSA Management Board meeting: Monday 9 November 2026 pm and Tuesday 10 November 2026 am (Lisbon).

Signed:

Wojciech Zdanowicz

Chairman of the EMSA Management Board

Done at Lisbon, 23 July 2026.

European Maritime Safety Agency

23 July 2026

List of participants

3rd Meeting of the EMSA Management Board – 10 and 11 June 2026, Ponta Delgada

MEMBER STATES	
BELGIUM	
Peter Claeyssens	Board Member
BULGARIA	
Ventsislav Ivanov	Board member
Zhivko Petrov	Expert
CROATIA	
Siniša Orlić	Board Member
Nenad Bugarin	Expert
CZECH REPUBLIC	
Evzen Vydra	Board Member
DENMARK	
Malene Loftager Mundt	Alternate Member
ESTONIA	
Edgar Peganov	Board Member
FINLAND	
Sanna Sonninen	Board Member
Mikko Hirvi	Expert
FRANCE	
Eric Banel	Board Member – Deputy Chairperson of EMSA Management Board and Chairman of the Administrative and Finance Committee
GERMANY	
Martina Kohlhaas	Board Member
GREECE	
Andreas Spanos	Board Member

HUNGARY	
Csaba Bellyei	Board Member
György Skelecz	Alternate Member
IRELAND	
Eamonn Kelly	Board Member
ITALY	
Enrico Castioni	Board Member
LATVIA	
Jānis Krastiņš	Board Member
LITHUANIA	
Vilma Ketlerienė	Alternate Member
MALTA	
Ivan Tabone	Board Member
NETHERLANDS	
Paul van Gurp	Board Member
POLAND	
Wojciech Zdanowicz	Board Member - Chairman of the EMSA Administrative Board
PORTUGAL	
António Coelho Cândido	Board Member
ROMANIA	
Razvan Trafandir	Board Member
SLOVENIA	
Jadran Klinec	Board Member
SPAIN	
Javier Fernandez Abad	Alternate Member
SWEDEN	
Maria Gelin	Alternate Member

23 July 2026

EUROPEAN COMMISSION	
Fotini Ioannidou	Board Member
Carmen Naranjo Sánchez	Board Member
Barbara Sellier	Alternate Member
Kristel Jurado	Expert
Isabel Baez Lechuga	Expert
EFTA STATES	
ICELAND	
Jon Gunnar Jonsson	Board Member
EMSA	
Maja Markovčić Kostelac	Executive Director
Manuela Tomassini	Head of Department 1, Sustainability & Technical Assistance
Peter Kirov	Head of Department 2, Safety, Security & Surveillance
Leendert Bal	Head of Department 3, Digital Services & Simplification
Dominika Łempicka-Fichter	Head of Department 4, Corporate Services
Andrea Tassoni	Head of Unit Executive Office, Board Secretariat
Andrea Iber	Head of Unit 4.2
Soraya Obura	Senior Assistant for Planning and Reporting – Planning and Monitoring