Role	Projectphase	Year 1	Year 2	Year 3
Engineering	8 (30%)	8 (10%)	8 (10%)	8 (10%)
Administration (including system and network)	2 (30%)	2 (10%)	2 (10%)	2 (10%)
Quality management	4 (30%)	4 (10%)	4 (10%)	4 (10%)
Change management / Project management	2 (40%)	2(10%)	2(10%)	2(10%)

Figure: 26\_Figure4.pdf