

Katarzyna Nadolna-Altyn  
National Marine Fisheries Research Institute  
Poland

**Our Ref:** AH/jf/B.4

4 December 2023

**Subject:** Letter of appointment

Dear Katarzyna Nadolna-Altyn,

I wish to congratulate you on your appointment as Chair of the Baltic Salmon and Trout Assessment Working Group (WGBAST) for three years from 1 January 2024, and thank you for accepting this responsibility.

We in the ICES Secretariat are here to assist you in your new duties addressing the Terms of Reference of your expert group.

Your contact points at the Secretariat designated to support you and 'shadow' your expert group are Anne Cooper, as Professional Officer (email: [Anne.Cooper@ices.dk](mailto:Anne.Cooper@ices.dk)) and Jette Fredslund, as Officer, (email: [jette.fredslund@ices.dk](mailto:jette.fredslund@ices.dk)), should you need any assistance.

The [Guidelines for ICES groups](#) describe the working practices and membership of all groups contributing to the ICES community. The intention is for this document to contain all the essential information needed by those chairing and participating in these groups. An introductory overview to the Guidelines can be found in the PowerPoint presentation under the same link. Please keep the Guidelines close at hand during your work and, if any questions arise that are not covered, please reach out to your contact points.

You can see the [full set of Resolutions](#) and [schedule of ICES meetings](#) on our website.

I have personally served as an expert group chair and have found it to be one of the most rewarding experiences of my career. I hope that your experience will be equally valuable to you and please know that we greatly appreciate all of your contributions to the ICES network.

Best wishes in your new position.

Yours sincerely,



Alan Haynie, PhD  
General Secretary



**ICES**  
**CIEM**

International Council for  
the Exploration of the Sea

Conseil International pour  
l'Exploration de la Mer

H. C. Andersens Boulevard 44-46,  
1553 Copenhagen V, Denmark

+45 33 38 67 00  
[info@ices.dk](mailto:info@ices.dk) | [www.ices.dk](http://www.ices.dk)