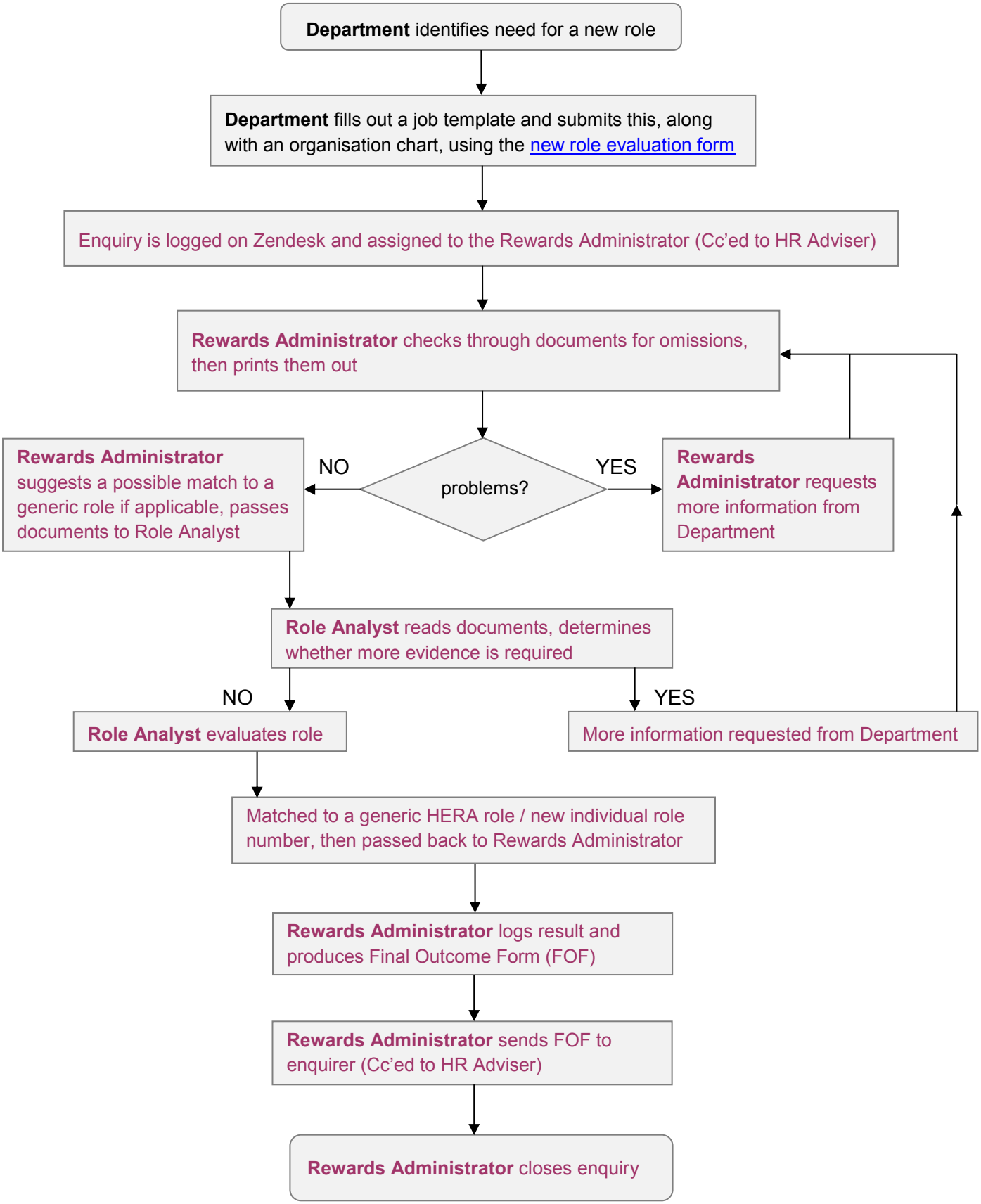HERA new role evaluation process