Introduction
The TAG Terms of Reference make provision for the formation of Technical Working Groups (TWGs) to support the technical and scientific work of the TAG. Typically, a TWG will be comprised of technical experts; external to ASC’s governance bodies, and a member of the TAG acting as a sponsor; to facilitate communication and understanding between the TAG and the TWG and support the ASC technical lead. The ASC’s Secretariat will provide logistical support to the group and a Project Lead from ASC will be appointed to provide the group with the technical resources. An external facilitator may be also appointed.

References
ASC Standard Setting Procedure
ASC Metrics Methodology
ASC Complaints Procedure
TAG Terms of Reference

1. Terms of Reference
1.1 Background
All operational ASC standards contain multiple indicators on responsible antibiotic use. However, the limits set for use vary between the standards, even though production systems may be similar. In the process of aligning all ASC standards, the indicators related to antibiotic use will be revised to develop appropriate, uniform and species-specific standards. To obtain this goal, the problems related to antibiotic use in aquaculture should be clearly defined in a structured, science-based and comprehensive document.

1.2 Statement of purpose of the Technical Working Group
The ASC standard review and revise process decide to include a working group to support this process. The Working group for the antibiotics requirement’s review is considering a multi-stakeholder expertise, which will bring together different group of people who share a variety of backgrounds, ideas, and opinions. Members come from academia, research centers, veterinarian, field experts, farms representative and global governance organisations that set up regulations for the animal health and the aquaculture global industry. According to the Stanford University, the diversity in teams creates constructive conflict and debates around the task at hand.

1.3 Terms of Reference
A dedicated group of experts will assess the antibiotics criterion acting as
Responsibilities
• To attend web meeting or Skype meetings
• To provide feedback and comments to the different principles, indicators and metrics of the Shrimp standard.
• To assess the stakeholders comments after each public consultation
Note: Participation of decision-making government body is open to all stakeholders. These working groups are constituted by a reasonable balance of those stakeholders.

2. Membership

TWG membership shall aim to balance interests from the standard’s key interest groups and geographical representation. All members should support the aims of the ASC, its Vision and Mission, and commit to engaging constructively.

The member(s) will have:

- Experience working in the aquaculture industry
- Experience in research in the aquaculture industry
- Experience in working with and knowledge of government, NGOs, or private industry in the aquaculture industry and/or shrimp supply value chain.
- Knowledge of social compliance issues in shrimp aquaculture.
- Knowledge of shrimp farming
- Successful track record on making policy and implementation recommendations
- Strong analytical and strategic thinking skills and demonstrated research skills.
- Strong communication and interpersonal skills
- Good analytical ability and report writing skills
- Good understanding of the transparency and governance issues is preferred.
- Good understanding of the ASC shrimp standard is preferred.
- Demonstrated cultural sensitivity and sound judgment

2.1 Technical competencies required:

Advanced degree in Environmental, Biology, Aquatic Animal Health, Sustainable Management, Economics, Fisheries/Agriculture, Development Studies, Social science or Aquaculture.

At least 10 years experience in any of the following areas: shrimp aquaculture farming, hatcheries, environmental management of shrimp farms, social aspects, NGOs related to the shrimp and aquaculture industry.

Fluency in English is a requirement.

Table 1: TWG Members, updated 20.12.2018

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>Organisation</th>
<th>Stakeholder sector</th>
<th>Primary region represented</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stanislaus Sonnenholzner</td>
<td>Director</td>
<td>National center of aquaculture and marine research</td>
<td>Academia</td>
<td>South America</td>
</tr>
<tr>
<td>Stian Johnsen / Jorge Pinto</td>
<td>Director of Science and Aquatic products</td>
<td>OIE</td>
<td>Authority in Animal antimicrobials</td>
<td>Europe</td>
</tr>
<tr>
<td>Sophie Fridman</td>
<td></td>
<td>Stirling University</td>
<td>Academia</td>
<td>Europe</td>
</tr>
<tr>
<td>Jaime Santana</td>
<td>Field Expert</td>
<td>Independent</td>
<td>Veterinarian</td>
<td>South America</td>
</tr>
<tr>
<td>Jaap Wagenaar</td>
<td></td>
<td>University Utrecht</td>
<td>Academia</td>
<td>Europe</td>
</tr>
<tr>
<td>Niels Henrik Henriksen</td>
<td>PENDING</td>
<td>Veterinary Institute Denmark</td>
<td>Academia</td>
<td>Europe</td>
</tr>
<tr>
<td>Matthias Halwart</td>
<td>Head of Aquaculture branch</td>
<td>FAO</td>
<td>IO</td>
<td>Global</td>
</tr>
</tbody>
</table>
3. Arrangement and duties

3.1 Approach for TWG
   a) An official ASC email asking for her/his participation in the working group
   b) The ASC official email shall content.
   c) Name of the working group and general objectives (ASC public ToRs for AB review)
   d) Time needed or invested in the WG process – overview of 40 hours
   e) Terms of Reference of the WG member
   f) Tentative Schedule with meeting:
      - An Skype introductory meeting 1 hour (know each other and agree on reviewing the white paper) – set up by doodle. After this meeting we will send the white paper to all WG members.
      - Review of white paper and provide inputs against the white paper and the ASC proposal for AB normative requirements (8 hours). The WG members shall send the comments after 5 working days to ASC.
      - Set up a doodle for a F2F meeting based on the white paper comments. ASC prepares a presentation of the process, comments and feedback (2 days (16 hours)) – F2F will be in the ASC office – Utrecht.
      - ASC and WG members will wait for ASC TAG approval for going to public consultation
      - After AB proposal public consultation, the feedback will be share with WG members and wait for reply (8 hours more)
      - A final ASC & WG meeting to inform about the outcomes and the first draft for AB requirements.

3.2 It would be required to attend Skype meetings, review documents and provide comments on that. It would not demand more than 32 – 40 hours in total.

4. Resources

Membership of ASC TWGs is voluntary and unpaid. Reasonable expenses will be paid for attendance at in-person meetings to cover travel and associated subsistence costs. Accommodation will be provided.