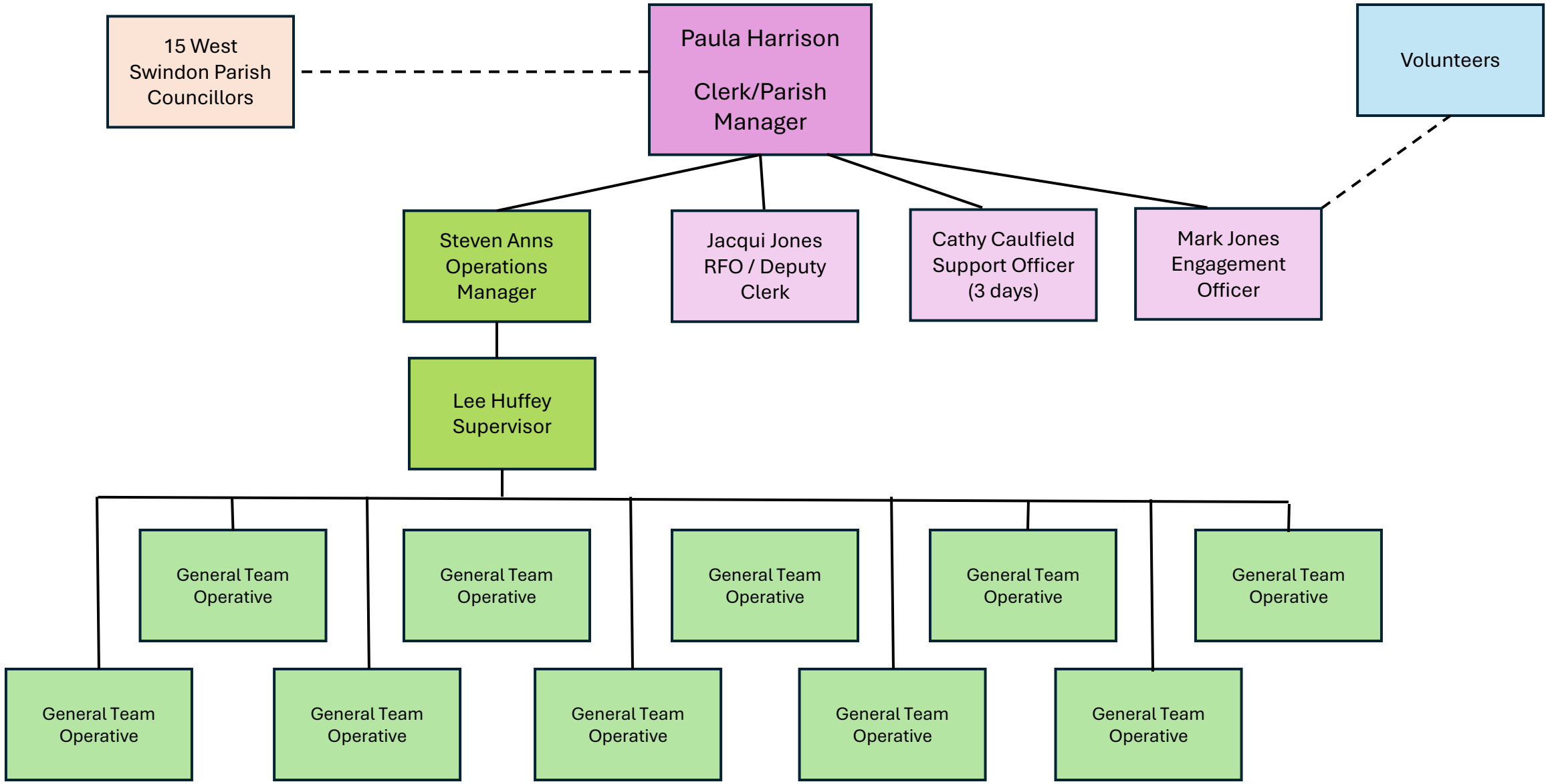WSPC Staff Structure 2025