International Organisations In the digital age

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ECMWF - Introduction

- European Centre for Medium-Range Weather Forecasts
- Founded in 1975
- 22 Member States and 12 co-operating states
- Collaboration with national meteorological and hydrological services



ECMWF - Introduction

- Mission:
 - Scientific and technical research into numerical weather prediction
 - Produce numerical weather forecasts
 - Monitor the earth-system
 - Maintain an archive of meteorological data
- Located in Reading, UK
- Approximately 300 staff
- One of the six coordinated IOs

ECMWF & technology

- Use of technology has been core to ECMWF's mission from the start
- NWP relies on:
 - high performance computing (Supercomputers)
 - Handling large quantities of data
- Current HPC is provided by two Cray XC40s
- Current meteorological archive approximately
 100 Petabytes
- Computing department supports all technology in use (HPCs, data archive, servers, PCs, etc)



ECMWF Employment conditions

- Defined in staff regulations
 - 40 hours per week, Monday to Friday
 - Most staff are office based, but explicitly defined hours for shift working
- No official policy or mechanism for flexitime (yet)
- Limited flexibility in working arrangements delegated to line managers



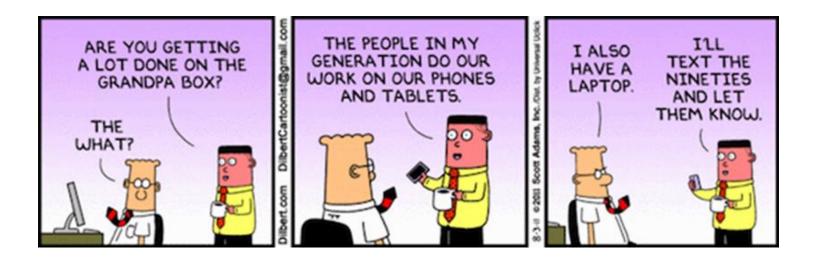
What is the digital age?

- Official definition is 1970s onwards
- Maybe better to refer to "digital generations"?
- Driven by technology developments (Moores law)
- Faster, smaller, higher capacity, higher bandwidth
- Affects workplace and society in general –
 IOs are not immune



Industry & social trends

- IT and Telecommunications industry constantly changing
- Domestic technology changing rapidly
- Generational differences in experience





ECMWF Organisational IT (& BYO)

- ECMWF provides desktop PCs for all staff
- ECMWF provides laptops as required for job purposes (on-call, senior management, travel, etc)
- ECMWF provides iPhones as required for job purposes
- Remote desktop function enables flexible working



ECMWF Organisational IT (& BYO)

- Limited policy for BYO (bring your own) devices
- Personal iPhones and iPads can be used if ECMWF policies enabled
- Other personal devices can be used but only by complying with security policy



ECMWF and social media

- No explicit policy about staff use of social media – left up to individuals
- ECMWF has twitter and facebook presence, but they are limited in use
 - Communication with the public is a function of our Member State met services
- Copernicus project related activities make more use of social media



Security in the digital age

- ECMWF ISGB (InfoSec Governance Board) created
 - Organisation wide
 - Representatives from all departments
- InfoSec policy in development (supersedes previous security policy)
- Information Security Officer position created
- Firewalls provide protection for internal network
- Access through firewalls only possible with token-based authentication



Collaboration in the digital age

- Human communication relies on: words, voice and body language – why VC important
- Video based tools have allowed:
 - Collaboration reducing travel
 - Recording lectures and training courses
 - Live streaming of events workshops, seminars
- Copernicus project has added separate offices



Collaboration in the digital age

- Web technology is very important for delivering services and knowledge sharing
 - ECMWF has extranet, intranet, wikis, charts, etc





Employment conditions – private life

- Sometimes referred to as work/life balance
- Facebook started using phrase "work/life merge" recently
- Social media can blur distinction between work and private life
- Multiple communication channels email,

Web, social media

We're no Longer
USING THE TERM

WORK-LIFE BALANCE"
BECAUSE IT IMPLIES
THAT YOUR LIFE IS
IMPORTANT.

