European Doctorate in Indium Phosphide PIC Fabrication Technology

Deliverable D1.3

Overall Recruitment

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Abstract

In this deliverable we report on the recruitment process and the recruitment results within the EDIFY project. We also comment on the application timeline and on the selection process. In summary, after approximately one year all ESR positions could be filled with very promising candidates. The deviation of the original work plan due to delays in the recruitment of up to 2 months for one ESR will not impede with the further course of the project, since the periods of secondments are flexible and training activities are adapted to the delays.

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EDIFY

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1. INTRODUCTION

European Doctorate in Indium Phosphide PIC Fabrication Technology (EDIFY) aims at providing cutting-edge training to young researchers in the emerging field of integrated photonics and its translation into circuit design, fabrication and commercialization. EDIFY will train four ESRs at two world-leading European academic institutions - University of Vigo (**UVigo**) and Technische Universiteit Eindhoven (**TUe**) - and four state-of-the-art industrial companies SMART Photonics BV (**SP**), Phoenix BV (**PBV),** Photon Design (**PDesign**) and Bright Photonics (**BP**) - covering the value chain, from research and design to manufacturing, thereby forming a strong interdisciplinary network between technical sciences and industry to overcome specific barriers in the integrated photonics sector. This network is implemented through inter-sectoral secondments of the ESRs between academic and industrial participants, and strengthened by EDIFY network activities. The programme provides a coherent training platform that addresses the outstanding engineering challenges of the new field of Integrated Photonics while nurturing technical, creative and entrepreneurial skills.

The EDIFY project aims to recruit the best possible ESRs, since the ability to attract and recruit the right skills is crucial for the success of the roject. In the recruitment process we have looked for excellent open-minded and team-spirited PhD candidates that show the capacity and enthusiasm to undertake the unique international, interdisciplinary and inter-sectoral training in scientific and transferable skills. In order to achieve a successful recruitment we have based the recruitment ain characteristics on a broad advertisement, nationally and internationally, through various channels available to the members of the consortium to get as many qualified applicants as possible.

In summary, three (out of four) ESRs were selected by May 30, 2019 and recruited by July 1, 2019 and the last one was selected in May 30, 2019 and recruited by September 7, 2019, due to several delays concerning visas, work and residence permits (cf. Section 3.4). The delay in the recruitment of up to 2 months is not significant and will not affect the future course of the project. The initial refreshment scientific training activities could partly be adapted to the delays in the recruitment. Late recruited fellows have the opportunity to catch up with the course work. Also, the ESR that have been selected but could not yet be recruited (due to various reasons, see Section 3.4) was present at the Kickoff meeting and streamlined the scientific trainings activities, which has enhanced their integration in the project and strongly supports the coherence of the cohort.

2. RECRUITMENT PROCESS

The recruitment process has followed the rules for the scheme of European Industrial Doctorates within the Marie Skłodowska-Curie Actions (MSCA) of the funding programme H2020. In the following, we detail the organization of the recruitment and the selection process as well as the strategies for advertisement and present some statistics on the received applications including gender assessment.

2.1 ORGANIZATION

The recruitment process was centralized in the Project Coordinator in order to have a unique contact point to operate when recruiting the ESRs. The recruitment process was nevertheless coordinated by all members of the Consortium, as well as the timeline; the eligibility criteria and the working conditions obligations were closely monitored by the Coordinator.

The following actions were taken in the recruiting process:

Review of Applications: The applications were send to the Project Coordinator, were a first screening of applications took place. After the deadline, a list of all applicants for a position was send to the members of the Consortium in order to proceed to next step.

Check of Eligibility: Initially, all applications have been screened according to the Marie-Curie eligibility criteria by the recruiting institutions. In particular, suitable candidates had to be eligible according to the ESR status and the Mobility Rule (as detailed in the Guide for Applicants).

Selection Phase: Following the procedures agreed with the members of the Consortium, potential candidates were shortlisted and invited to a first online job interview with the Coordinator and members of the consortium. After this first interview, a second round with two potential candidates per position took place. The selected candidates were interviewed by a Selection Committee, including the academic as well as the industrial supervisor(s).

Final decision: The final candidate for each individual research project was selected. The decision with an explanatory statement was sent to each fellow. Afterwards all candidates received a confirmation of the outcome of the recruitment process.

All applications were required to provide a detailed Curriculum Vitae (CV), a motivation letter, meaningful certificates and transcript of records for their BsC and MsC titles, a copy of the master thesis, as well as two reference letters, and any other relevant documents or information. As general requirements the candidates should

- be in possession of a Master degree (or equivalent) in Mathematics, Physics, Photonics, Engineering, Scientific Computing or other related disciplines;
- have a strong interest in interdisciplinary scientific work and a strong motivation to pursue a PhD degree;

- be able to work independently and as part of a team;
- have excellent command of English, together with good academic writing and presentation skills.

Moreover, the preferred qualifications include excellent grades, research talent (as proven by the master thesis), affinity with photonics and simulation in engineering applications, and personal ambition.

2.2 APPLICATION TIMELINE

The intended goal was to advertise the vacancies as widely as possible at least 6 months before the anticipated start date for the ESRs (i.e., 1st of April 2019) to attract a significant number of international candidates. The call for all four ESR positions was published on the EURAXESS webpage on November 6, 2018 (Month 2) as well in other web sites, as explained in D1.2 EDIFY Vacancies.

The deadline for the reception of applications, indicated in the call, was extended to May 31, 2018 (i.e. Month 8) due to a low number of applications of eligible candidates for some of the ESR positions.

After this first call, three of the four ESR positions (ESR1, ESR2 and ESR3) were filled but ESR4 could not be filled after the end of the call. The reasons were that no candidate with the adequate profile, skills and willing to accept the WP could be found. Finally, ESR4 was selected in July 5, 2019 and recruited in September 8, 2019.

2.3 ADVERTISEMENTS

The EDIFY PhD/ESR project vacancies have been announced simultaneoulsy (06/11/2018), both locally at atlanTTic Research Centre and internationally in EURAXESS, Mendeley careers and other web sites, as well as announced via the EDIFY website. Find below screenshots of the advertisements. Some of these web sites were the job offer has been posted are:

Academic Keys:
https://engineering.academickeys.com/client_job.php?dothis=new
http://scholarships4phd.blogspot.com/
https://scholarship-positions.com/post-job-free-scholarship/

PhD Project
https://jobs.phdproject.org/

SPIE Career Center:
https://spiecareercenter.org/jobs

Indeed Jobs:
https://www.indeed.co.uk/hire?hl=en&cc=GB

ScholarshipDB:
https://scholarshipdb.net/posts/new

Researchgate:
https://www.researchgate.net/jobs

Linkedin Jobs
https://www.linkedin.com/jobs/physics-jobs

2.4 APPLICATIONS RECEIVED AND GENDER ASSESSMENT

The consortium received 55 applications 4 ESR positions. 46 of them were male and 9 female (16%). 24 candidates were shortlisted and invited for interviews. We have received applications from 18 different countries. The distribution of the home countries of the candidates can be found in Figures 1 and 2. The majority of applications came from India (36%) and Iran (16%) and Pakistan (9%). Not all of the applicants were adequate for the ESR positions, mainly due to the lack of physics or photonics background, and not all applicants have been eligible according to the Eligibility Rules. The statistics can be found in Table 1.

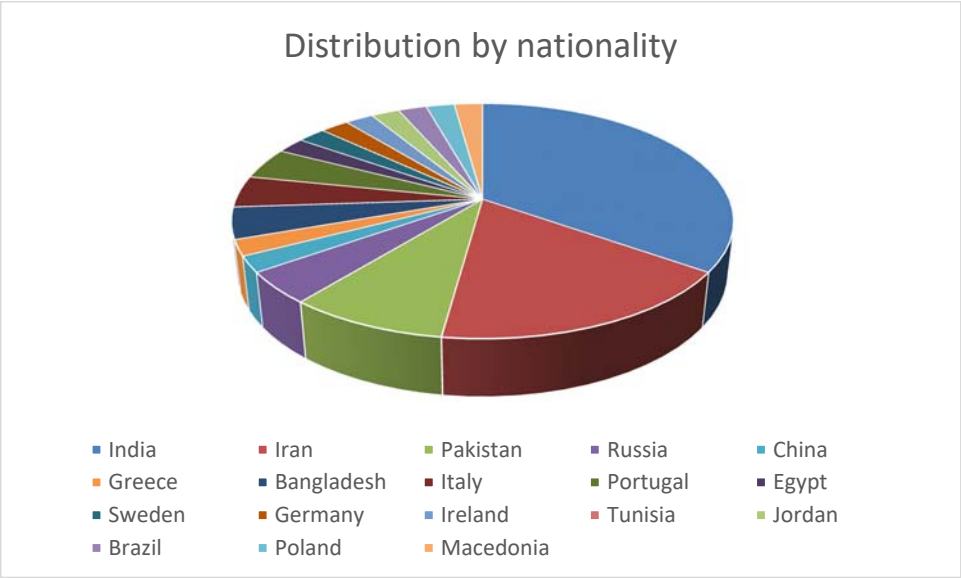

Figure 1.

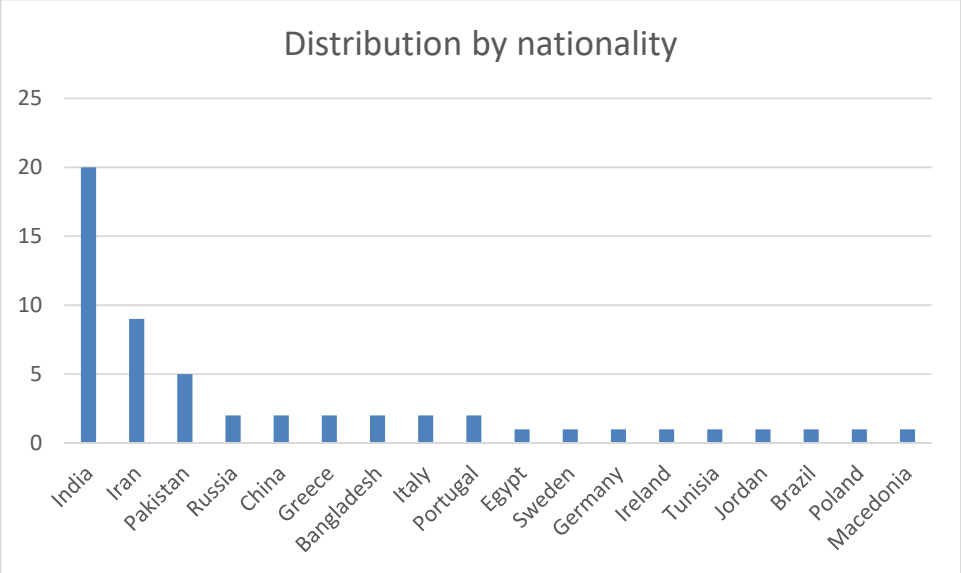

Figure 2

Country	Number	Men	Women
India	20	16	4
Iran	9	8	1
Pakistan	5	4	1
Russia	2	2	
China	2	1	1
Greece	2	1	1
Bangladesh	2	2	
Italy	2	2	
Portugal	2	2	
Egypt	1	1	
Sweden	1	1	
Germany	1	1	
Ireland	1	1	
Tunisia	1		1
Jordan	1	1	
Brazil	1	1	
Poland	1	1	
Macedonia	1	1	

Table 1. Distribution of applicants per country

All involved institutions value diversity and are committed to equality of opportunity so that gender equality was promoted in all advertisements. The percentage of women applying was 16% of all applicants. In a field (i.e. photonics and specifically integrated photonics) that is highly dominated by men, this percentagge is actually very good.

2.5 SELECTION PROCESS

The selection process was centralized in the Project Coordinator and organized with all the beneficiaries and main partners. The Selection Committee was formed by Rui Santos (SMART Photonics), Katarzyna Lawniczuk (Bright Photonics) and Francisco J. Diaz Otero (University of Vigo). Once the shortlist of candidates was selected, the Coordinator proposed June 15, 2019 as deadline for the final decision in order to be able to keep a proposed starting date of the ESR projects on 1st of July 2019. Online personal interviews were held with pre-selected candidates in order to assess their existing skills, according to the application documents (motivation letter, detailed CV, certificates, list of MSc courses and grades, copy of the master thesis) their knowledge and relevant research/industrial experience, their capacity and enthusiasm to undertake training, as well as the expected impact on their future career in academia or industry. A presentation of their MsC Thesis was required for each of them to test their knowledge and background. After the selection process all applicants were informed about the outcome of the recruitment process.

3. RECRUITMENT RESULTS

3.1 SELECTED CANDIDATES

Four promising candidates could be selected for the ESR positions in the EDIFY project. For an overview of the selected candidates and their start in the project, see Table 2. Three of them were selected and recruited by June 20, 2019 (ESR 1, ESR2 and ESR4). ESR3, due to different problems related to residence and work permit as well as to parental leave from his former Company, was recruited by September 4, 2019. Three of the ESRs are european and one is non-european (from Iran). For more details on delays due to different issues we refer to Section 3.4.

3.2 ELEGIBILITY AND GENDER

From the four selected ESRs, all are male, although 16% of the applicants were female. Each partner applied gender and equal opportunity policies at their local organizations for evaluating, selecting and interviewing the candidates. To ensure the equality of opportunities we have strongly encouraged women with the appropriate qualifications to apply. However, we were not successful due to different reasons. We interviewed 4 females for ESR1 , ESR2 and ESR4 positions, but two of them rejected as they had other offers from TUe and TUB in Netherlands and Germany, respectively; another one had a better position in USA and the last one found a job in her home country.

To ensure the eligibility of the selected researchers, the evaluation criteria during the recruitment process have been based on the Mobility Rule and the ESR status established in the Guide for Applicants in Marie Skłodowska-Curie Actions - Innovative Training Networks (ITN).

Mobility Rule: Researchers must not have resided or carried out their main activity (work, studies, etc.) in the country of the recruiting beneficiary for more than 12 months in the 3 years immediately before the recruitment date. Compulsory national service, short stays such as holidays, and time spent as part of a procedure for obtaining refugee status under the Geneva Convention are not taken into account.

ESR status: Early-Stage Researchers (ESRs) must, at the date of recruitment by the beneficiary, be in the first four years (full-time equivalent research experience) of their research careers and have not been awarded a doctoral degree.

The eligibility of the recruited candidates was verified by the members of the Consortium. All the recruited candidates, at the time of the recruitment, were in the first four years (full-time equivalent research experience) of their research careers and have not been awarded a doctoral degree, hence qualifying as Early-Stage Researchers. Also, they all undertake transnational mobility, and have carried out their main activities outside the country of the recruiting organization for more than 24 months in the three years immediately prior to their recruitment. The eligibility criteria were verified by the detailed CVs and certificates provided by the selected candidates (enrollment certificates, certificates of Master degree or equivalent, etc).

The ESRs enrolled in the EDIFY Program are:

ESR	Last Name	First Name	Gender	Nationality	Last Country of Residence	Recruiting Beneficiary
ESR1	Massella	Damiano	m	IT	IT	University of Vigo
ESR2	Volpini	Andrea	m	IT	IT	University of Vigo
ESR3	Gholami	Ehsan	m	IRA	GE	University of Vigo
ESR4	Forde	Peter	m	IRE	IT	University of Vigo

3.3 DEVIATIONS FROM WORK PLAN

According to the work plan, the ESRs should start their positions and their research projects on May 1, 2019. However, after an initial checklist for the CVs received that showed that the applicants were not adequate for the positions due to a lack of skills and background in photonics of solid state physics, the consortium decided to extend the submission of CVs for one month. In June 2019, three candidates were selected (ESR1, ESR2 and ESR3), and only one month later, at the end of June, 2019, the last one, ESR4. The first deviation from the original work plan was that the deadline for the reception of applications was extended from April 1, 2019 to June 1, 2019 by an unanimous decision in the consortium due to the low number of applications from eligible candidates for some of the ESR positions. However, as there was a planned six month extended time in the Project in the fourth year, this delay does not mean any significant problem. Three of the ESRs, ESR1, 2 and 4 were recruited in June 20, 2019.

The second deviation from the original plan came when recruiting ESR3. Being non-european (Iran), he faced several problems:

- Residence permit and work permit in Spain (although not visa as he has one for Schengen countries valid until 2021)
- Parental leave
- Non-EU intra mobility in the Netherlands and new residence permit

Due to all these circumstances he was recruited in September 4, 2019. During June and July the rest of ESRs received the Scientific Courses in the University of Vigo. These courses were

recorded and streamlined for him and pdfs with lectures and home assignments were also forwarded so he could attend virtually all the training.