

Decision No MB/2025/10

of the Management Board of the Agency for Support for BEREC (BEREC Office) on the designation of the Reporting Officers to appraise the BEREC Office Director for the period 01.04.-31.12.2025

The BEREC Office Management Board,

Having regard to Regulation No 31 (EEC), 11 (EAEC), laying down the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Economic Community and the European Atomic Energy Community, as amended¹, and in particular Articles 43 of the Staff Regulations, and Article 15 (2) of the Conditions of Employment of Other Servants,

Having regard to Regulation (EU) 2018/1971 of the European Parliament and of the Council of 11 December 2018 establishing the Body of European Regulators for Electronic Communications (BEREC) and the Agency for Support for BEREC (BEREC Office), amending Regulation (EU) 2015/2120 and repealing Regulation (EC) No 1211/2009 Text with EEA relevance²,

Having regard to the Decision MB/2022/05 of the BEREC Office Management Board on the probationary period, management trial period and appraisal of the Director and repealing Decision MC (10) 26 concerning the appraisal for the administrative manager of the BEREC Office³, and in particular Article 2 (1);

Having regard to Rules of Procedure of the Management Board of the BEREC Office and in particular Annex 1 - Rules of procedure of the BEREC Office Advisory Group (BAG)⁴

¹ Consolidated text: <http://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1433861011292&uri=CELEX:01962R0031-20140501>

² OJ L 321, 17.12.2018, p. 1–35, <https://eur-lex.europa.eu/legal-content/EN/TXT/?qid=1566209510783&uri=CELEX:32018R1971>

³ MB/2022/05, Decision of the Management Board of the Agency for Support for BEREC on the probationary period, management trial period and appraisal of the Director and repealing Decision MC (10) 26 concerning the appraisal for the administrative manager, <https://www.berec.europa.eu/en/document-categories/berec-office/decisions-of-the-management-board/decision-of-the-berec-office-management-board-on-the-probationary-period-management-trial-period-andconcerning-the-appraisal-of-the-director-and-repealing-decision-mc-10-26-concerning-the>

⁴ MB (19) 95rev.1, Rules of Procedure of the Management Board of the BEREC Office, <https://www.berec.europa.eu/en/document-categories/berec-office/rules-of-procedure/rules-of-procedure-of-the-management-board-of-the-berec-office-0>

Having regard to Decision MB/2025/04 of the BEREC Office Management Board on the establishment of the BEREC Office Director⁵

Whereas:

- (1) Following the successful completion of the probationary and management trial period during the period 1 July 2024 to 31 March 2025, the incumbent of the BEREC Office Director post was established in her function as Director;
- (2) For the first appraisal exercise after her appointment, the annual report shall concern the period which is not covered by the probationary period report. Therefore the reference period of the annual appraisal exercise shall be from 1 April to 31 December 2025;
- (3) The objective of the annual appraisal is to assess the efficiency, ability and conduct in the service of the jobholder⁶, whether the performance level of the jobholder has been satisfactory;
- (4) The appraisers of the Director, hereinafter referred to as the 'Reporting Officers', should be:
 - i. The Chair of the BEREC Office Advisory Group appointed by the Management Board in line with the provisions of point 4(3) of the Rules of Procedure of BEREC Office Advisory Group;
 - ii. At least one member of the Management Board appointed by the Management Board from amongst its members;
- (5) The European Commission representative shall be one of the reporting officers whom the Management Board appoints amongst its members;
- (6) The Reporting Officers should jointly be responsible also for setting up the annual objectives for the Director;
- (7) The Reporting Officers cannot be designated to any other functions within the appraisal procedure;
- (8) The Appeal Assessor is the Chairperson of the Management Board and therefore the Vice-Chairperson in charge of the BEREC Office and Incoming Chair should not be appointed as a Reporting Officer;
- (9) In case of appeal, the Appeal Assessor should make the final decision on the report of the jobholder after consulting the Management Board;

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https://www.berec.europa.eu/system/files/202503/Decision%20MB_2025_04%20on%20the%20establishment%20of%20the%20BEREC%20Office%20Director.pdf

⁶ Pursuant to Article 43 of the Staff Regulations applicable to temporary agents by virtue of Article 15(3) of the CEOS

(10) The Reporting Officers should be excluded from these consultations.

HAS ADOPTED THIS DECISION:

Article 1

Reporting Officers

The Reporting Officers to carry out the annual appraisal of the Director for the period from 1 April to 31 December 2025 shall be, as follows:

- **Annegret Groebel**, 2023-2025 Chair of the BEREC Office Advisory Group;
- **Jesmond Bugeja**, member of the BEREC Office Management Board;
- **Roberto Viola**, Director General of Directorate-General for Communications Networks, Content and Technology, representative of the European Commission at the BEREC Office Management Board.

Article 2

Entry into force

The present Decision shall enter into force on the day of its adoption.

Done at Sofia, on 3 October 2025.

For the Management Board

(e-signed)

Robert Mourik

Chairperson