



Spetses, October 2018 (Introduction course, cohort 2018) – credit Amrish Baidjoe

## Editorial EUPHEM Special Edition

## Board 2017/2018

Dear EAN friends,

Autumn has arrived, and what a busy few months! These past months have seen a new cohort of fellows starting, many fellows and alumni getting ready for ESCAIDE (and C2016's graduation!), more GOARN calls for assistance, many new job opportunities, and the 10<sup>th</sup> anniversary of the EUPHEM programme.

We dedicate this newsletter to EUPHEM celebrating 10 years already! We will share many stories of EUPHEM and we will of course get you ready for this year's ESCAIDE.

We are all very much looking forward to meeting many of you at ESCAIDE, in beautiful Malta and discussing EAN's activities and future directions during our annual General Assembly.

Enjoy the reading and see you soon!

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## Word from the EAN president

Dear EAN, and dear friends,

We are arriving close to ESCAIDE, this year excitingly in Malta. That one rare event during the year allowing us all to interact directly with a large part of our current network and beyond. ESCAIDE is the time to welcome new fellows to the network, not just to share our technical knowledge, but also to share memories about the programmes, the good ones, and less good ones, and showing a perspective post the EPIET and EUPHEM life for new and current fellows. In many ways we are maintaining and strengthening some form of organisational memory during ESCAIDE. The glue of what makes our network what it is.

This year the EAN board was invited to the introduction course, an opportunity we were thankful for. It was great to meet the new (very motivated) cohort in person and personally welcoming them into our network, whilst helping the EPIET and EUPHEM teams to facilitate the course. It was a great opportunity to interact with the coordinator team and hear about the latest developments in the programme. We hope this will become once again, tradition in the years to come.

The links between our network and the fellowship office haven't been at their best in the last years, something we should all acknowledge. But we might be turning a page for a better chapter, fully reflective upon one another, because only by honest reflections things will turn out to become better. Celebrating and reflecting on 10 years of EUPHEM (and actually having a board of three EUPHEM alumni including the president for the first time) offered a good momentum to link back to those, that started the programme, names that are sometimes forgotten. Futhering that scope, there will be a programme evaluation this/next year and I hope wholeheartedly that our network will be properly consulted to provide feedback into this.

Interacting more closely with other FETP networks has been one of the goals we had for our term as a board. To that extend we will invite the TEPHINET vice-director to the EAN General Assembly to discuss with us on how we as a network could become stronger in leading engagements with other public health networks, how we can learn from each other and foster stronger cross-collaborative generations of Field-Epidemiologist and Public Health Microbiologists. On top of that we hope to chat with you about engaging better with you all in the form of working groups, but more on that during the GA.

We hope to see you all at the ESCAIDE and at the GA (current fellows, you are warmly welcome as well).

Warm wishes on behalf of the board,

Amrish

# Welcome to Cohort 2018!

Dear Fellows, we are very excited to welcome you within the EAN!

We wish you the very best for your fellowship and look forward to meeting you soon at ESCAIDE.

Alumni, don't hesitate to reach out to the fellows in your country, and fellows don't hesitate to step into the office of the alumni.





The European Public Health Microbiology programme, [EUPHEM](#), is 10 years old. Over the years, 48 fellows were trained with the involvement of [22 training sites](#), enabling them to apply microbiological and epidemiological methods to a wide range of public health problems in Europe and beyond. EAN is proud to count both field epidemiologists and public health microbiologists as members, and as a board, we wanted to dedicate this newsletter to the EUPHEM programme to celebrate its accomplishments. A big thank you to all who helped us prepare this special newsletter, and in particular, Zsofia Igloi and Lucia Reh, EUPHEM C2016 and C2017 cohort representatives, and to all who enthusiastically accepted to be interviewed.

EUPHEM, we wish you a happy anniversary and many more successful years to come!

## 10 years of EUPHEM - A little history

There is now 10 years of EUPHEM, but how did it all start?

The EAN board asked Arnold Bosman and Marion Koopmans who were both involved in setting up the EUPHEM programme to share their memories and the story with us.

**EAN:** Marion and Arnold, could you tell us in a few words about how the programme started, what were the gaps identified at the European level and your involvement at the early stages? What was the motivation to having a programme distinct from EPIET?

**Arnold:** When EPIET moved to ECDC in 2006, we soon took part in the discussion on the future of the Centre, and what strategic directions should be developed. One issue was clear: contrary to US-CDC, the ECDC would never have laboratories of its own. Still, microbiology and diagnostic capability was recognised as a pillar of disease prevention and control, just as epidemiology is. For EU capacity building in epidemiology, ECDC now had EPIET. For microbiology, it was clear that something had to be developed from scratch. And to make the challenge bigger: without laboratories at the Centre.

Denis Coulombier, who at the time was the Head of Unit where EPIET was hosted, decided that a capacity building programme for microbiologists should be set up, similar to EPIET. Kathryn Leitmeyer was the microbiologist and EPIET alumna that worked in the same unit, and she was assigned to draft a call for proposals to set up such a programme. Since I was chief coordinator of EPIET at the time, I was requested to join Kathryn, to share my experience of the structure of the programme. The original plan of ECDC was to recruit a cohort of microbiologists, and to have them follow the same curriculum as EPIET Fellows. But Kathryn and I knew that this would not work: all microbiologists that had graduated in the

past from EPIET, stayed to work in epidemiology, rather than return to microbiology.

So we decided to write a call for proposals for writing a distinct curriculum for 'public health microbiology': a programme for microbiologists by microbiologists, but with the main focus on population diagnostics, rather than individual/clinical diagnostics. We got a lot of input from Herve Zeller, a virologist working at the Scientific Advice Unit at ECDC. That resulted in the publication of a Call for Proposals to design and pilot a 2 year public health microbiology curriculum. This was won by the ENIVD network, where Marion Koopmans was leading the scientific development of writing the curriculum; she became one of the first supervisors, and scientific leads of EUPHEM.

**Marion:** Obviously this started for me as a work package in the ENIVD network. ENIVD was a network of laboratories specialised in rare and zoonotic diseases, for which it is crucial to have international collaboration to keep knowledge and assays up to date. It still exists although the name changed to EVDlab net at the request of ECDC.

In the work-package, David Brown, then head of virology of the reference lab of public health at the UK Health Protection Agency in Colindale, and myself, leading the virology lab at RIVM worked to define core competencies that we felt are crucial for Public Health Microbiology (PHM). We did that in part out of the frustration that it was (and still is) quite difficult to find staff with a PHM mindset. In essence, we wanted to make our own lives easier by developing a cadre of PHM that



would become the future leaders in the field. The biggest challenge was to define what exactly that was and how to assess and train it, and to combine that with the “mold” (sorry Arnold ;-)) that ECDC wanted for its training based on the EPIET programme.

**EAN: What were the original objectives of the programme?**

**Arnold:** The objectives were derived at first from the EPIET objectives, yet instead of the focus on epidemiology in surveillance, outbreak investigation, field research, teaching and scientific communication, we wrote the focus on microbiology and diagnostics.

**Marion:** Ha, interesting how our memories recollect things differently. I recall that the first draft really was a braindump of what David and I felt was essential and that we then worked to align it with the EPIET model. I do remember heated debates - which I consider a great good- in order to shape this in a way that we all could understand and agree on. In part, that was very educational, and illustrative of some of the “divide” between epi and lab. It was really helpful that Arnold and I had worked closely together during the 2003 avian influenza outbreak. Examples from that shared experience helped explaining what we considered crucial for the PHM training.

**Arnold:** Thanks for the fact-check, Marion! Yes, that is indeed how the original objectives were set up. At a later stage at ECDC we tried to align that more with the EPIET objectives, by clustering the objectives as much as we could in "surveillance, outbreak, field research, and training" components. And I remember a big discussion about the 'leadership' objective, because that was one of the differences with EPIET. In the end, Marion and David convinced us that this was one of the necessary differences, because they saw a great need for fostering public health minded leaders in microbiology to move into the various public health laboratories in the EU. And I still see that point.

**EAN: What were the main challenges in setting up the EUPHEM programme?**

**Arnold:** Challenges were plenty and remained for longer than I had anticipated. The predictable one was resistance from part of the epidemiology network, who were not convinced that microbiology required a dedicated curriculum in public health. We had to convince many people, both from within ECDC, and outside, that this was necessary as the usual clinical education in microbiology, albeit excellent in many countries, did not prepare microbiologists for the specific demands in public health.

Next, the usual challenges of a new programme were there: all materials and curriculum were new, and untested. The small (but growing) network of supervisors were still not as coherent a group as they should, and alignment between the labs had to be managed, as we at ECDC still saw the variance in interpretation of what public health at EU level really meant.

The first two fellows had, and still have, my full respect for their courage, resilience and excellence. Without having accepted such job description, in my view they trained their supervisors as much as their supervisors trained them. Though scientifically excellent, the curriculum was implemented differently in the different labs. The first fellows really forced the host sites and supervisors to harmonise their approach which must have been quite frustrating. In addition, the administrative requirements from ECDC to the fellows were sometimes ridiculous, and very difficult to deal with. I believe that the fellowship is very lucky and fortunate to have such a dedicated network of host sites and resilient cohorts of fellows in those early days of the administration.

**Marion:** Arnold lists a list that I fully agree with. From my side, in addition there were a few more. First, I think we started off with different expectations. For us, PHM is a mindset that can be trained in many ways. So, while we agreed on a core curriculum, we felt there should be flexibility at the sites to justify the projects. Having said that, it was equally challenging to convince colleagues that these were not free postdocs but people requiring training. And once that became clear, we had to convince people that you CAN do meaningful work even if it is a short time period. I proposed “the matrix”, and I may shock fellows when I confess that, because it arguably seems to be the least popular part of the programme. But we needed something to safeguard fellows from becoming free postdocs, and that was crucial because there was serious criticism in the ECDC management board. I do think that initial lack of trust has taken a bit of a toll but it had to be done.

And yes, the first fellows were guinea pigs and trust me, Sabine (Dittrich; cohort 2008) and Giovanna (Jaramillo Gutierrez, cohort 2010), who worked with me, had no hesitations telling me. Again, I think that is a great good. The first fellows were embedded in the ENIVD network and became part of that community. I think that clearly had its advantages. If I can make one recommendation, that would be it: have the PHM fellows embedded in lab networks. The focus now on the community building is on epi, and familiarity with the EUPHEM programme has not penetrated enough yet in the lab community.



*10 years of EUPHEM celebrations in Utrecht, The Netherlands*

*From left to right: Janko Van Beek (C2016), Zsofia Igloi (C2016), Hannelore Gotz (C4), Titia Kortbeek (EUPHEM supervisor), Arnold Bosman and Marion Koopmans.*

**EAN: What are you most proud of?**

**Arnold:** I'm definitely most proud to have supported the original idea of Kathryn that there should be a distinct public health microbiology curriculum, focussed on lab work, but in the public health context. Of course, as an epidemiologist, I was primed by my earlier collaboration with Marion Koopmans. That idea was hard to sell within ECDC, and even in the first years of EUPHEM, when the curriculum had been developed and implemented by ENIVD, the critical voices within some networks remained quite vocal. I am proud that we stood our ground, and that we could recruit the support of the excellent people in the ENIVD network.

**Marion:** That the ENIVD work-package matured to a fellowship. I have recommended it to many young people that want to do lab but not the classical academic track.

**EAN: Do you think the gaps the programme was designed to fill have changed, and what are the training or capacity needs of the PH Microbiology field nowadays?**

**Arnold:** I believe EUPHEM has come a long way in the past 10 years. Europe has changed too. ECDC is a more mature organisation, and so are the networks around it. Public Health Microbiology is a more accepted discipline now than it was 10 years ago. Though I still can see pockets of 'rivalry' between the epidemiology-oriented networks and the public health microbiologists, it is far less than it used to be. This is thanks to strong pushes from people with vision; microbiologists and epidemiologists alike. But most of all, in my view, thanks to 10 generations of EUPHEM and EPIET fellows; since day one in 2008, the fellows operated as one cohort. While some of their supervisors would engage in elements of tribal warfare, the fellows demonstrated how field epidemiologists and public health microbiologists should operate together. Complementary, with mutual respect, and as a single team. Deployment in international epidemics such as Ebola have also contributed to the growing awareness of the need for the two distinct curricula in one cohort.

The gaps that we currently still can observe are not necessarily exclusively microbiological. There still are public health

capacity gradients in the EU; east-west as well as north-south. ECDC is doing a good job mapping those gaps, like with the [EULabCap report](#).

Besides that, both epidemiology and public health microbiology keep evolving as fields. Big data, social media, biometric tracking, bioinformatics, WGS, point of care testing are developments that force us to keep evolving our curricula. The basics may remain the same, but new methods must be reviewed and assessed.

**Marion:** As I said, I think it would be great if the embedding of the fellows could be looked at: have the combined training but allow them to work more in the lab networks that will help increase their visibility. That also means: allow them to go to meetings that are more lab focussed. ESCAIDE is great, but "lab" is not in balance. Fellows need to be at meetings where their future employers are, or the meetings that they have need to attract more future employers.

**Arnold:** Does that mean that you think the gaps have been filled? That does not sound like you!

**Marion:** Ok, ok, remember you were the one prodding me. Yes, there are gaps, I think. The first one is the link with the lab community, as I mentioned above. Dare to have a longer leash with the lab fellows and have them embedded in relevant lab networks so that EUPHEM becomes more visible in the lab world. I know that EUPHEM fellows feel that the vision is nice but the market is very limited. To me, that is surprising, because I see many opportunities. What we currently see is that many graduates want to be "on the move" for a while, rather than landing in a position in Europe. And there are several that have moved to relevant international positions, which is great, but a bit of a loss for Europe. I think it requires some soul searching as to why that is happening.

The second is the leadership aspect, which may be related to the above. The original hope was to have maybe slightly more senior fellows to fill the gap in leadership positions. That also requires a slightly different style of training in my view.

**Marion, Arnold, thank you so much!**

## EUPHEM from the perspective of the Head Scientific Coordinator

**We jump from 'how it all began' to how things are now in 2018. We asked Aftab Jasir, Head Scientific Coordinator of the EUPHEM programme at ECDC to share her views on EUPHEM achievements and challenges.**

**EAN: Aftab, could you tell us in a few lines about your involvement within the EUPHEM programme?**

**Aftab:** I started to work with the development of EUPHEM in 2010 as the Chief Scientific Coordinator (today called Head Scientific Coordinator) of EUPHEM. My tasks were to coordinate and develop the objectives and scope of the programme, core competencies for the Public Health

Microbiology Training, tools for monitoring the progress of the fellows and a full scientific guide for the programme. This work was only possible due to the large contributions and efforts of the EUPHEM forum, National Focal Points for Microbiology (NFPM) and with great help from the Chief Scientific Coordinator of EPIET and support of ECDC's Head of Training Section at the time. During this period, the number of training sites increased from four to 23, with a

network of over 100 microbiologists and epidemiologists involved in the training of EUPHEM fellows. I believe that it is important to emphasise the fact that the ECDC Fellowship Programme (including both EPIET and EUPHEM paths) is very successful and appreciated by the Member States, thanks to the huge dedication and support from all our internal and external stakeholders and support from our Director. All the Member States actively engage and contribute to the programme. Together with the Head Scientific Coordinator of EPIET, scientific coordinator team, Member of public health training at ECDC, Head of the ECDC Fellowship Programme and with guidance from our Head of Unit, my job is to implement the programme in close collaboration with the Member States.



*Aftab Jasir, EUPHEM Head Scientific Coordinator*

**EAN: What are the main achievements of the programme you have witnessed?**

**Aftab:** In addition to the training of 48 fellows (graduates), EUPHEM has succeeded in building an interdisciplinary and multidisciplinary network. Awareness of Public Health Microbiology (PHM) and the necessity of it became more and more obvious. The link between epidemiology and microbiology became much stronger. We inspired the rest of the world, resulting in the establishment of similar programmes (e.g. CDC laboratory Leadership Programme, and the Global Laboratory Leadership Programme involving 6 partners which is under construction). I witnessed a total change in the way microbiologists were interacting (e.g. virologists with virologists, bacteriologists with bacteriologists and even pathogen specific interaction, etc.) to a forum of microbiologists across all disciplines in close collaboration with epidemiologists. The programme was a starting point to put PHM more on the map. The journey was tough, but the destination is fantastic.

**EAN: What are in your opinions the Public Health gaps that EUPHEM is addressing as a programme?**

**Aftab:** Before EUPHEM there was limited or no common understanding of the role of the laboratories in public health

and the importance of trained people with certain core competencies to lead or work together with other disciplines (e.g. epidemiologists and clinicians). Microbiologists were usually working in a very defined area like research and/or diagnostics. During outbreaks labs were providing whatever results they had as a diagnostic lab, which were mostly adapted to patients' needs. Epidemiologists and microbiologists were speaking different languages. Surveillance data had huge variations to the laboratory data. Biosafety and biosecurity, quality management and using laboratory standards were limited to high-resourced laboratories. EUPHEM brought the awareness of the essential need of defined core competencies for training a workforce who could work across the microbiology disciplines, together with clinicians and epidemiologists, and in parallel with other ECDC efforts.

**EAN: What do you think are the strengths and challenges of the programme today?**

**Aftab:** The strengths of EUPHEM are still its focus on public health functions in the laboratories, training a workforce which has a set of core competencies necessary for public health functions and bringing together a network of people who are working in different microbiology disciplines. It is of huge satisfaction not only to see the dedication of the fellows and the network toward the implementation of the training in the new Member States but also the gradual improvement of the content. The challenges are to catch up with innovations in all laboratories. We have fellows who are digital native experts. It is important for EUPHEM to keep the foundation but be open for innovation. To keep equal opportunity for all fellows will be a challenge with regards to the needs for training of trainers, infrastructure, political willingness to invest in innovation and, last but not least, influencing people to be open minded for changes. I see the importance of "One health" and how EUPHEM needs to go more in that direction.

**EAN: What inspires you every day as the Head Scientific Coordinator of EUPHEM at ECDC?**

**Aftab:** The achievements of the fellows and alumni is very inspiring, in particular seeing that our fellows are becoming better than we are, have better opportunity than my colleagues and I did at the training sites in our time. Witnessing how our fellows are developing within such a short time to public health thinkers and workers, the dedication of the scientific coordinators, the EUPHEM forum and all the supervisors generously providing opportunities for our fellows gives me energy. I am also gaining vitality and inspiration though positive challenges that make me grow together with the fellows. We are creating a new generation of ground-breaking professionals, and it is challenging but very rewarding. Last but not least, once again, love, respect and appreciation from fellows, alumni, coordinators and supervisors are boosters for energy.



**EAN:** How do you see the programme developing in the coming years?

**Aftab:** As you know the ECDC Fellowship Programme is under external evaluation. I do hope that the evaluation highlights the value of the programme and also indicates the need for upgrading the core competencies. Right now, we (ECDC) are working together with WHO and four other partners on the development of a Global Laboratory Leadership Programme (GLLP) with inspiration from EUPHEM. In this process, we have already updated the core competencies and their domains, introducing more innovation and multidisciplinary approaches into the existing core competencies. I truly hope we will have this opportunity for EUPHEM in the coming years as well. In addition, my personal wish is to allow some more flexibility adapted to the background of fellows which allows professional growth beyond restrictions.

**EAN:** Aftab, can you share an anecdote about the programme and/or yourself?

**Aftab:** Desperate time with desperate measures (regrets or smile on the face)

During the graduation ceremony in 2012, all EUPHEM fellows, supervisors and coordinators performed a dance to the song “I am sexy and I know it” on the stage wearing a T-shirt which said “We have no logo but we are a sexy programme”. You can imagine how controversial this dance and T-shirt was. Today with the progressive integration of EPIET and EUPHEM this appears unnecessary and even inappropriate. However, I wish that our fellows and alumni know that there were many people who generously dedicated substantial amounts of time and energy (in some cases I could say: their life!) to creating this fantastic atmosphere of one team. Every time I remember that evening, I smile while reliving the risk we all took.

I would like to thank everyone who contributed to the programme and its success.

**Thank you Aftab!**

## EUPHEM from the perspective of fellows

We asked two EUPHEM fellows, Rolf Kramer and Elizabeth Dickson, from C2016 and C2017, to share their experience on the fellowship.

**EAN:** Hi Rolf and Elizabeth, could you tell us a little about yourselves?

**Rolf:** I am from cohort 2016, so I just finished the fellowship. Originally, I am from the North of Germany but progressively made my way down South which brought me all the way down to South Africa. After two years there, it appears I now make my way up North again since I spent the past two years in Lyon, France.

**Elizabeth:** I am an MS-track EUPHEM fellow from Cohort 2017 based in Glasgow, Scotland. I was a clinical scientist in the Scottish Microbiology Reference Laboratories and part of the team that was successful in getting the labs recognised as a EUPHEM training site back in 2015. My previous experience has been in diagnostic microbiology and also in academia with my PhD being in molecular microbiology and postdoctoral experience in microbiology and immunology.

**EAN:** What were your main motivations and expectations when you joined the EUPHEM programme?

**Rolf:** My background is in biology and infection research. I was always driven by application-driven approaches which have an immediate impact on people’s life rather than academic research questions. My main motivation to join the fellowship was to gain knowledge in epidemiology and learn how to combine these new skills with my experience in

microbiology. I think this is a powerful combination in public health to control and prevent epidemics.



*Rolf Kramer during his mission with MSF (2017)*

**Elizabeth:** During the months in the lead up to the visit from the ECDC assessors, I became more and more interested in the EUPHEM programme and the exceptional range of skills it offered the fellows. Being in the reference laboratories, all the work that we do goes towards public health, however being so close to the sample means that you don’t always think about the bigger picture. The EUPHEM fellowship seemed to offer the link that was missing from my repertoire. I had never imagined though that one day I would be on the fellowship and gaining all that valuable experience I had been reading about. Going in to the fellowship, I was hoping to be able to join the dots with the work I had been

doing in the reference lab to the public health teams that utilise our results, in order to appreciate the role everyone plays in protecting our population.

**EAN:** Can you mention something that you learned during your fellowship that you did not expect beforehand?

**Rolf:** There were plenty of things but one which was outstanding: I did not expect to have the opportunity to go on a field mission with Médecins Sans Frontières/Doctors Without Borders (MSF). It was always something I dreamt of doing. During all the two years of my fellowship, I probably learnt the most in those 6 weeks in a refugee camp in Northern Uganda. I was a little nervous when I arrived and got to know that I am responsible for all epidemiology activities in the camp and suddenly had a team of 120 people to manage but the team was great and we achieved a lot. This really showed me how many skills we gain during the modules and our projects in the fellowship.

**Elizabeth:** I was apprehensive that I was going to be in over my head and that it would become obvious that I was not suitable for the course. During the introductory course, there were times I did feel out my depth however those moments were coupled with intense satisfaction at delivering and getting through these times. The camaraderie between fellows is incredibly special and it has been extremely overwhelming to find all these like-minded individuals that I am now so proud to call friends.



*Elizabeth Dickson, C2017*

**EAN:** Did you encounter any culture or language related barriers or funny situations during your fellowship?

**Rolf:** Being an expat in France, there were obviously many language barriers. I had French in school and thought I will learn quickly but...well...I didn't. Learning a language really takes a lot of time which you do not always have during the fellowship. There is this stereotype that French people do not speak English at all (either because they do not know or do not want), this was actually true for most of my colleagues at work or those who you have to deal with doing banking or other essential admin stuff. However, everybody

else working in shops, bakeries, restaurants, bars or just random people on the streets often happily speak in English with you.

**Elizabeth:** The amount of travelling has been difficult at times and having an understanding family has been essential for me reaching this stage. There have been times that my Scottish accent has caused problems for my colleagues and I have become very used to seeing a sea of blank faces if I say something particularly Scottish. In those cases, I have to adopt an American accent to get my point across which would most likely entertain my family if they ever heard me do it.

**EAN:** What do you think are the strengths and weaknesses of the programme today as you currently experience them? How would you like to see the programme developing in coming years?

**Rolf:** I think the major strength is the combination of the EPIET and EUPHEM paths in one fellowship which brings together those diverse backgrounds of the fellows. We benefit and learn a lot from each other and can combine our experience and knowledge to work on the same goals. We already have most of the modules together and only two modules per path were separate during my fellowship. I hope in the future both paths will be even more integrated meaning the Vaccinology as well as the Public Health Management module will be done with both paths together. A little concerning in the recent developments was the increasing bureaucracy for international missions. For a Field Epidemiology programme, those missions with field experience are very important. I understand that there are not enough opportunities for all, so it's even more important to ensure that organisations like MSF continue to work with the fellowship. I hope the fellowship office and leadership finds a way to make sure the cooperation with partners for international missions continues to be strong in the future.

**Elizabeth:** The wealth of knowledge and expertise that all the facilitators and coordinators have is outstanding and I appreciate the amount of time and patience everyone has spent on me.

**EAN:** How would you summarise your fellowship experience in one sentence?

**Rolf:** An intense time with a lot of fun and great people.

**Elizabeth:** Two years of my life given to training that will have an overwhelming and lasting impact on the rest of my life.

**EAN:** Do you have any tips for new fellows? And do you have anything to say to EPIET/EUPHEM alumni?

**Rolf:** I think new fellows should try to expand their networks as soon as possible and reach out to organisations which they might want to work with in the future. It's not always easy to find a job right after the fellowship but your networks will help you to find the right job opportunities.

I continue to be amazed how many alumni I meet on various meetings and workshops on global health completely unrelated to the fellowship itself. You immediately have something to talk about and it's always a fun time. It really is a great network with people that think alike. So, if you read this and we haven't met yet, I hope we are going to change that soon...

**Elizabeth:** I would like to thank the EPIET/EUPHEM alumni for helping to shape the course into the one I am going through today, as well as becoming such great mentors. I would also say to new fellows to speak up and have an opinion and to embrace every learning experience you are given as this is the best environment to do it in.

**Thank you Rolf and Elizabeth!**

## EUPHEM from the perspective of alumni

We also asked EUPHEM alumni, **Giovanna Gutierrez (C2010)**, **Francesca Latronico (C2014)** and **Andreas Petersen (C2015)**, to share their perspectives on the programme.

**EAN:** Could you tell us a little about yourself?

**Giovanna:** Hi my name is Giovanna, I am from Belgium/Colombia, I completed my EUPHEM fellowship in the Netherlands at the RIVM (cohort 2010, EUPHEM cohort 3). I would describe myself as a travel junkie and foodie (eating, NOT cooking). Outside epi life, I enjoy rock climbing and trading in the financial markets. People that know me would probably also comment that I'm not a morning person (for your own safety, don't talk to me before I've had my morning coffee) and that I secretly leave parties without saying goodbye.

Prior to EUPHEM, I did a PhD in molecular biology of malaria at the US National Institutes of Health, in Bethesda and partly in Mali. After my PhD, I ended up working as an epidemic intelligence officer at WHO Headquarters during the pandemic flu back in 2009 and that is how my global health life started. During my time at WHO HQ, an EPIET alumna, and now a great friend, Julia Fitzner recommended the programme to me (Thank you again Julia!).



From left to right, **Arnaud le Menach**, **Javiera Rebolledo**, **Giovanna Gutierrez** and **Biagio Pedalino** (intro course 2010).

**Francesca:** I am a Veterinary Doctor, and strangely enough I have never worked as clinician after my graduation, but always loved working on infectious diseases in laboratory. I did my PhD investigating antimicrobial resistant bacteria in animals and humans. I am Italian by nationality, but I have been living abroad many years before coming back to Italy. I

am part of Cohort 2014, and I stayed at the National Institute for Health and Welfare in Finland during my EUPHEM fellowship as EU-track.

**Andreas:** I was a EUPHEM MS-track, cohort 2015. I am working in Denmark at Statens Serum Institut (SSI) where I am responsible for the surveillance of methicillin-resistant *Staphylococcus aureus* (MRSA) in Denmark.

**EAN:** What were your main motivations and expectations when you joined the programme?

**Giovanna:** At the time that I applied, I had mainly worked outside Europe (in the US and West Africa) and in WHO headquarters, and I wanted to understand and learn from a European public health perspective at the country level. Since the EUPHEM programme combined both laboratory and field epidemiology it seemed like a perfect match and a great next step for me in terms of using science to see the impact of it on real time populations' health. In addition, I was keen on joining the EPIET family, that is a really fun crowd and very dedicated bunch of people from very diverse backgrounds.

**Francesca:** I ended up in EUPHEM by looking around on possibilities to gain more inside knowledge and experience on public health from a human health perspective. In addition, I have always been interested in outbreak investigation and surveillance. I worked in academia for many years, but I always knew it that was not my dream job. Being a veterinarian usually calls for action. Talking with one of my friends, I heard of ECDC, and after checking its website, I found out about the programme. I immediately realised that EUPHEM was what I was looking for.

**Andreas:** I felt the programme could offer me a great opportunity to expand my knowledge in several areas, including epidemiology, virology, and in general public health microbiology. Also as a MS-track fellow I would be given the opportunity to work with other labs and scientists at my institute and thus broaden my local, national and international network.

**EAN:** What is your best memory as a fellow? Or could you maybe share an anecdote about yourself?



**Giovanna:** At any point in time, in any random place, you can be certain to come across EPIET alumni. For example, for new years' eve 2011, during my fellowship's international assignment, I found myself in Vientiane Laos, encountering by chance three other EPIET fellow and alumni (Ettore, Maria and Kostas) that were passing by – and they weren't the two EPIET alumni that actually worked in Laos (Hannah and Sabine) at the time! Small world.

**Francesca:** I have many good memories of my fellowship, and it makes it very difficult to decide for one. However, if I have to choose...it was when I helped my THL team to conduct a Knowledge-Attitudes-Practices study on ticks and tick-borne diseases in Finland. They had to interview people in Aland during a weekend. I decided to join the group although it was not one of my assigned projects, and it was so fun! I enjoyed not only the part of approaching and interviewing Finns (have you ever tried to get an average Finn to speak to a stranger? It might be a challenge...), but also to take a well-deserved rest while spending the night in a typical Finnish cottage in the forest having BBQ, fresh strawberries, sauna, swimming in the lake, and chatting with good friends. It also summarises one of the lessons I have learned during my fellowship: work hard, play harder!



*Francesca Latronico, C2014, World Food Day 2018*

**Andreas:** I think the introductory course at Spetses was the best part. It was very intensive but highly rewarding as you got introduced to most of the curriculum that you would later encounter during the modules. The venue and climate helped making this a good memory – quite opposite to the course this year I have heard! I will also remember the many good facilitators and course organisers during the two years.

**EAN: What is your current role and which skills are the most relevant to your current job?**

**Giovanna:** My current role is co-managing director of a small consultancy company (Milan and associates) that I recently set up with my partner; at the moment, we just do everything ourselves and we are learning by trial & error. The transition from employee to entrepreneur is rather a non-straight forward one, there is quite a steep learning curve, but it's also exciting to undertake a new venture. Previously, I had mainly worked as a WHO staff or as a consultant (lab expert or field epi) for several country offices in Africa, Asia and Latin America and these experiences really helped me build up my portfolio of trusted partners over the years, among them they are many EPIET alumni.

The EPIET/EUPHEM skills that I use, aside from the technical skills; 1) systems approach to problem solving (working across teams, disciplines and organisations, building partnerships). I had to get out of my comfort zone and work on projects on different pathogens, across disciplines, and with different partners (outside RIVM, in different sectors). No two projects were alike, it kept things very exciting and but also very challenging. In the light of emerging diseases and how to tackle them, thanks to my host supervisor, Prof. Marion Koopmans, I was constantly pushed to learn to ask the right questions in the face of uncertainty and make decisions timely even when the data was not as complete as my scientist mind would have wanted (know when it is good enough to take action). 2) soft skills like communicating across different countries' cultures and diverse professional backgrounds by applying a "seek first to understand, then to be understood" approach to any given problem. In that respect, the Initial Management in Public Health Microbiology (IMPHM) was super helpful.

**Francesca:** First maybe, I can tell you a little about what happened at the end of the fellowship. I decided to try to go back to Italy. I worked for one year at the European Food Safety Authority (EFSA) within the Biological Hazards team, and immediately after, for two months at the WHO country office in Cambodia. During my time at EFSA, I had the possibility to engage in risk assessment and communication on food safety, and to work on the only kind of infectious pathogens that I never worked before...prions. In Cambodia, I worked together with two friends of my Cohort to strengthen surveillance there. I learned a lot also if it was only for a short time. In addition, being reunited with my friends felt as going back in time to the fellowship.

I recently joined the Food and Agriculture Organization of the United Nations (FAO), and I encourage all fellows to also consider this UN agency for future steps in their careers. I think that EUPHEM and EPIET can contribute to FAO, and FAO has a lot to give in return. Currently I am working as laboratory specialist with focus on antimicrobial resistance (AMR) mainly in Rome, Italy. More specifically I am part of the team that is responsible for the development and the field implementation of the Assessment Tool for Laboratories and AMR Surveillance System (FAO-ATLASS) in the food and agriculture sectors. I enjoy working on this



project, and I can use many skills that I developed during EUPHEM: project management, laboratory standards, applied laboratory to surveillance purposes, and thinking clearly under pressure. It truly makes an advantage as a microbiologist to have been trained “to speak the language of epidemiologists”. In addition, since AMR is a global threat to be addressed under One Health approach, having the background of veterinary medicine and public health it makes it very easy to connect the dots and understand the different points of view.

**Andreas:** I was appointed head of lab one year after finishing the programme and am today responsible for six lab technicians working in the National Reference Laboratory for Antimicrobial Resistance at SSI. Although the programme is not really focused on leadership in its curriculum, I think that some of the things I learned at the Initial Management in Public Health Microbiology (IMPHM) module will be valuable for me in my future career. Also, interpersonal skills learned during the programme will of course assist me.



*Andreas Petersen, C2015*

**EAN: What, if anything, did you miss in the programme that could have been helpful later on during your career?**

**Giovanna:** I think it would be great to have the option to do a module about Anthropology in outbreaks during the fellowship. I guess I was not really exposed to social science or anthropology before the Ebola outbreak 2014 and now I understand how important it is to work with anthropologists and understand how to engage with socio-cultural dimensions in a population in order to apply tailored locally-appropriate interventions.

**Francesca:** In my opinion, the programme should include more possibilities to have experiences in international organisations working at European or global level. Usually this happens only if there is a request for support during outbreak investigations, but it will be useful to plan also for short internships. I also realised that fellows often cannot include projects on their area of expertise in the matrix. This is a pity because it might benefit us all to also carry out a project where we can apply our already specialised knowledge but considering another angle.

**Andreas:** If the purpose of the EUPHEM is to “foster the future leaders of public health microbiology in Europe”, the structure of the programme should be changed. The level of training seems more to be at a PhD level with a lot of training in specific topics. The IMPHM module is the only module with some training in leadership (and highly valued). The matrix structure and the number of projects undertaken by fellows provide only superficial knowledge on various organisms and disciplines.

**EAN: Any feedback for the programme and to current fellows?**

**Giovanna:** The 2 years might seem at times a bit overwhelming and demanding, but you can achieve more than you think! Enjoy building memories with your cohort, they will turn into your life-long friends and allies in the future. Do take advantage of the EPIET alumni network members, as well as interact with the Board (they do a wonderful job to keep the network alive). Don’t hesitate to bring fresh ideas and share your expertise from before the fellowship with your peers. Remember life begins at the edge of your comfort zone; work hard and play hard.

**Francesca:** I believe the programme has already an excellent format, including the idea of being “put in quarantine” in an island for three weeks. In addition, I am aware that changes have been already done to improve since I finished in 2016. Some feedbacks have been taken into account such as RAS module in the first year for all, use more e-learning when possible, and introduce a career section meeting. My advice for the current fellows: try to be involved in as many projects as you can and appreciate every single moment of the fellowship. It will feel sometimes overwhelming and not always easy, but even the challenges, that you will face along the way, will teach you lessons that will help you in the future. Then, I can assure you, the bounds built during these years will last forever. As one coordinator once said, “you can check out any time you like, but you can never leave!”. Enjoy!

**Andreas:** I think the programme was good but it was administered quite rigorously and sometimes I did not feel like a scientific peer in communications with front line coordinators but more like an undergraduate student. For EUPHEM where most of us already have a PhD and a career on track when we enter the programme (especially for the MS tracks), room should be given for scientific discussions rather than top-down communication. Try also to use more of the knowledge each of us can contribute with.

For MS track fellows, I would strongly advise you to get your normal duties in your existing job covered during the two years you are in the programme. This is what ECDC expects and if you have to do most of your regular job while being in the programme, both parts will not be done satisfactorily.

**Giovanna, Francesca and Andreas, many thanks!**

## #10yearsofEUPHEM – September 15<sup>th</sup> 2018

On September 15<sup>th</sup> 2018, EAN invited fellows, alumni, and all friends from the network to get together to celebrate #10yearsofEUPHEM. A few pictures from the celebrations and get together 😊

The winner photo is... the photo from Utrecht, with Janko, Zsofia, Hannelore, Titia, Arnold and Marion gathering past and present figures of the fellowship programme in what looks like a great evening in the spirit of the fellowship. We will be very happy to invite you for a drink next time we meet.



From Stockholm and Katherina Zakikhani (EUPHEM C2010) celebrating this special day with Moa Rehn (EPIET C2012), Max Rieß (EUPHEM C2018), Soledad Colombe (EPIET C2018), Theresa Enkirch (EUPHEM C2016), Fanny Chereau (EPIET C2016), Emma Löf (EPIET C2017) and Mia Brytting (EUPHEM supervisor).



From Rome, with Loredana Ingrosso (EUPHEM coordinator), Michela Sabbatucci (EUPHEM C2015), Francesca Latronico (EUPHEM C2014) and Claudia Lucarelli (EUPHEM C2013)



From Utrecht, The Netherlands: Janko Van Beek (EUPHEM C2016), Zsofia Igloi (EUPHEM C2016), Hannelore Gotz (EPIET C4), Titia Kortbeek (EUPHEM supervisor), Arnold Bosman and Marion Koopmans.



From (the pub at) the corner of the LSTMH, London: Patrick Keating (EPIET C2015), Patricia Rose (EPIET C2015), Thibaut Jombart (EAN member), Olivier le Polain (EPIET C15), Michael Edelstein (EPIET C2012), Amrish Baidjoe (EUPHEM C2015), Anna Kuhne (EPIET C2014) and others.



With Aftab Jasir, Marion Muehlen and Frantiska from Stockholm on their way to Greece for the preparation of the 2018 cohort introduction course.



From Alma Tostmann (EPIET C15): celebrating #10yearsofEUPHEM and 10 years wedding anniversary – a marriage between a PH epidemiologist and a PH microbiologist!



## Public health microbiology: challenges

Professor John Reeder is the Director of the [Special Programme for Research and Training in Tropical Diseases \(TDR\)](#), a global programme of scientific collaboration that aims to combat diseases of poverty. TDR is sponsored by the United Nations Children's Fund (UNICEF), the United Nations Development Programme (UNDP), the World Bank and WHO. Prof Reeder received his PhD in microbiology at the University of Manchester and has published many scientific papers spanning basic laboratory research to large community-based field studies. We asked John to share his views on the future of Public Health Microbiology and challenges in the field.

**John:** My perspective of microbiology in the world has changed. In the beginning, it was about the individual patients and providing either diagnostic support, or in the area of public health, looking at outbreaks and investigating sources. It was really focused on dealing with individual events.

My focus has broadened over time, and I now have a global view of how the pieces, like individual microbiologists, all fit together into a global health perspective. My job has changed quite a lot over time too, and I now sit in Geneva where it is part of my responsibility to be strategic with a global perspective.

In terms of what are the challenges in Public Health Microbiology specifically for Europe, I can't say very much, but the same public health principles apply internationally even though we forget this sometimes. Sometimes the capacity needs of the lower income countries are much higher. You have well-trained people in Europe to respond to outbreaks and to respond to problems, whereas in some countries where outbreaks are occurring there are weaker structures. So, the **global build-up of technical capacity at each level** is something that needs to be done.

For example, our way of tackling antimicrobial resistance is very much focussed on capacity development for research, and we also understand the significance of the information produced by individual labs. An individual lab might be focussed on diagnostics but the significance of the information and data that is routinely collected is actually a valuable resource for making policy decisions and research decisions.

Rather than thinking as individual actors or labs we need to look at how we are connected together and see the bigger picture. If we again take antimicrobial resistance as an example, it's not going to be only about a patient having resistant bacteria, it's about looking at patterns, connecting each actor to tackle antimicrobial resistance, and to pick up on the emergence of new infectious agents. I clearly think **technical training at each level is important, but conceptualising the roles of individuals and labs as part of a bigger story is extremely important.**

What we have been doing at TDR for the last couple of years is trying to push research capacity building and the **making of research tools that goes into the hands of implementers.** We have been working with people that are programme implementers and giving them basic skills in implementation research. We focus on how they can use their routinely

collected data to ask research questions that might improve the local situation. They can be people that distribute bed nets, or someone who provides TB treatment, or a group improving a diagnostic for malaria.

I think that a very important aspect is to have **quality data.** Quality data can then be used at district, country, regional, global level and it starts to build a cascade of good data. There is a very long way to Geneva but what public health microbiologists do really dictates the quality of information on which policy decisions are made and trying to put this in a global perspective is very important.

**Often Public Health Microbiologists feel disconnected.** We all talk about the research going into policy but the likelihood that somebody's individual lab findings will be discussed with a member of parliament who is in charge of health policy in a country, or influence the WHO to suddenly change recommendations, is not going to happen. **We have got to create conversations along the way that creates a corridor of data.**

We need to address the issue that often the research that people are expected to contribute data to does not have much benefit for what they are doing. We need to connect and create conversations between people that are in programmes and then maybe local academics, such as university academics, to coordinate and transmit information upwards. What we have to avoid is people scribbling reports and sending them to the health department with nothing further happening. **We need to make people realise they can be part of something bigger than their individual contribution.**



*Professor John Reeder, Director TDR*

Networking, connecting through whatsapp groups for example, can be powerful. If we want to prevent the next infectious disease or the next of antimicrobial resistance, and even moving beyond bacteria, we need to gather information very quickly and accurately and together be a surveillance network as well as ensuring individual diagnostic. **It's not about individual, it's about connectivity.**

**EAN: Thank you John. Before we finish this interview, could we ask you what do you value the most from your initial training as a public health microbiologist in your position today?**

**John:** I went into laboratories when I was 16 years old. The training I got there and the precision and rigour of what we were doing always stayed with me.

I remember someone coming into the lab and asking: "what is your margin of error?". And I remember saying: "zero, everybody is a person, and it can affect their life".

I always wanted things to be about making a change. It has had a very strong influence on the way I do my work technically and also the way I like my work to connect. Although I have been working in more academic research at times, I came back to applied science to make a difference to public health.

## Training for laboratory leaders - the GLLP at a glance

**New initiatives are being setup to address challenges in the field of Public Health Microbiology. The EAN board interviewed the Global Laboratory Leadership Programme (GLLP) Partners to know more about this programme.**

**EAN: What is the GLLP?**

**GLLP Partners:** The GLLP is a unique initiative led by six organisations working globally in the human, animal and environmental health sectors. The GLLP aims at fostering and mentoring current and emerging laboratory leaders to build, strengthen and sustain national laboratory systems, under a One Health approach.



**EAN: Which organisations are involved in the GLLP?**

**GLLP Partners:** The GLLP is being developed through a collaborative process by the following organisations:

[APHL](#) (U.S. Association of Public Health Laboratories), [CDC](#) (U.S. Centers for Disease Control and Prevention), [ECDC](#) (European Centre for Disease Control and Prevention), [OIE](#) (World Organisation for Animal Health), [FAO](#) (Food and Agricultural Organization of the United Nations) and [WHO](#) (World Health Organization).

Each of the partners has extensive experience in laboratory strengthening with their respective mandates and together they provide a unique multisectoral perspective to improving laboratory systems. The partners also have long experience in training different types of laboratory audiences. One example is the ECDC European Public Health Microbiology Training Programme (EUPHEM). Indeed, EUPHEM was the first competency-based programme covering seven essential core competencies in public health laboratories and is celebrating its 10-year anniversary this year.

The six partners came together in mid-2017 and although the collaboration is still young it is strong in its commitment to strengthening laboratory systems by addressing gaps in laboratory leadership across sectors. Additionally, each partner contributes knowledge and experience from their respective sectors and learns equally through this fruitful collaboration.

**EAN: Who does the GLLP target?**

**GLLP Partners:** We know that laboratories are an essential and fundamental part of health systems and play a critical role in the detection, diagnosis and control of diseases. Yet, we also have learned from past outbreaks that a lack of robust laboratory systems can dramatically impede disease control, prevention and recovery efforts. Thus, we believe in the importance of building sustainable national health laboratory systems with leaders capable of understanding all system components and working collaboratively across all sectors.

The GLLP targets laboratory directors and senior laboratory managers from human, animal, environmental and other relevant health sectors. Once the programme development is completed, the GLLP will be available to any country or educational institution working to strengthen their national laboratory system.

**EAN: What is the basis of the GLLP?**

**GLLP Partners:** The GLLP is based on a competency framework that aims at harmonising and building global consensus on critical laboratory leadership competencies applicable across all the aforementioned sectors. The GLLP partners identified nine essential competencies critical for laboratory leaders: laboratory systems; leadership; management; communication; quality management system; biosafety and biosecurity; disease surveillance and outbreak



investigation; emergency preparedness, response and recovery; and research.

The Laboratory Leadership Competency Framework will provide the foundation of the forthcoming GLLP Learning Package that will include core course materials and guidance for programme development, planning, implementation and evaluation.



*2<sup>nd</sup> GLLP partners meeting at ECDC, April 2018*

**EAN: What are the specific gaps that the GLLP aims to address?**

**GLLP Partners:** First, laboratory professionals in many institutions lack leadership and management training. As a result, laboratories are not adequately represented in national strategic and financial planning related to health. The GLLP will provide a comprehensive competency-based learning programme applicable on a global basis.

Second, there is a lack of global consensus on laboratory leadership competencies. In order to build consensus and

ensure harmonisation of learning approaches for curriculum design, the leading organisations collaborated on the development of the previously mentioned Competency Framework.

Finally, One Health approaches to address the entire national health laboratory system in the context of leadership have received limited attention. Acknowledging the interrelatedness of human, animal and environmental health, the Competency Framework, and the GLLP in general, take a multisectoral One Health approach addressing the entire “National Health Laboratory System”, which we define as networks that include human, animal, environmental, agricultural, food, and chemical laboratories in support of health systems.

**EAN: How do you foresee the GLLP roll-out?**

**GLLP Partners:** As a first step, we developed the Laboratory Leadership Competency Framework that is scheduled to be published on the WHO website by the end of the year. The Competency Framework will guide and facilitate the development of the forthcoming GLLP Learning Package, which will provide the materials necessary to implement, monitor and evaluate the GLLP. Our goal is to make the GLLP flexible and adaptable to meet specific country needs and usable in any country or educational institution in the world.

The GLLP Learning Package is currently under development and more information will be available in the coming months. One key step for a successful laboratory leadership programme at a country level will be buy-in and involvement from national stakeholders. As the programme is implemented, we count on you to help promote the importance of laboratory leaders.

**For more information:**

APHL: Lucy Maryogo-Robinson; [lucy.maryogo@aphl.org](mailto:lucy.maryogo@aphl.org)

CDC: Adilya Albetkova; [aalbetkova@cdc.gov](mailto:aalbetkova@cdc.gov)

ECDC: Aftab Jasir; [aftab.jasir@ecdc.europa.eu](mailto:aftab.jasir@ecdc.europa.eu)

FAO: Béatrice Mouillé; [beatrice.mouille@fao.org](mailto:beatrice.mouille@fao.org)

OIE: Jennifer Lasley; [j.lasley@oie.int](mailto:j.lasley@oie.int)

WHO: Virginie Dolmazov; [dolmazov@who.int](mailto:dolmazov@who.int)



## EAN at ESCAIDE: November 21-23<sup>rd</sup> 2018

This year, some of us will meet earlier for the 'R for outbreaks analytics workshop' which will be held in Malta, Nov 19<sup>th</sup>-20<sup>th</sup> in collaboration with the R Epidemics Consortium (RECON).

**At ESCAIDE 2018, EAN will again organise many activities including the general assembly and elections for new Board members. Do visit the EAN boot at any time. and have a chat with the board on anything network, or not network related. Board members will be happy to answer any question, receive feedback on what you would like EAN to do better, or just have a chat and get to know you.**

### • Drinks and Dinner night: Tuesday 20<sup>th</sup> November – 7pm onwards

Venue: NAAR Restobar,  
George Borg Olivier St, STJ 1083 San Giljan

No need to register, all EAN members and friends are welcome. The evening will also be an opportunity to meet between the new cohort C2018 and their buddies. It will be fun to catch up, so don't miss out!

### • Be part of the EAN board

There will be three open positions for the EAN board 2018-2020: **Vice-President, Treasurer and Secretary**. The elections will take place on November 22<sup>nd</sup>-23<sup>rd</sup>. Voting will open after the GA and can be done online for 24h. Voting is only open to active members (members up to date with their membership fees). If you are not up to date, it is not too late to go ahead and make payment for the coming year or 10 years (please see payment details at the end of the newsletter).

More information on the board positions can be found [here](#).

Please also feel free to contact any of us for more information through our email address [eanboard@gmail.com](mailto:eanboard@gmail.com). We are looking forward to hearing from you!

### • The EAN Annual General Assembly:

The GA will take place on Thursday November 22<sup>nd</sup> during lunchtime. EAN members (active and inactive) are welcome to join. Current fellows, please come and join us as well – you are part of the EAN and we would like to see you there!

## ESCAIDE: Photo contest

Malta will see the 7<sup>th</sup> edition of the ESCAIDE photo contest, organised by EAN in collaboration with ESCAIDE. The photo contest is open to all conference attendees.

If during your adventurous life as an epidemiologist/microbiologist/public health expert:

- you came across a situation, a landscape, a character, an unusual and memorable "something" related to public health;
- you took a picture that can represent and depict one of the many facets of the life in "the field" and/or in "the lab";
- and you want to share your memories and emotions with those who can grasp their meaning

**please email us at [eanboard@gmail.com](mailto:eanboard@gmail.com) with up to two photographs (by November 5<sup>th</sup>) and the following information:**

- Photographer's name
- Date of the photograph
- Place of the photograph (location, country)
- Title of the photograph
- Accompanying text (120 words max)

Accepted formats for the photographs are the following: jpg, tiff, png, psd, bmp. Files must not be over 10 MB.

When submitting please also return the following [consent form](#).

More information on the photo contest guidelines and copyright statement is available [here](#).

The submitted photographs will be exhibited during ESCAIDE. ESCAIDE participants will vote for the 'best photo' during the conference.

**We will announce and award the winner of the 'best photo' during the ESCAIDE closing ceremony on Friday 23<sup>rd</sup> November.**

## ESCAIDE EAN presentation prizes – we need you for the jury panel!

The winners of the "best oral" and "best poster" prize are awarded by the EAN President at the closing ceremony of ESCAIDE. Since 2014, ECDC awards free registrations for the winners of the best oral and best poster presentations prizes for next year's ESCAIDE.

**We are looking for EAN members that will be attending ESCAIDE 2018 to help us in comprising a jury panel to judge the Best Oral presentation for the EAN prize.**

There are 21 parallel oral presentation sessions, which require judges, so we really need your help!

You do not have to sign up for all the sessions - but we would like a **minimum of two judges** per parallel oral-presentation session.

You will be provided with an easy-to-score grid and would be asked to complete these for the sessions that you sign up for. This year you will also have the option to use an online system for scoring the sessions via our website!

Previous judges have mentioned that they enjoyed the experience and winners were very happy, so please help us out this year again! For those that volunteer, we promise you will get a little surprise gift to thank you for your efforts!

Current fellows are NOT eligible for becoming a judge.

Click [here](#) to register! (if you are already logged into EAN's website)

or

Go to [EAN's website](#), login in and go to "Member area", "Private polls"

**This year the poster presentations will be judged by the conference attendees via an online voting system. Information on how to participate to the online voting for the "best poster" presentation will be available during the conference**

The ESCAIDE provisional programme can be found [here](#) and the parallel session programme (as of 1<sup>st</sup> of October) can be found [here](#).

You can see the guidelines for judges as well as the scoring grid [here](#).

Please note, that to avoid conflict of interest we ask current supervisors not to judge their own fellows' presentations.

**We will announce and award the winner of the 'best oral' and the "best poster" presentation during the ESCAIDE closing ceremony on Friday 23 November.**

## ESCAIDE: Bar camp

If you are coming to this year's ESCAIDE, please make sure to visit the BarCamp on the evening of Day two. It is a dynamic forum for discussion of raw ideas, methodological hiccups, data challenges and more. BarCamp@ESCAIDE offers you a professional exchange of ideas with your peers in a relaxed environment.

There will be a white board at ESCAIDE on which anybody will be able to propose topics for discussions at the BarCamp. Two or three topics will be taken forward for discussion. Look out for a green fleece jacket.

## ESCAIDE: Career compass

The 2<sup>nd</sup> edition of the [Career compass](#) will take place on Wednesday 21<sup>st</sup> of November at lunchtime. Organised by fellows in collaboration with the EAN, it will be an open Q&A session about the different career paths of five established public health professionals.

This year, the event will be chaired by **Arnold Bosman**, and the panel will include:

- **Oliver Morgan (EIS alumnus)**, Director of the Department of Health Emergency Information and Risk Assessment in the WHO Health Emergencies Programme.
- **Grazia Caleo (EPIET alumna)**, Public Health Advisor for the Manson Unit in Médecins Sans Frontières Operational Centre Amsterdam (MSF-OCA).

- **Jane Whelan (EPIET alumna)**, Senior epidemiologist at GSK vaccines.
- **Thibaut Jombart**, Associate Professor in outbreak response analytics at Imperial College London.
- **Chris Barbara**, Head of the Virology Unit in the Department of Pathology, Mater Dei Hospital, Malta.

This event provides the ideal platform to help junior public health professionals connect with senior professionals and discover future career opportunities. It is organised by EPIET and EUPHEM fellows in collaboration with the EPIET Alumni Network (EAN).

**Come and join us!**

## EAN Membership

**The annual membership fee is now €30 / £28.**

**There is a 10-year membership available at €250 / £230.**

Fellows in their first and second year of training are exempt from paying membership fees, according to the accepted statutes change at the 2012 General Assembly.

The details for how to transfer fees by online banking are on the EAN webpage; if you require any further information on membership payment, we kindly ask you to contact the EAN

board ([eanboard@gmail.com](mailto:eanboard@gmail.com)), putting “membership payment” in the subject line.

Please indicate your name and membership year as reference in the bank transfer and also send an email to [eanboard@gmail.com](mailto:eanboard@gmail.com) to inform us about your payment (sometimes names are not correctly transmitted with the transfer). Thank you for your support!

### EURO ACCOUNT

**Bank:** HSBC UK

**Address:** 18 London Street, Norwich, NR2 1LG, UK

**Account holder:** Epiet Alumni Network

**Account Number:** 71822755

**Sort code:** 40-12-76

**IBAN:** GB67HBUK40127671822755

**BIC/Swift:** HBUKGB4B

### GBP ACCOUNT

**Bank:** HSBC UK

**Address:** 18 London Street, Norwich, NR2 1LG, UK

**Account holder:** Epiet Alumni Network

**Account Number:** 43922782

**Sort code:** 40-35-09