

Deliverable 5.1 All ESRs Recruited

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Change log

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Deliverable summary

Advertising has started as soon as the starting point for the project was known. In June 2017, all vacancies were advertised and were open to all suitable candidates from all countries. The Recruitment and Skill Progress Committee (RSPC) established well-defined recruitment criteria to be used by all partners and ensure fairness of selection, in accordance with the Human Resources Strategy for Researchers (HSR4R). Almost all ESRs (14 out of 15) are now recruited for a period of 36 months for a PhD program at one or more Universities. ESRs will be asked to spend 4 months minimum at their host institution before undertaking secondment. This report will review recruitment activities since June 2017.

1. Description of the recruitment process

1.1. Recruitment and Skill Progress Committee

The Recruitment and Skill Progress Committee (RSPC) has been formed within the consortium in order to ensure the recruitment steps of the future PhD students on a good level. This RSPC is still functioning today and is composed of one representative per beneficiary and some representatives of industrial partners:

- 1) Dominika Madej (RSPC chair, AGH);
- 2) Marc Huger (coordinator, UNILIM);
- 3) Eric Blond (vice-coordinator, UORL);
- 4) Dietmar Gruber (local principal investigator, MUL);
- 5) Thorsten Tonnesen (local principal investigator, RWTH);
- 6) Joao Pereira (local principal investigator, UMINHO);
- 7) Sido Sinnema (TKTC chair, TataSteel industrial partner);
- 8) Chris Parr (FIRE chair, Imerys industrial partner);
- 9) Ulrich Marschall (IAB chair, RHI-Magnesita industrial partner);
- 10) Lionel Rebouillat (Pyrotek industrial partner);

* TKTC - Training and Knowledge Transfer Committee
IAB - Industry Advisory Board
FIRE - Federation for International Refractory Research and Education

RSPC established a well-defined recruitment criteria to be used by all partners and ensure fairness of selection, in accordance with the Charter & Code for researchers (European Commission, 2005). The pre and final selection has been managed in a collective, open, transparent and merit-based process, led by the RSPC.

1.2. Advertisement of ESR positions

To ensure uniform, effective advertising of the 15 ESR positions, the following communication vectors have been used:

- [EURAXESS](#) website (click [here](#) to visualize the example of published ESR 8 position);
- ETN ATHOR webpage: www.etn-athor.eu/esr-recruitment-archive/
- Coordinating University (UNILIM) website. See the [example](#) for the two last ESR 8 and ESR 12 recruitment advertisements
- Various job portals, such as <http://www.lesingenieurs.net/>, <http://muchong.com>, <http://www.eracarees.pt>, <http://www.intelligence.fr/>, <http://www.sf2m.asso.fr/>, <https://www.researchgate.net/>
- Social media short communications via Twitter, Facebook, LinkedIn of MSCActions, EU_H2020, CNRS, Elsevier_Eng, ETN-ATHOR accounts.
- Worldwide mailing lists in various research communities, local channels of partners covering potential auditorium in their domain of expertise. The lists were provided by different senior researchers of the consortium.

For these advertisement actions (including the initial publication of all 15 available ESR positions on EURAXESS website), it is no longer possible to see the different announces due to the fact that during the recruitment period they have been modified in different versions and all the history of published versions has not been preserved today in public space. Nevertheless, the main content have been preserved on our private Ucloud space for most these advertisement documents (some examples are available).

The ATHOR consortium being initially aware of the potential complications in the recruitment process and possible delaying factors, the communication of open positions been launched very quickly just after acceptance of ATHOR project by European Commission, that means May 2017. At that time, the ATHOR project management aimed to receive at least 10 potential candidatures for each ESR position and attract at least 150 applicants in total, which correspond to the target mark of the right y-axis on the graph below (cf. [Figure 1](#)).

This graph describes only the first call (applications received before 23/07/2017) and demonstrates the evolution of received applications to open positions versus time and depending on the publishing source intervention. Yellow dots correspond to the received notifications generated by the Ucloud platform each time a user consults the “Application form document” stored in Ucloud and blue dots correspond to the received applications. Monitoring function on Ucloud was activated with a certain delay compared to the publishing of open ESR positions, where comes the gap between the set-off for blue and yellow curves. These yellow marks serve to us as an indirect indicator of the “potential applicant interest” in a certain ESR position. In the very beginning of the first call (end of May 2017) the amount of received applications (blue curve) did not meet consortium’s expectations and additional actions were needed to promote more applications. As one may see, a certain pop-up comes together with the launch of communication with the professional network in the beginning of June 2017. This vividly demonstrates that an important contribution is coming from information circuit in the network, and potential candidates are better solicited by the personal notifications from researchers on the open positions rather than via online platforms.

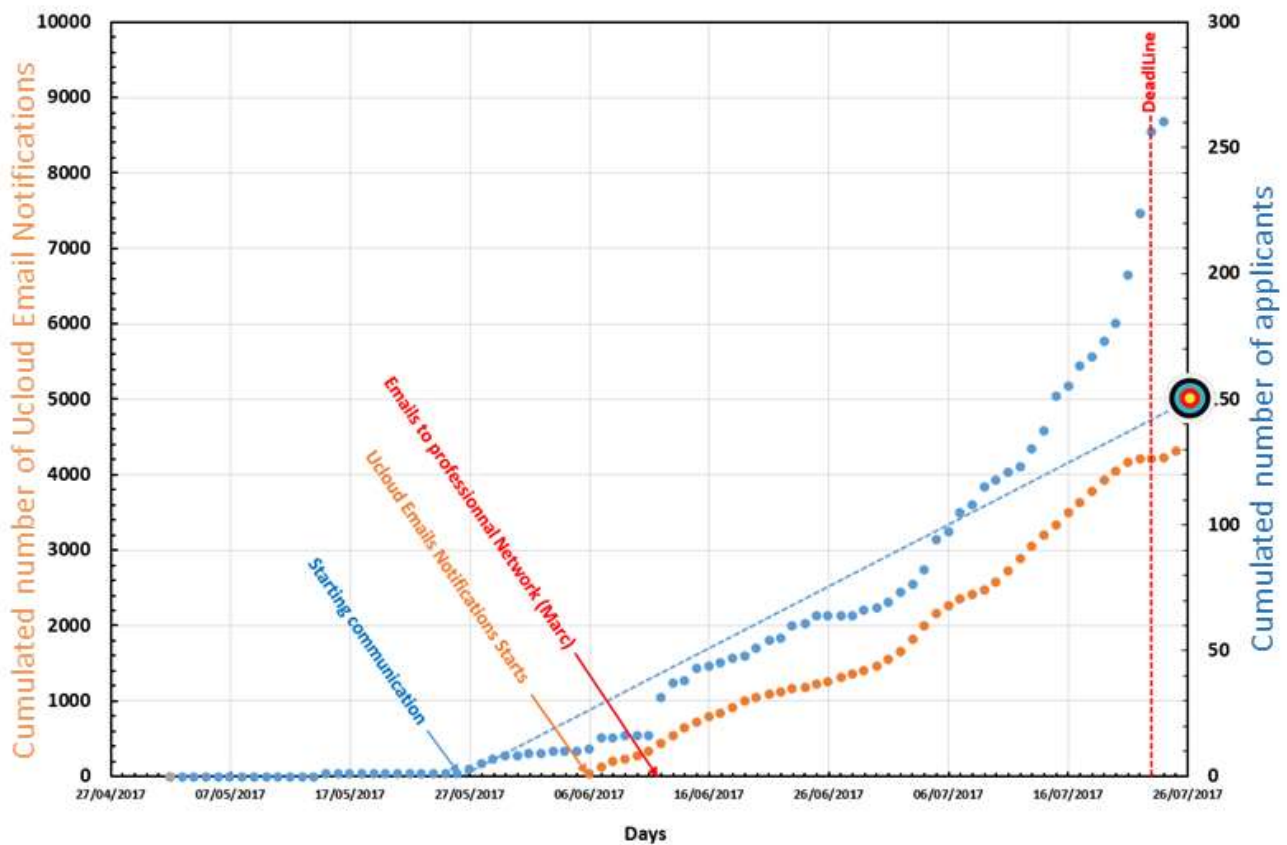


Figure 1: Monitoring of the efficiency of our actions of communication about ATHOR project itself and relative open PhD positions with the help of cumulated number of notifications relative to pages consultation on our Ucloud system and, finally, cumulated number of received applications

1.3. Application and Preselection Process

All project partners followed a similar process for communication and filling the ESR positions, following a strict equal opportunity policy. All the candidates were invited to make an application containing the following documents:

- Filled ETN-ATHOR [ESR Application Form](#)
- Curriculum Vitae
- Cover letter, where candidates should refer to [ETN-ATHOR project and ESRs Recruitment procedure](#), indicate clearly the ESR positions to which they are applying with their order of priority (maximum of three). Argue their motivation to apply for these specific ESR position(s). Provide supporting evidence to these arguments.

- Certificate of Master's Degree (or equivalent) with transcripts of records
- Proof of English proficiency
- Recommendation letter(s) from previous supervisors or employers
- List of publications, if applicable
- Work experience certificates, if applicable
- Manuscripts of the listed publications, if applicable

This list of documents had to be sent to the General Coordinator Marc Huger, Deputy Coordinator Eric Blond and Chair of RSPC of ATHOR Dominika Madej.

The candidates could apply for a maximum of three specific ESR projects and list their order of preference. For each ESR position local supervisors provided to RSPC the names of their preferred candidates sorting them into an A, B, or C category each containing up to 3 candidates. This in turn produced a short list of an A-category (top) candidates for each vacancy. As such, a maximum of 41 fellow have been invited to the Recruitment Event (in September 2017) where only 37 could attend in person. Each candidate was interviewed by the RSP Committee and had to make a 10 minutes presentation covering his/her previous experience in the field of focus, education history, interdisciplinary skills and personal details. All preselection and final recruitment has been in line with the European Charter for Researchers. The recruitment strategy of ATHOR fully complies with the Code of Conduct definition of merit.

Apart from this generally accepted procedure for all partners, University of Minho (UMINHO-Spain), following the national regulations for recruitment by any public entity, had to establish a second procedure for ESR 11, ESR 13 and ESR 15 recruitment. This procedure was established after the initial preselection of the 37 candidates. These last three ESRs have been recruited in the beginning of the year 2018, as prescribed in the project's Gantt Chart.

First call

Initially only one call for candidates launched in the end of May was planned by ATHOR consortium. Following dates are the key dates for the first call:

23/07/2017: Deadline for application on ESR positions

04/08/2017: Communication of short list of preselected ESR candidates

From 12/09/2017 to 14/09/2017: Interview of preselected candidates in Brussels.

15-20/09/2019 – Communication of the selected ESRs.

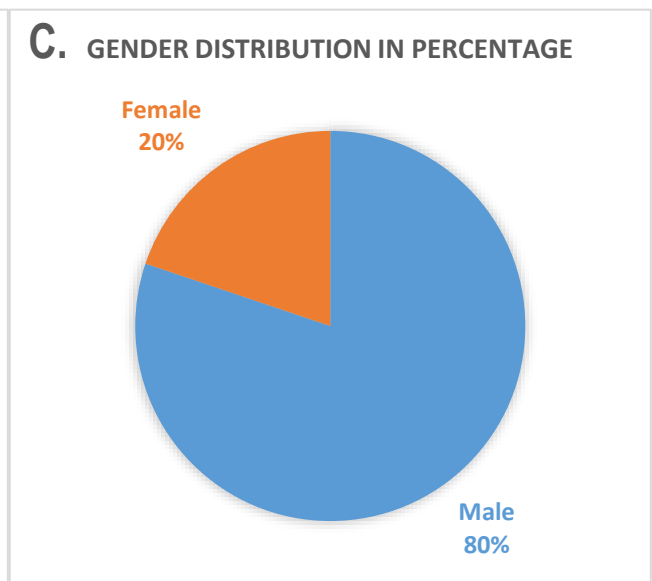
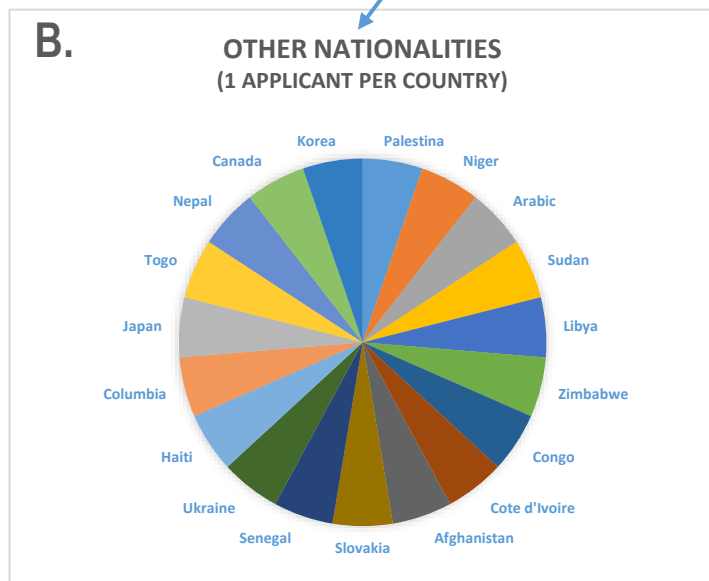
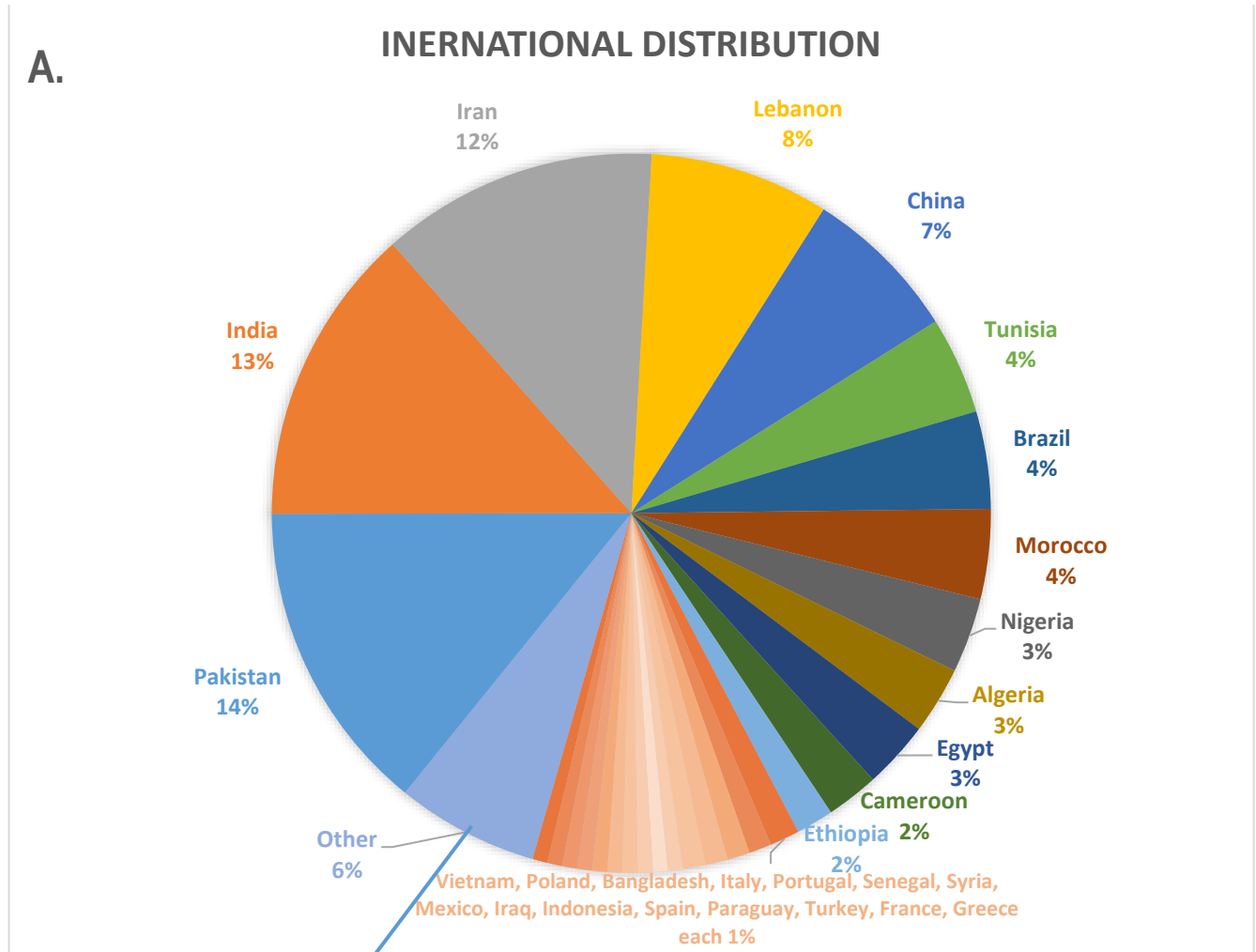
Second call

Due to late renouncement from the offered positions for ESR 6 by Peter Leto and ESR 8 by Achyut Dhar for family reasons, and elimination of ESR 12 by Luis Tadeo Ibarra Plata and ESR 10 by Mohammad Ali Ausaf Qureshi with regards to the eligibility and visa issues accordingly, RKTC had to contact second in the group A candidates for each corresponding ESR position. None of the applicants accept ESR 10 being available, RSPC launched a second call between March and May 2018 to fill the remaining positions following exactly the same procedure as in the first call, except that the final interview took place via WebEx.

As a result, the remaining ESRs have been/are recruited with a moderate delay and consequently their start dates have shifted comparing to initial Gantt Chart.

2. Selected ESRs

2.1. Applications in Numbers



For the 15 ESR positions, ATHOR beneficiaries received a total of 328 applications during the first and second calls together, where approximately half of the applicants followed the indicated form of application code. Due to the specificity of the research topic (hard sciences/refractory materials/heavy S&I industry), the majority of the candidates are male (80%). This fact is supported by the application statistics for numerous projects known to us from the engineering panel. The distribution of the applications among countries is depicted via the following diagrams:

- A. Input of each country in the total number of applications
- B. Contribution of other nationalities to the statistics
- C. Gender proportion of male/female applicants
- D. Table, summarizing the input of European, Asian, America and African countries.
 - *More than 30 candidates did not indicate their nationality in the applications.
- E. Variation of applicants' Master degree countries

Table D. Summary of the input of European, Asian, America and African countries in the total number of applications (applicants' nationality)

Europe	Asia	South & North America	Africa	Unknown
17	185	20	75	31
5,20%	56,40%	6%	22,80%	9,60%

Table E. Variation of Master degree countries. Table gives number of applicants from each represented EU country and other non-EU Master degree countries going from most to least important in terms of the number of applicants

Master Degree Country	Number of applicants	Percentage, %
France (EU)	54	12,3
Pakistan	38	8,7
Iran	27	6,2
India	27	6,2
China	18	4,1
Lebanon	14	3,2
Egypt	9	2,1
Germany (EU)	8	1,8
Algeria	7	1,6
Brazil	7	1,6
Tunisia	6	1,4
Morocco	6	1,4
Cameroon	6	1,4
UK (EU)	5	1,1
Portugal (EU)	5	1,1
Italy (EU)	5	1,1
Poland (EU)	4	0,9
Ethiopia	4	0,9
Spain (EU)	4	0,9
Sweden (EU)	2	0,5
Denmark (EU)	2	0,5

Belgium (EU)	1	0,2
Finland (EU)	1	0,2
Austria (EU)	1	0,2
Other non-EU <i>*Less than 3 applicants per country</i>	43	10,3
Total EU related Masters	92	20,8

Table E. demonstrates that even though a majority of applicants are of non-EU nationality (as of figure A above), their educational history represented by a Master degree is much more related to European institutions: considerable number of students spend part of their Master degree or internships/exchanges in one of the European Union country members (20,8 % of all applicants). In addition, number of applicants who obtained Master degree/Joint Master degree in France is the most considerable. This is might be partially due the fact that the coordination institution is located in France and took most part of communication responsibility and advertisement.

2.2. Recruited ESRs

The main recruitment event took place in September 2017 in Brussels and resulted in the retention of 15 final ESRs 4 of which got eliminated before March 2018. The ESR selection of the Second Call took place during several organized Webex meetings and resulted in the approval of the 3 lacking ESRs. One last ESR 10 is still in the process of recruitment. The selected ESRs data is the following:

Table 1: Recruitment results of the 15 ATHOR ESRs

ESR №	Host	Name	Nationality/Country of Master Diploma	Status	Gantt start date	Real start date
ESR 1	UNILIM	Diana Vitiello	Italy/Italy	Recruited	01.01.2018	01.01.2018
ESR 2	UNILIM	Robert Kaczmarek	Poland/France-Poland	Recruited	01.01.2018	01.01.2018
ESR 3	UNILIM	Farid Asadi	Iran/France	Recruited	01.01.2018	01.01.2018
ESR 4	AGH	Camille Reynaert	France/France	Recruited	01.01.2018	15.01.2018
ESR 5	RWTH	Ilona Kieliba	Poland/Poland	Recruited	01.01.2018	02.01.2018
ESR 6	RWTH	Efstathios Kyrilis	Greece/Denmark	Recruited	01.01.2018	18.06.2018
ESR 7	RWTH	Vahid Tadaion	Iran/Finland-Poland-Hungary-Netherlands	Recruited	01.01.2018	01.04.2018
ESR 8	MUL	Hung Thanh Nguyen	Vietnam/France	Recruited	01.01.2018	04.06.2018
ESR 9	UORL	Lucas Teixeira	Brazil/Brazil	Recruited	01.04.2018	01.04.2018
ESR 10	UORL	To be defined	-	-	01.05.2018	-
ESR 11	UMINHO	Rafael Luiz Galvão De Oliveira	Brazil/Brazil	Recruited	01.04.2018	24.05.2018
ESR 12	AGH	Sina Darban	Iran/Iran	Recruitment in progress	01.04.2018	01.07.2018
ESR 13	UMINHO	Jae Kang	Canada/Portugal	Recruited	01.04.2018	06.2018
ESR 14	MUL	Soheil Samadi	Iran/Iran	Recruited	01.01.2018	15.02.2018
ESR 15	UMINHO	Pratik Gajjar	India/Portugal	Approved	01.06.2018	06.2018

Legend:

On time recruitment (≤1 month delay)	Recruitment delay 1-2 months	Recruitment delay > 2 months
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Out of 15 ESR positions, 3 were assigned to female (ESR 1, ESR 4, ESR 5) and the rest – to male candidates. This fact demonstrates that female ratio of the recruited ESRs attained 20% that non-intentionally matches the presented above gender distribution based on the analysis of all the applications. At present, all ESRs are integrated in the team page of the ATHOR community: <http://www.etn-athor.eu/team/> and short individual videos dedicated to the background of each ESR are being prepared at present and will eventually appear on the website.

All the documents accompanying all applications are stored and available on Ucloud <http://ucloud.unilim.fr/> project platform. The access to this platform can be given to REA or any other EC representative at request.

All the recruited ESRs have signed their working contract on the date indicated in the Table 1. All ESRs have been registered in the Researcher Library of the Participant Portal. Each ESR is assigned with a Supervisor, Co-Supervisor and Mentors for their secondment in academic or industrial poles. In order to evaluate the involvement of ESRs in the project, all host institutions has been informed on the requirement to introduce dedicated laboratory books or their analogues.

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