



Nordic e-Infrastructure Collaboration

NeIC Update

Skeikampen, 23. January, 2017
Gudmund Høst, Director



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Overview

- Welcome
- Organisation
- Staff survey
- Strategy



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2012

- ca 10* FTEs
- ~13 MNOK in-cash funding

2016

- ca 44* FTEs
- 44,5 MNOK in-cash funding

2017 budget

- Ca 50 FTEs
- 45,5 MNOK in-cash funding

* Including projects and in-kind



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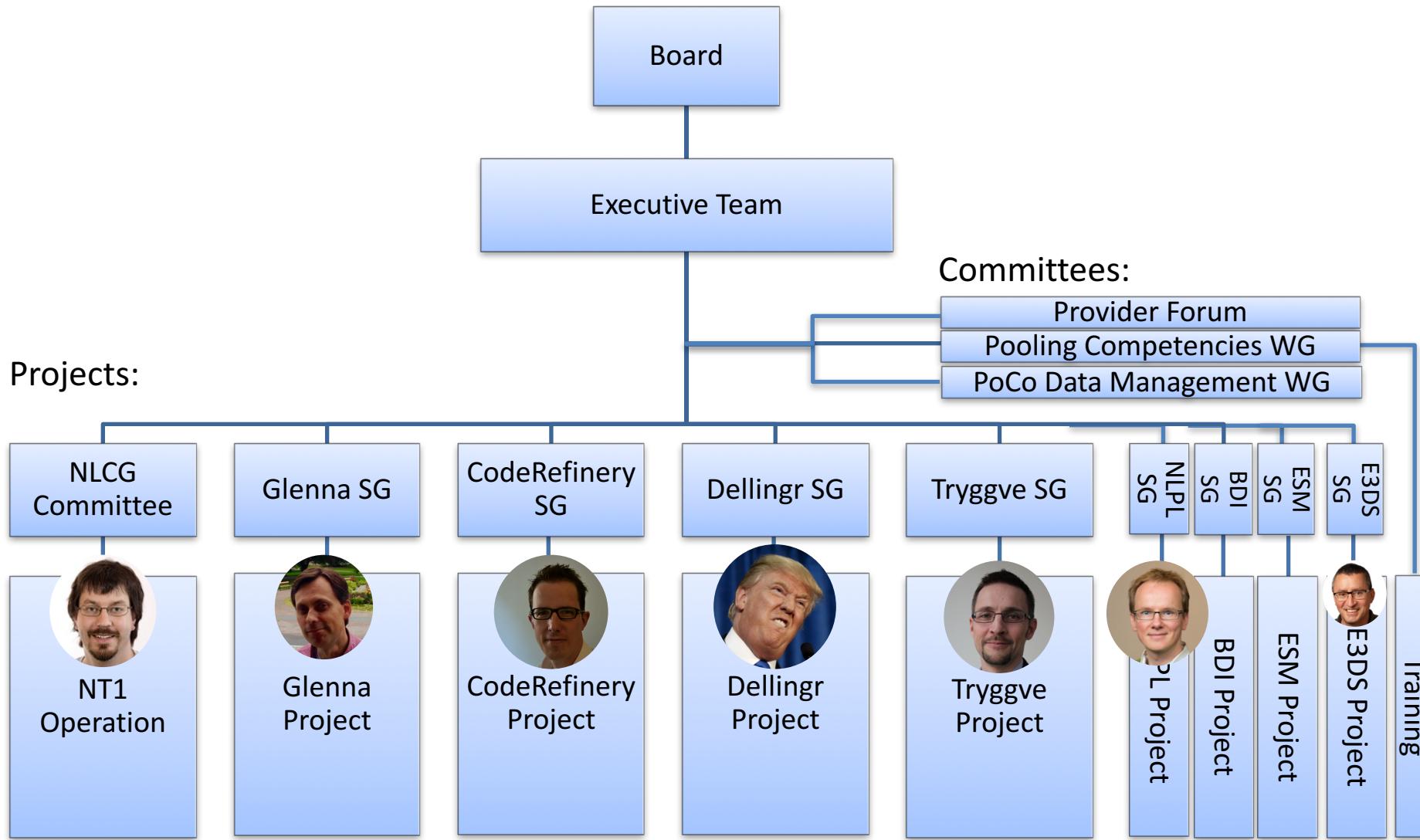
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Questions

1. Will this growth continue? Yes, in 2018.
2. How to organise for 5x?

Organising for 5x and beyond, from 1.4.2017





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NeIC XT from 1.4

- Gudmund Høst, Director
- Michaela Barth, Executive Manager
- Tomasz Malkiewicz, Executive Manager
- Kine Nordstokkå, Administrative Coordinator
- Rob Pennington, Special Advisor
- Joel Hedlund, Senior Advisor (until 30.6)

*) Pål Pettersen leaves NeIC from 1.4



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NeIC XT from 1.4

- Gudmund Høst
 - Michaela Barth
 - Tomasz Malkiewicz }
 - Kine Nordstokkå
 - Rob Pennington
 - Joel Hedlund (until 30.6)
- Project Owners



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Project Owners - Transition Plan

Project - Project Manager	Project Owner
NT1 - Mattias	Michaela
Glenna II - Dan	Michaela
CodeRefinery - Radovan	Michaela
Dellingr - NN1	Tomasz
Tryggve I/II - Antti/NN3	Tomasz (Joel until 16.3)
NLPL - Thomas	Tomasz
BDI - Thomas	Tomasz (Joel until 30.6)
ESM - Thomas	Tomasz (Antti until 31.12)
E3DS - John/?	Michaela (Tomasz until 31.8)
Training - NN2	Michaela
Pooling competences	Michaela
Provider forum	Tomasz



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NeIC XT

- Gudmund: Overall leadership. Strategy, board, strategy implementation, long-term funding, stakeholder engagement.
- Michaela: PO for Glenna II, CodeRefinery, NT1, Training, E3DS (from 31.8). Facilitator PoCo WG, Facilitator PoCo Data Management, ++
- Tomasz: PO for Dellingr, Tryggve I/II, E3DS (until 1.8), NLPL and in due course: ESM, BDI. Facilitator Provider Forum, ++
- Rob: Strategy advisor working across the organisation. Strategy, funding, evaluations, skills mapping, pooling competencies, data management, global interactions.
- Kine: NeIC office management (contracts, economy, communication, events), board. NeIC 2017 PM.
- Joel (until 30.6): collaboration infrastructure, project analysis. Tryggve I/II advisor. PO BDI (until 30.6). NeIC2017 PC.

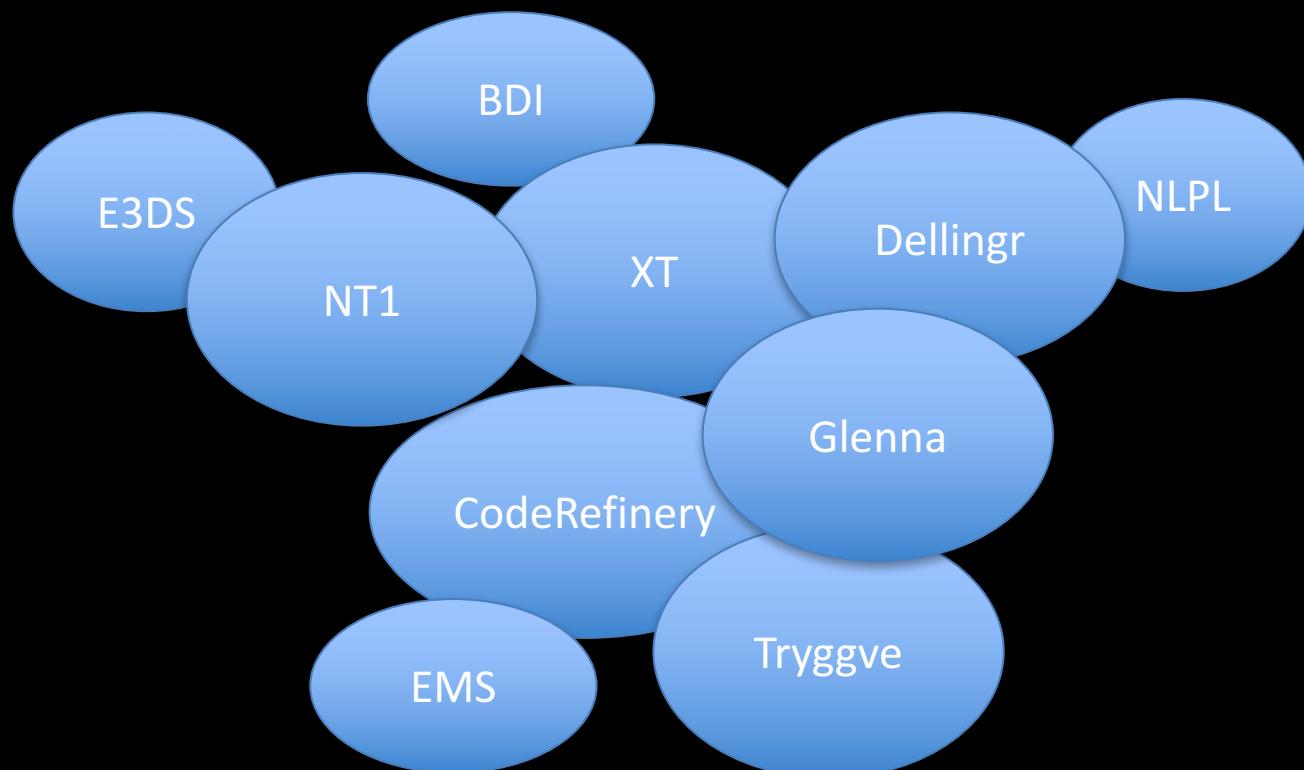


The NeIC Commons

- Our common functions and services
 - Some provided by NeIC Office and XT through dedicated roles
 - Others contributed by team members at large
- Examples
 - Wiki development and maintenance
 - Access rights
 - Events
 - Collaboration infrastructure
 - Making waffles
 - Make your colleague happy
- ‘Community service’:
 - All staff expected to contribute ~10% time to the commons

In Practise

Your team sent a total of **2,383 slack messages** last week





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My role

- Ensure that you have
 - Interesting and challenging work to do
 - Excellent work environment and team
 - A great learning experience through NeIC
- Address the boundary conditions, including
 - Policies (“rules”) for how/who works and how/who organises work
 - External funding
 - New work
 - Strategy & Board

Timescales for my work can be several years



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What do I need from you to do my job?

- On funding, I need to
 - Communicate your work to shareholders and funders
 - Communicate the quality of your work to ...
 - Communicate the results and impacts ...
 - Communicate new ideas for more fun and interesting work
- On policies, I need to understand
 - What keeps you happy, productive and learning
 - How to nurture excellent distributed teams



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Therefore, strategy

- I need help in connecting your work to board's strategy



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NelC Governing Partners (Board)





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Pending new
representative



Application to
RCN for 2018-22

Evaluation by
AKA 2017

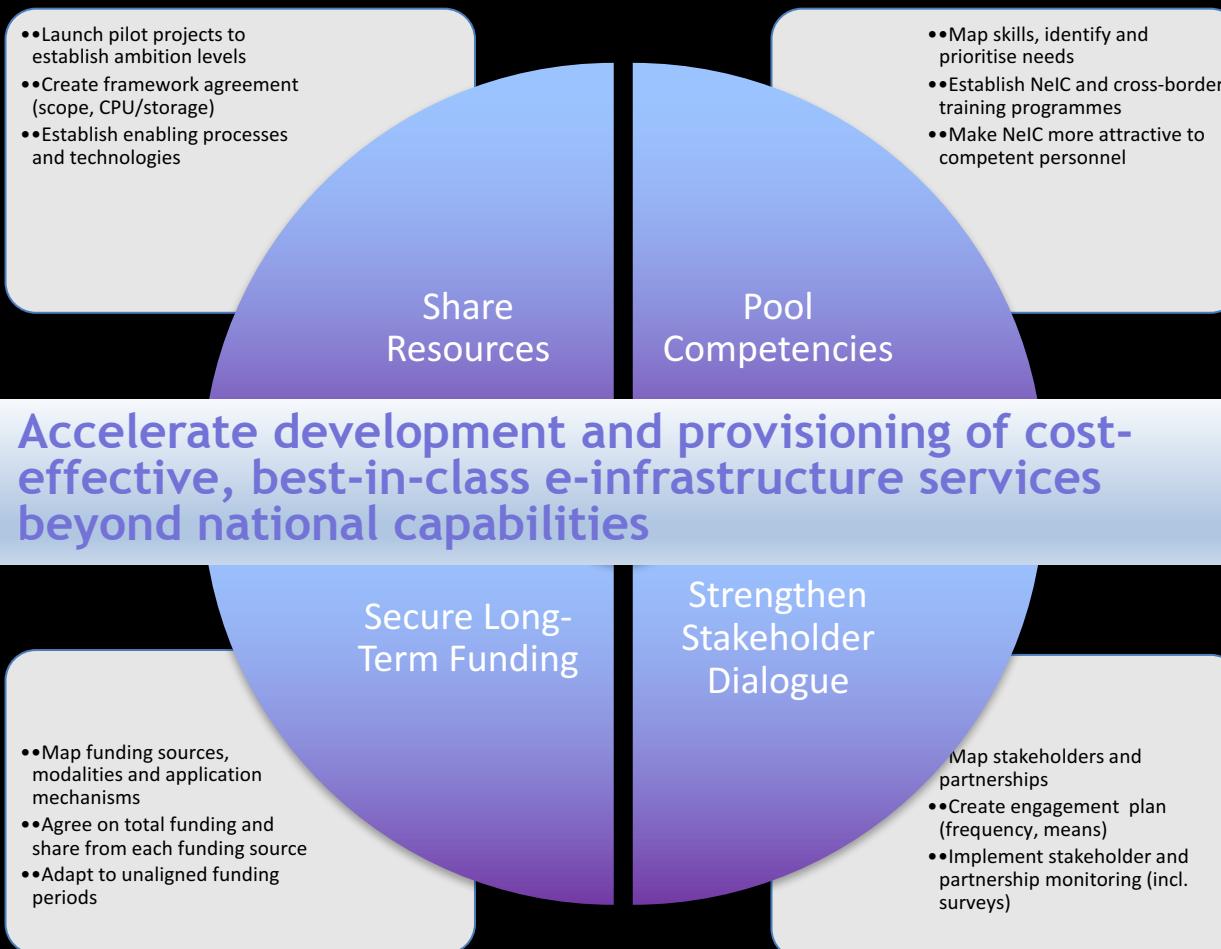


Next 10 year
plan is in the
making

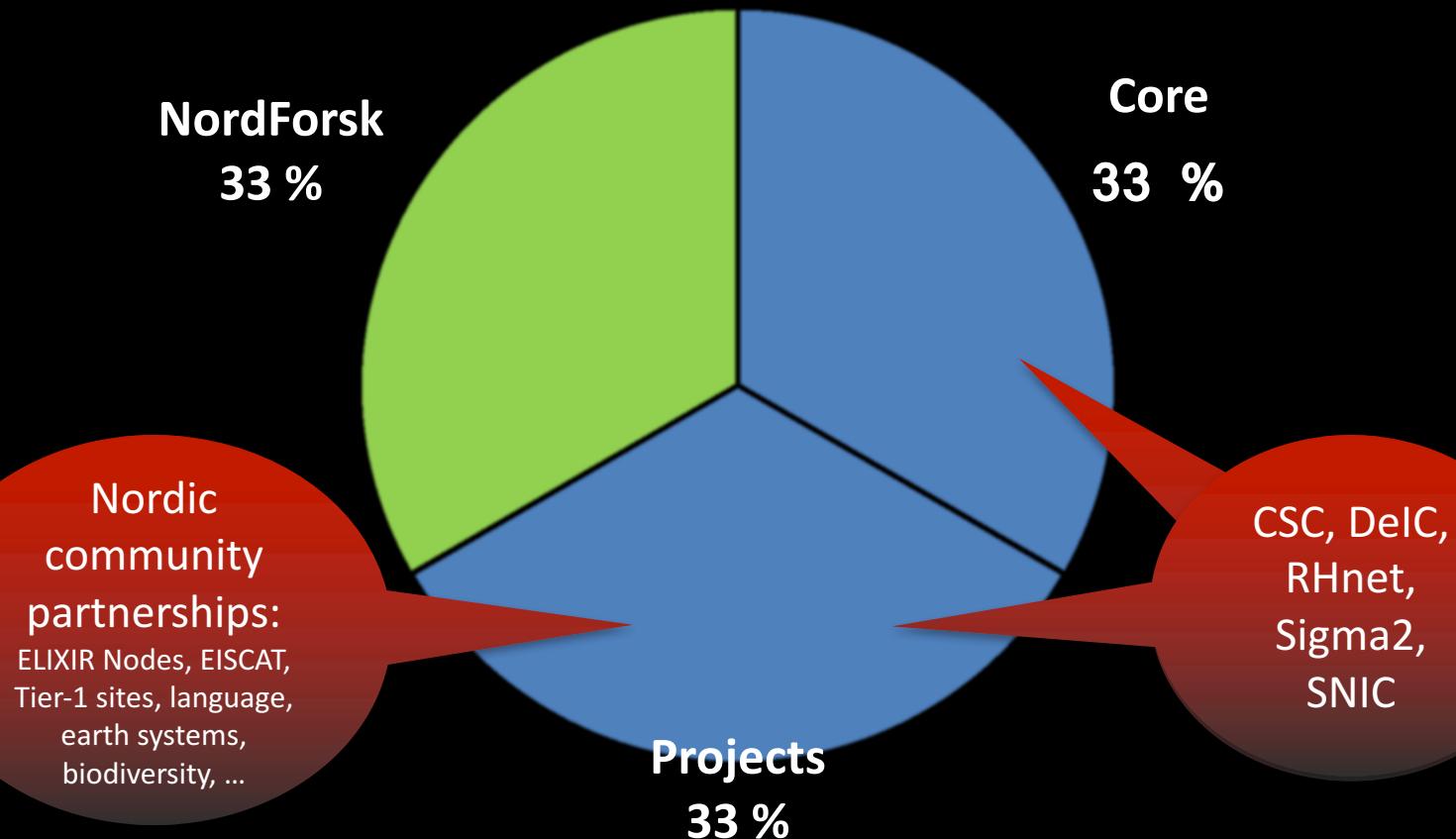


WG to propose
SNIC strategy &
budget 2018-22

In 2020, NeIC is a global role model for cross-border distributed and sustainable e-infrastructure services



Funding model



Nordic eScience Action Plan 2.0

eScience and eInfrastructure in an international context

1

Training Researchers in
eScience Tools and Methods

2

Fostering Nordic eScience
Collaboration through Mobility

3

Strengthening eScience
Aspects of Nordic Research

4

Nordic Research on eScience
Methods and Software

5

Nordic Pilot Projects
within Open Science

6

Nordic Sharing and Exchange of
eInfrastructure Resources

7

A Nordic Federated Cloud

8

Nordic High Performance
Computing Collaboration

9

Nordic eInfrastructure
for Sensitive Data

10

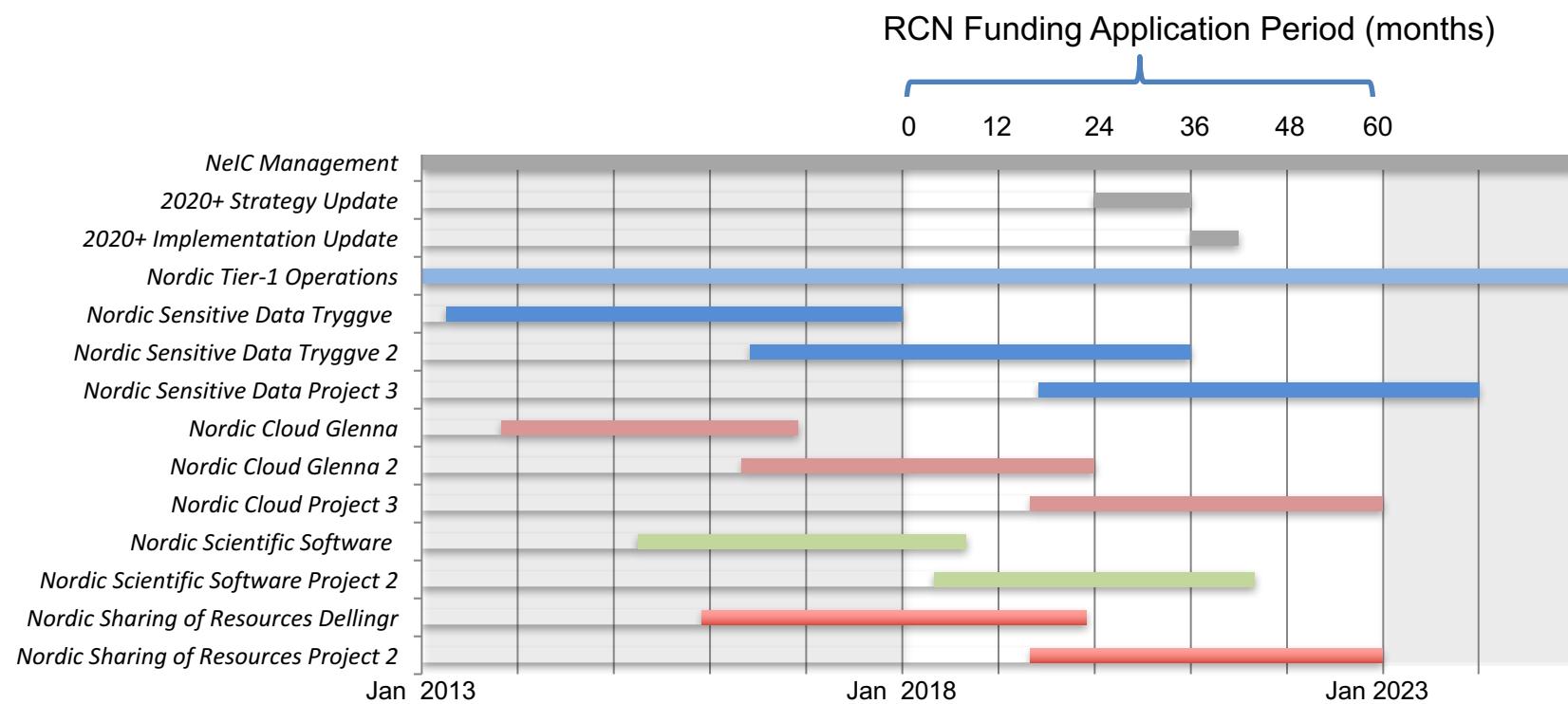
Nordic eInfrastructure for
Scientific Software

10 concrete actions for
implementation

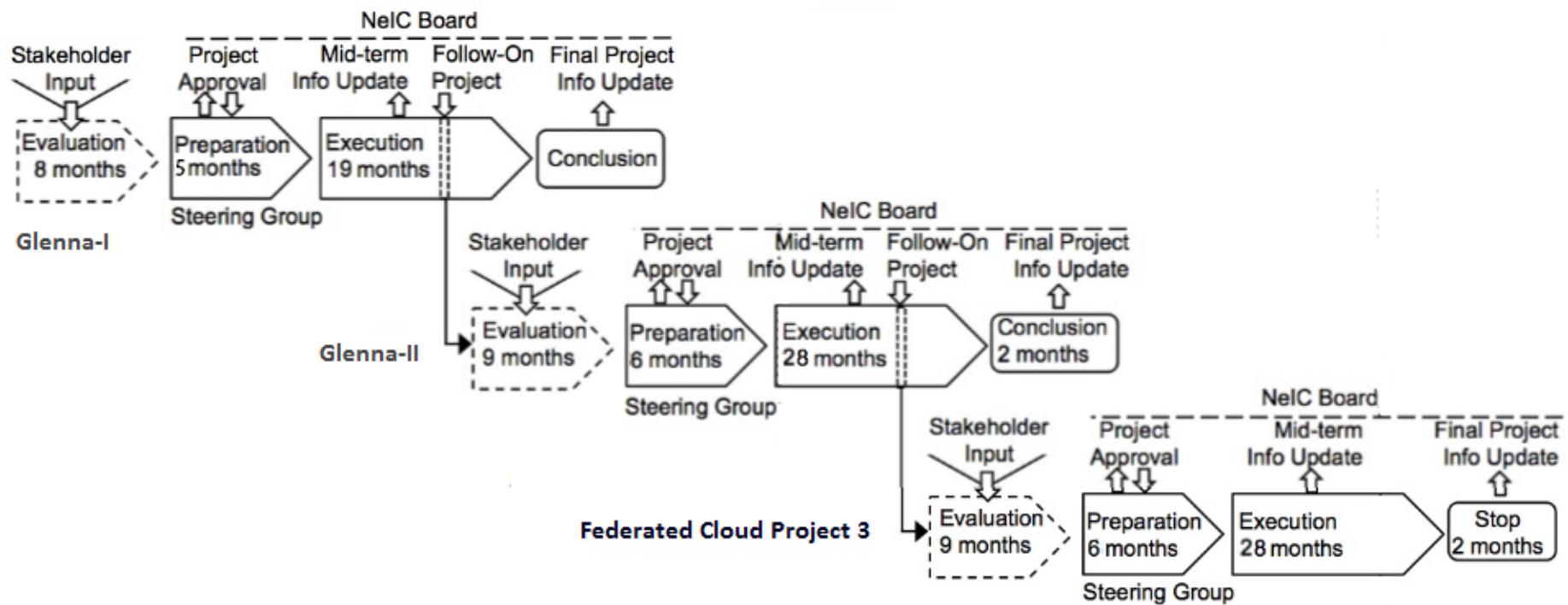


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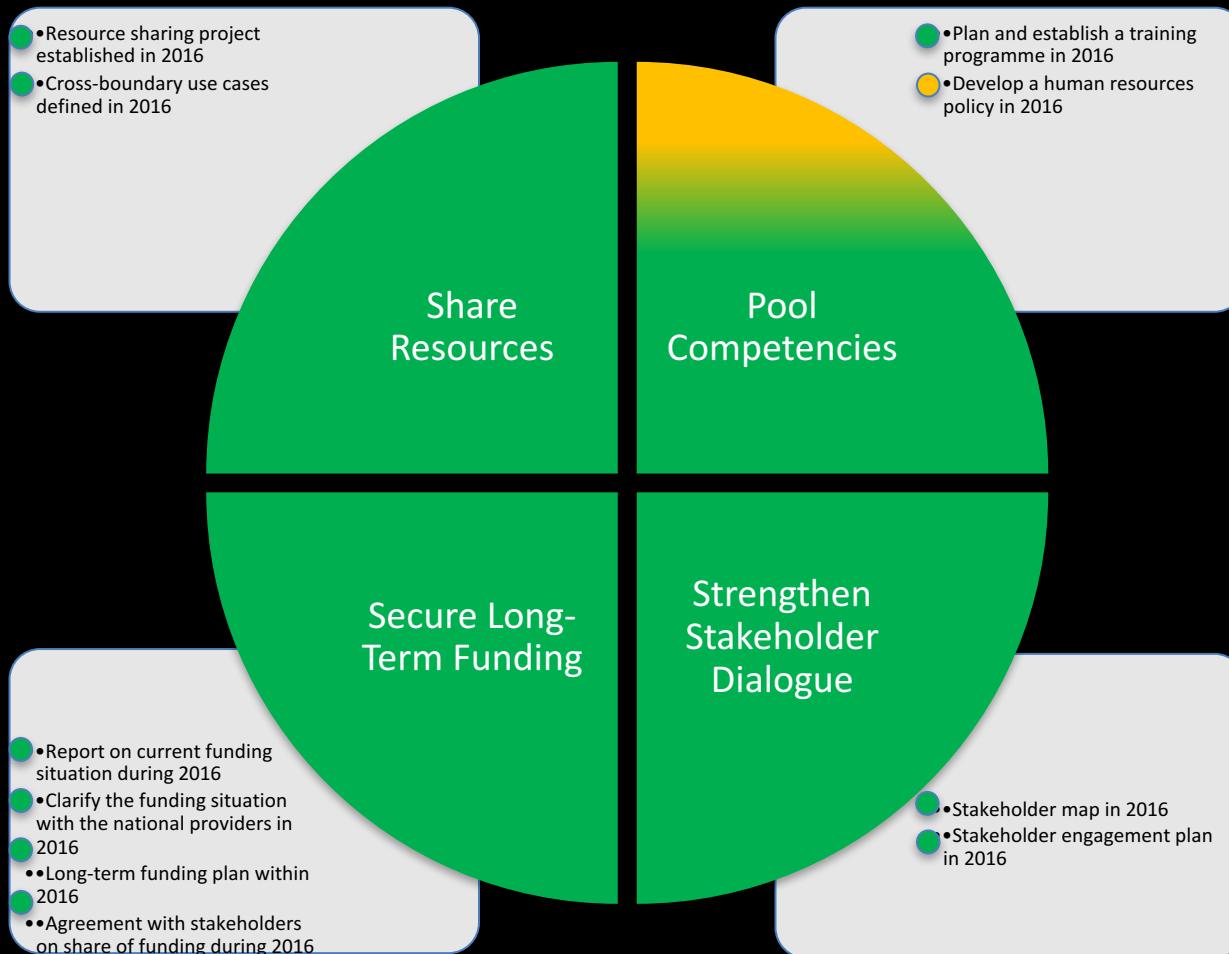
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Example: Nordic Cloud Collaboration



Summary of strategy implementation - 2016





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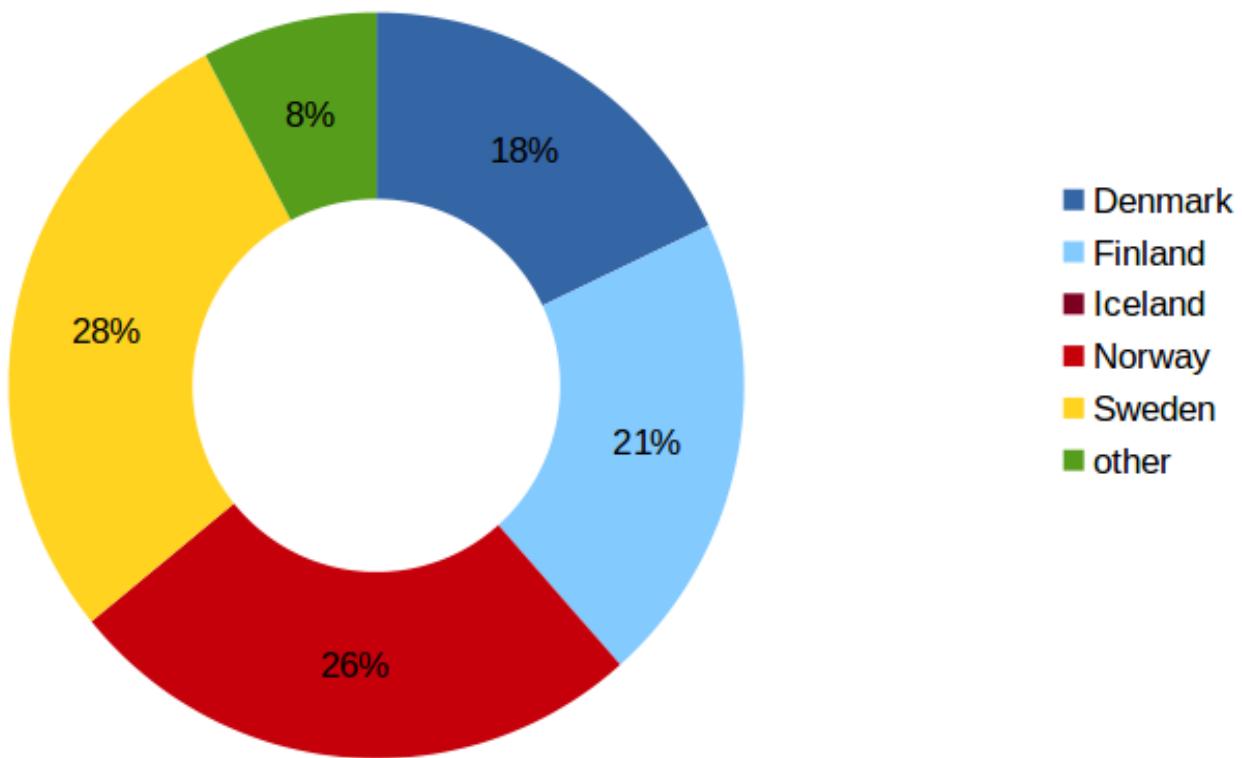
On “Develop a Human Resources Policy”

- Building on a staff survey 2016 (Mattias, Thomas, ...)
- Policy work carried forward by Kine, Michaela, ...
 - How (why) do we attract competent staff?
 - How (why) should we offer career development?
 - How to make it valuable for employer to have staff engaged by NeIC?
- Share your views at Skeikampen!



Staff survey 2016

In which "country" are/were you employed when working with NeIC?





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Some patterns (Mattias)

- Most staff told about the NeIC position by boss, most of the rest told by colleague
- 2/3 of NeIC staff not applied for job, but assigned by employing organization
- Most of NeIC core values resonate with staff
 - "adding value to researches"
 - "enhancing the productivity of researchers"
 - "openness"
 - "strengthen Nordic collaboration"
 - "being honest"



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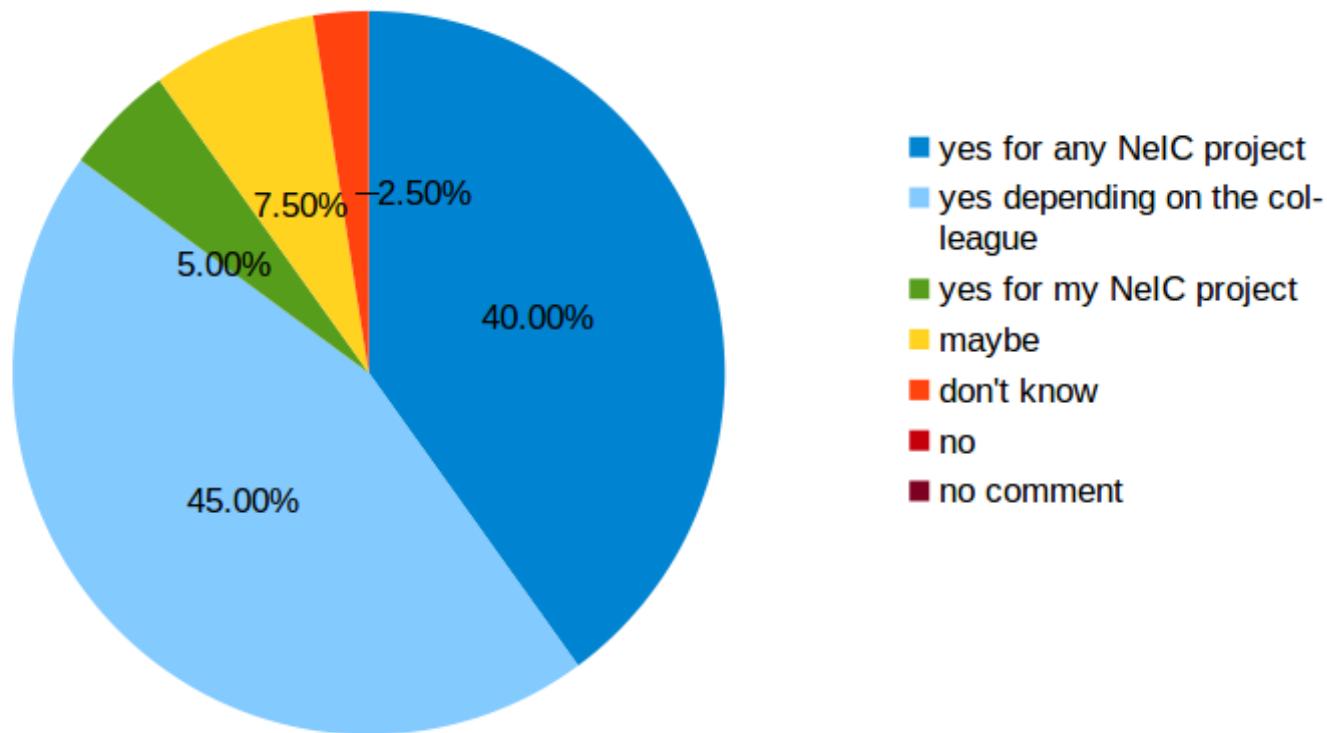
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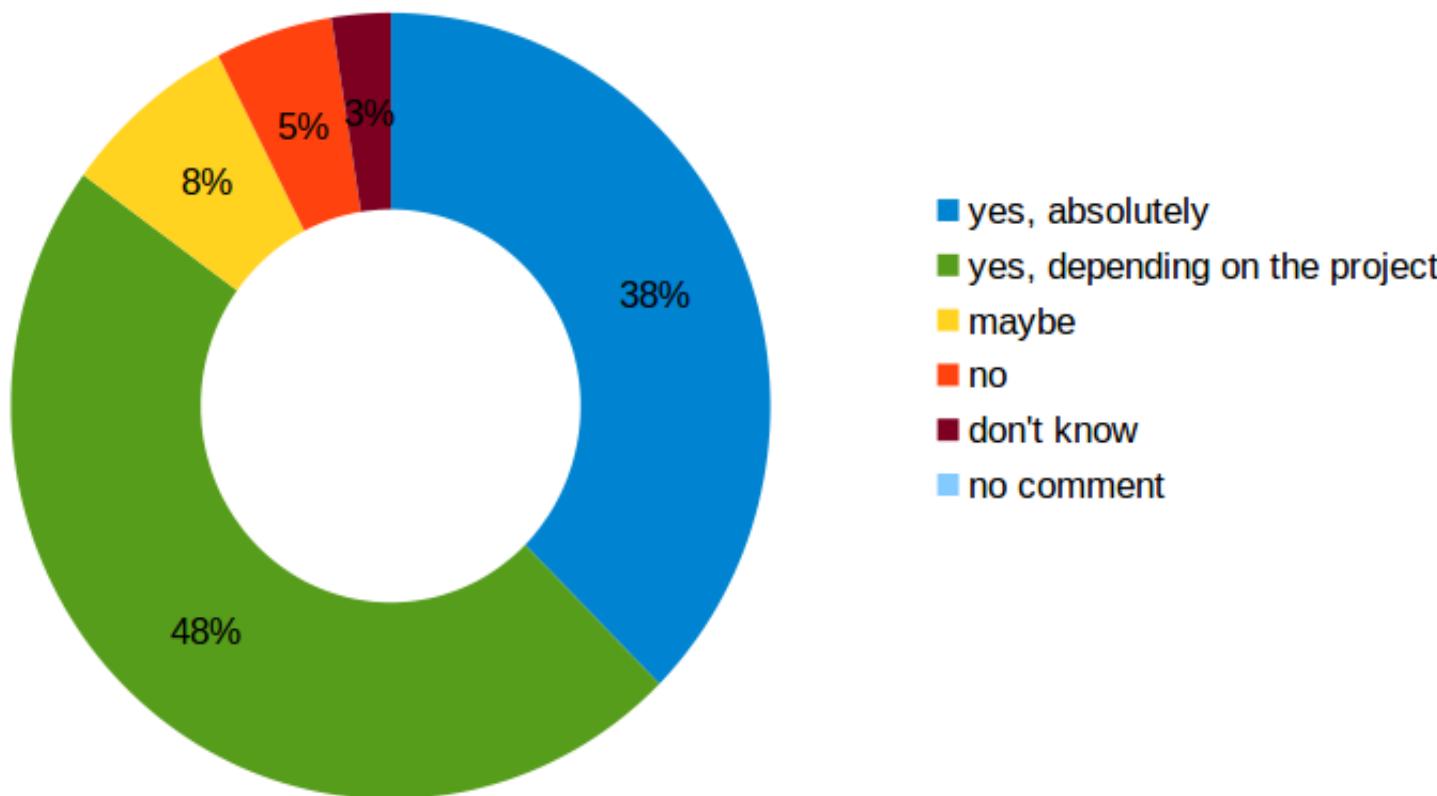
Motivation

- International/Nordic collaboration
- Interesting challenges
- Sharing knowledge
- Nice and skilled colleagues
- Doing something new
- Flexibility
- Unbureaucratic administration
- Improve the world
- Develop my own career

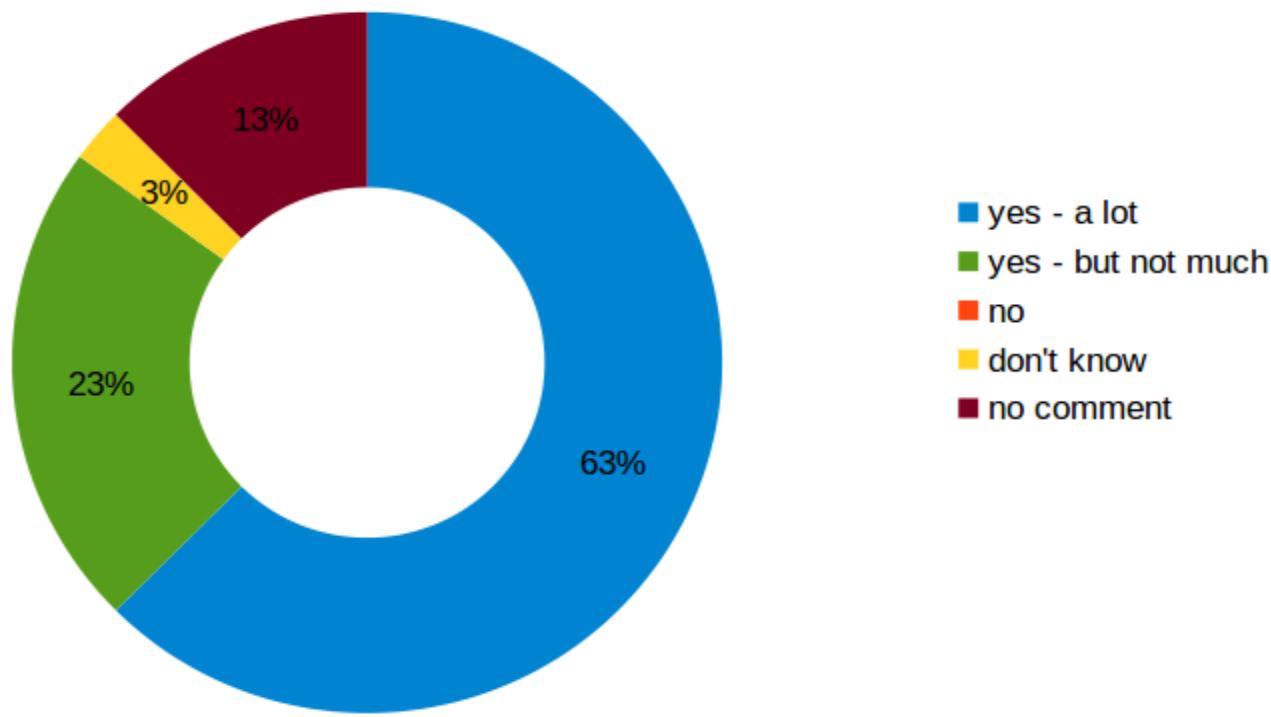
Would you recommend a colleague to work with a NeIC project?



Would you like to continue to work with NeIC?



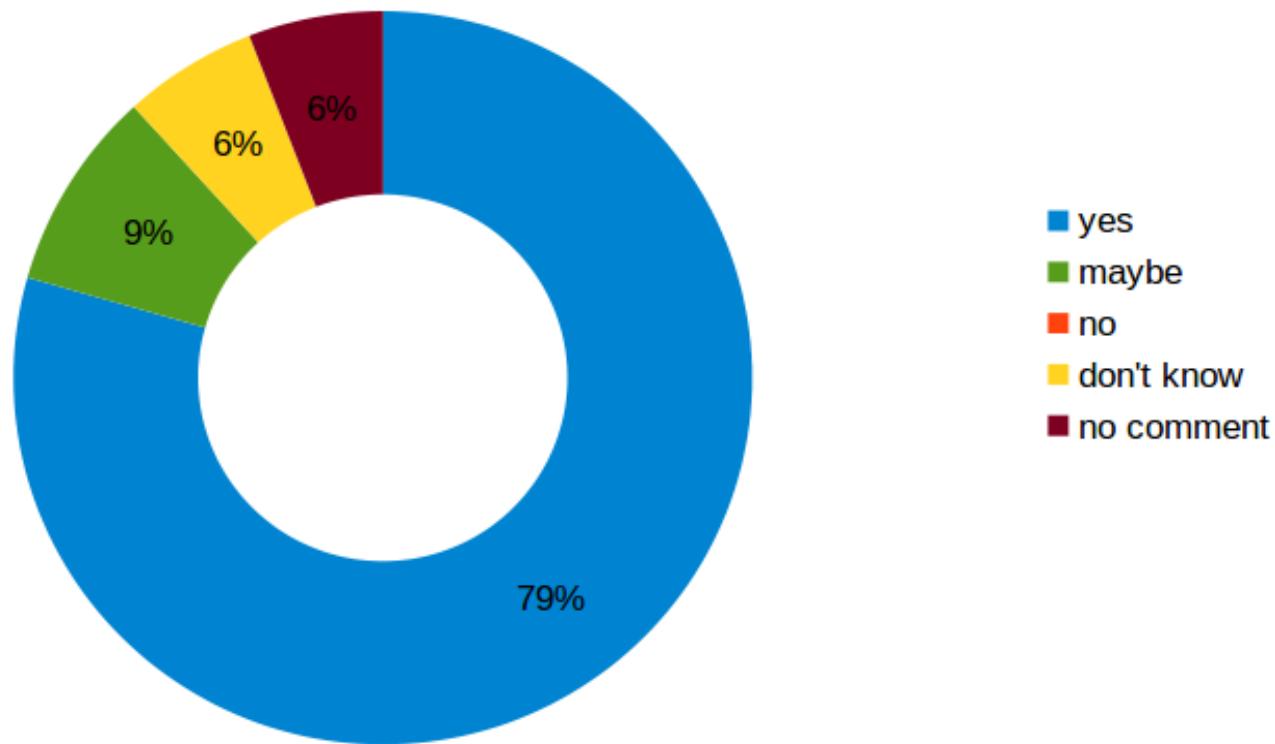
Did you learn something new during your time with NeIC?



What did you learn?



Is this knowledge useful for your local organization?





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Worst thing about NeIC

- Lack of strategic focus (2)
- Uncertainty
- Too much focus on procedure over actual improvements for researchers
- Paperwork (especially when there is several intermediaries involved).
- Travel
- Lack of face-to-face communication



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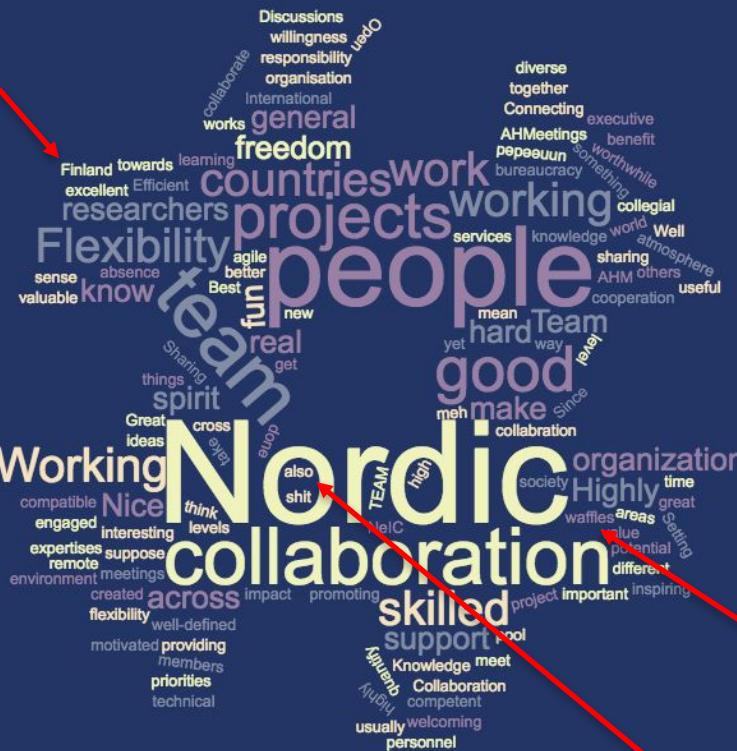
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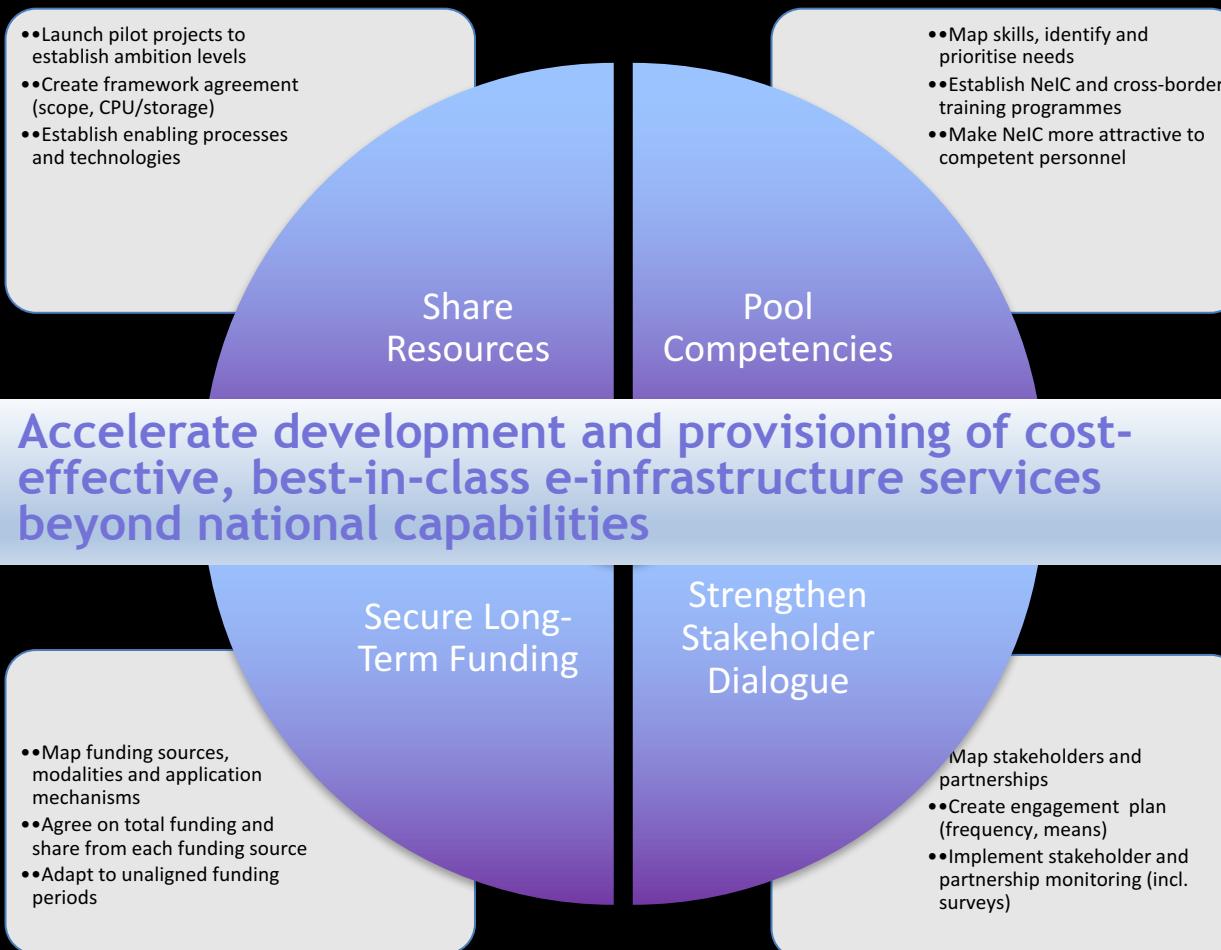
Removing shortcomings

1. Focus more on work than meetings and reporting,
2. Focus on delivering things that are really relevant to researchers
3. Direct hiring of staff to make recruitment of excellent staff easier
4. Better engagement with local institutes and e-Infrastructure providers to help the career path of NeIC staff.

What is BEST with NeIC?



In 2020, NeIC is a global role model for cross-border distributed and sustainable e-infrastructure services

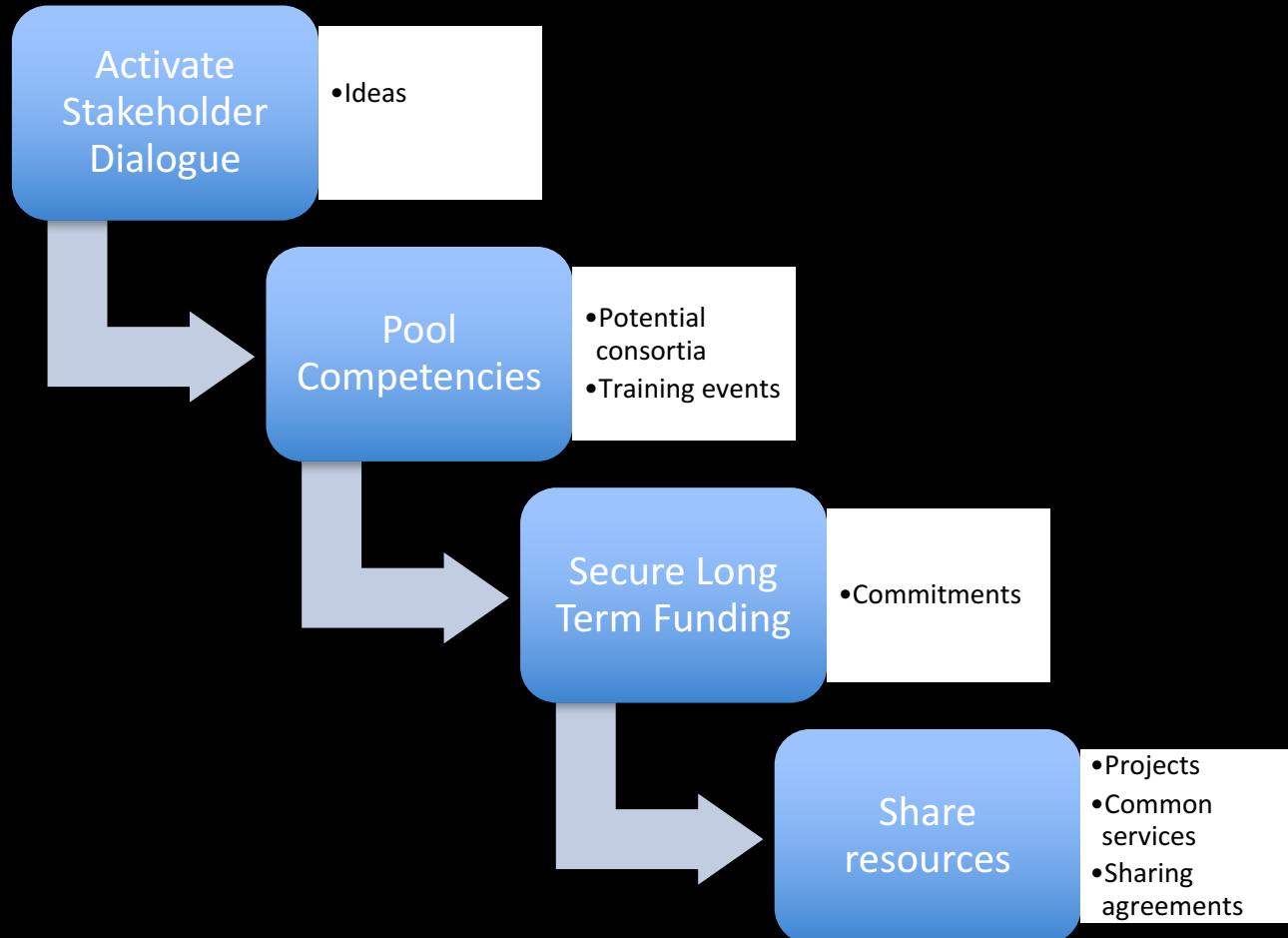


Key Performance Indicators (KPIs)

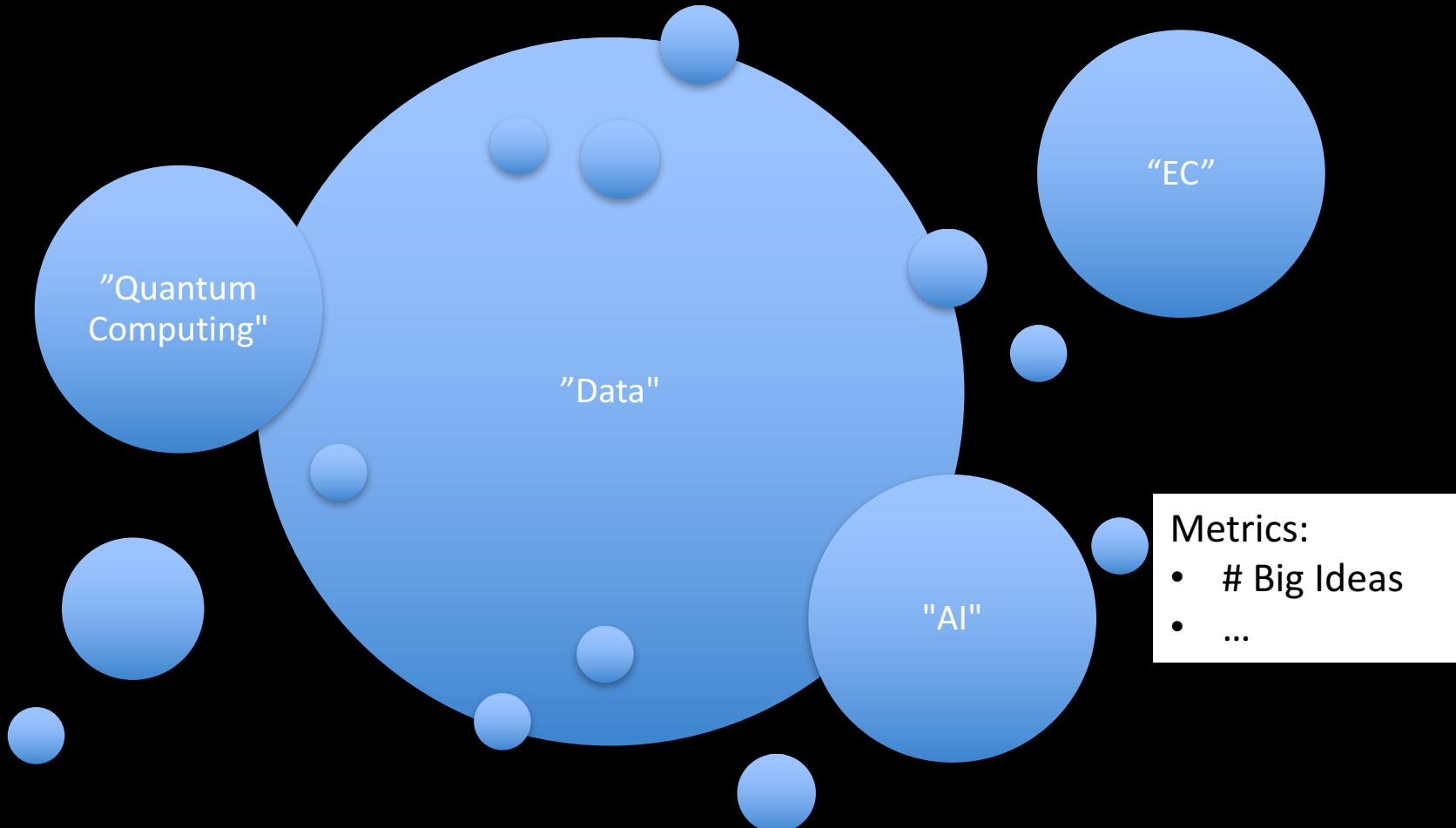
- NOT intended as motivating factor
- Rather, it is one piece of the communication picture
- Should offer a quick health check
- Need help in making
- Communication ranges from one minute elevator-pitches to technical reports



Focus Areas and Performance Indicators



Ex. KPI: Ideas (Activate Stakeholder Dialogue)





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Ex. KPI: Potential Consortia (Pool Competencies)

	“Data”	“EC”	“AI”
DK	1	1	
FI			
IS			
NO	1		
SE			
Sum	2		

Ex. KPI: Commitments (Secure Long-Term Funding)

	17	18	19	20	21	22
DK	1					
FI	1	1				
IS	1					
NO	1	0.5	0.5	0.5	0.5	0.5
SE	1					
NordForsk	1	0.5				
ELIXIR- Nordic	1	0.5	0.5	0.5		
“...”						



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Vision: In 2020, NeIC is a global role model for cross-border distributed and sustainable e-infrastructure services

- How could we check that we achieve our mission?
 - Difficult, but essential...
- Proposal: "outcome statements"
- What set of 2020 outcomes would, taken together suggest that we have achieved the vision?



Vision: In 2020, NelC is a global role model for cross-border distributed and sustainable e-infrastructure services

Sample outcome statements:

- We are a global role model in distributed storage for high-energy physics
- There is increased adoption of Nordic approaches to services for sensitive data
- The NelC co-funding approach has proved successful for cross-border collaboration
- Non-Nordic partners applies for participation in NelC
- There is mutual cross-border access to all supercomputing systems in the Nordic countries
- An operational Nordic cloud service is available to researchers in all our countries
- We have established a Nordic program for research software engineering
- We now have load-sharing agreements between all national HPC providers
- World's first system for cross-border use of sensitive data for research is in use



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...with some proposed metrics...

Outcome statements:

- Global role model in distributed storage for high-energy physics
 - We give # presentations at int'l conferences
 - Non-NeIC funded implementations of "our" system
- Increased adoption of Nordic approaches to services for sensitive data
 - We give # presentations at int'l conferences
 - Non-NeIC funded implementations of "our" system
- NeIC co-funding approach has proved successful for cross-border collaboration
 - Funding commitments
 - Sustained partnerships



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- ...help needed to formulate sensible outcome statements for your projects



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Altogether, what is BEST with NeIC*)?

Nordic collaboration. And the NeIC waffles.

Great team! And I mean TEAM.

The way in which the team members collaborate

Open and welcoming remote team

Team spirit

learning new things

Flexibility and absence of unneeded bureaucracy

*) Gudmund's cherry-pickings (and his future focus points)