

H2020-ITN THERACAT (765497)

Work Package Number	WP2	Task Number	T2.1	Deliverable Number	D2.5	Lead Beneficiary	TUE
Deliverable Title	Recruitment completion						
Contractual Delivery Date	28/02/2019	Nature	Other			Dissemination Level	CO
Actual Delivery Date	20/05/2019	Contributors	TUE and IBEC				

Overview/Abstract

Recruitment completion.

Explanation for large delay in submitting deliverable

We have been waiting to have all ESRs recruited to submit this deliverable. However, and in order not to further delay its submission, we currently submit it without having ESR3 recruited. The corresponding explanations are given along the document.

Led by

Name	Anja Palmans	Partner	TUE	Date	13/05/2019
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Reviewed by

Name	Lorenzo Albertazzi	Partner	IBEC	Date	19/05/2019
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Document Control

Issue #	Date	Changed Pages	Cause of Change	Implemented by
N/A	N/A	N/A	N/A	N/A

1. Recruitment completion

The recruitment of the THERACAT Early-Stage Researchers (ESRs) has been performed in an open, transparent, international, competitive, and based on an equal opportunity policy manner following the “[European Charter for Researchers](#)” and the “[Code of Conduct for the Recruitment of Researchers](#)”. A Recruitment Plan was discussed and approved at the kick-off meeting by the Supervisory Board and Recruitment Committee as a step-by-step guide for recruitment of ESRs for the THERACAT project, which was distributed to all partners and made available through the THERACAT intranet. The document contains the following issues:

- The Recruitment Committee: members and responsibilities
- Eligibility criteria for ESRs
- Recruitment procedure:
 - Job Description: defining the advertised roles, equal opportunities, other obligations towards recruited researchers
 - Advertising the positions: EURAXESS and international publication of vacancies in other websites
 - Candidate selection: selection panel, interview selection format, references
 - Successful candidates: Researcher Declarations, employment contract, domestic issues
- Templates for: (1) Job description; (2) Interview Assessment; (3) Minutes of the selection process

Templates (available in the THERACAT intranet)

(1) Job description

Marie Skłodowska-Curie Early Stage Researcher (PhD student) on super-resolution imaging of bio-orthogonal catalytic nanoparticles

© June 26, 2018 ■ Closed positions

Application Deadline: 20/07/2018

Ref: MC-LA

The **Nanoscopy for Nanomedicine** group at the Institute for Bioengineering of Catalonia (IBEC) is looking for an Early Stage Researcher (PhD student) to develop his PhD thesis project on the super-resolution imaging of bio-orthogonal catalytic nanoparticles. The contract will be within the framework of the THERACAT Marie Skłodowska-Curie European Training Network (H2020-MSCA-ITN-2017, Project 765497), whose objective is to train a new generation of early-stage researchers on new catalysis-based cancer therapies.

The successful candidate will develop research involving:

- Functionalization and labeling of nanoparticles
- Study NP localization and function in vitro and in cells using super-resolution microscopy
- biological evaluation in cancer models

Requirements for candidates:

- Degree and Master on any field in chemistry, biomedical engineering, biotechnology or similar
- Multidisciplinary attitude
- Expertise in cell culture and/or fluorescence microscopy
- Experience with super-resolution imaging will be an asset
- Self-critical, capacity to learn and bring knowledge
- High level of English

Marie-Curie fellowship Mobility requirement:

- At the time of recruitment by IBEC, candidates must not have resided or carried out their main activity (work or studies) in Spain for more than 12 months in the 3 years immediately prior to their recruitment

We Offer:

- Full-time 3-year contract. Very competitive salary. Estimated starting date: October 2018
- Stimulating, interdisciplinary research and high quality international scientific environment

Selected references:

- J Am Chem Soc 2018, 140(9):3423
- Science 2014, 344(6183):491



HR EXCELLENCE IN RESEARCH

IBEC is committed to the principles of the Code of Conduct for the Recruitment of Researchers of the European Commission. Thus, there are no restrictions of citizenship or gender and candidates with disabilities are strongly encouraged to apply.

Interested applicants should send their CV, cover letter and references to:
jobs@ibecbarcelona.eu by 20/07/2018 (Reference: MC-LA).

(2) Interview Assessment

Evaluator Name		Dept./Division	
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Candidate name		Interview Date	
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EVALUATION OF THE ACADEMIC RECORD (0-25)

Observations:	
	Score

EVALUATION OF THE EXPERIENCE (0-25)

Observations:	
	Score

EVALUATION OF THE MERITS (0-25)

Observations:	
	Score

INTERVIEW - If necessary (0-25)

Observations:	
	Score

TOTAL SCORE (0-100):

Signature _____

(3) Minutes of the selection process

MINUTES OF THE SELECTION PROCESS FOR THE SELECTION OF ESRs

Project: THERACAT
Beneficiary: XXX
ESR number: ESRX
Date: dd/mm/yyyy

Evaluators:

- YYY from XXX
- YYY from XXX
- YYY from XXX

The final prioritized ESR candidate list:

CANDIDATE	ACADEMIC	EXPERIENCE	MERITS	INTERVIEW	TOTAL

Note: Scores obtained in the selection process.

Signed by XXX	Signed by XXX	Signed by XXX
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In addition, it was agreed that:

- The recruitment would be performed individually by each beneficiary and that the person responsible for organising and implementing the recruitment at each institution would liaise closely with his/her respective Human Resources teams, so that internal rules and regulations are adhered to, whilst ensuring that the rules of this specific project are met as well;

- All positions would be advertised on [Euraxess](https://euraxess.eu), on the project's website (<https://theracat.eu/jobs/>), and on each beneficiary's own website. In addition, some beneficiaries advertised their vacancies on specialised, national-specific or broader job search websites such as [Biocat](#), [Academic Transfer](#) and LinkedIn, among others.

Job offers

Find below the advertisements of all ESRs positions posted on Euraxess:

- ESR1: <https://euraxess.ec.europa.eu/jobs/322936>
- ESR2: <https://euraxess.ec.europa.eu/jobs/322708>
- ESR3: <https://euraxess.ec.europa.eu/jobs/325162>
- ESR4: <https://euraxess.ec.europa.eu/jobs/321889>
- ESR5: <https://euraxess.ec.europa.eu/jobs/333581>
- ESR6: <https://euraxess.ec.europa.eu/jobs/321888>
- ESR7: <https://euraxess.ec.europa.eu/jobs/318985>
- ESR8: <https://euraxess.ec.europa.eu/jobs/355274>
- ESR9: <https://euraxess.ec.europa.eu/jobs/334185>
- ESR10: <https://euraxess.ec.europa.eu/jobs/313142>
- ESR11: <https://euraxess.ec.europa.eu/jobs/332500>
- ESR12: <https://euraxess.ec.europa.eu/jobs/327795>
- ESR13: <https://euraxess.ec.europa.eu/jobs/323035>

Applications received and candidates interviewed

The consortium received 467 applications in total for the 13 ESRs positions.

On average, THERACAT received 35.9 applications for one position, ranging from 83 for ESR6 at TUE to 8 for ESR2 at TAU. In total, beneficiaries shortlisted 64 candidates for interviews, which represents an average of 4.9 candidates per position.

Position	Institution	Applications received		Candidates interviewed		ESR selected
		Female	Male	Female	Male	Gender
ESR1	GRO ¹	9	15	1	1	Female
ESR2	TAU	2	6	2	4	Male
ESR3	TEVA	0	12	0	3	Male ²
ESR4	TUE ³	17	28	2	3	Female
ESR5	EDI	10	8	1	2	Male
ESR6	TUE	33	50	1	1	Male
ESR7	IBEC	17	20	3	0	Female
ESR8	TUE ³	17	28	2	3	Female
ESR9	BGX	27	34	3	4	Female
ESR10	BAS	6	34	1	1	Male
ESR11	EDI	7	5	2	0	Female
ESR12	TAG	26	34	7	4	Female
ESR13	TAU	7	15	6	7	Male

(1) 4 candidates were invited for interview, but 2 declined because they had already accepted positions elsewhere. (2) ESR3 is already selected and only pending the signature of his contract with TEVA. (3) Two descriptions were made for Euraxess but for the selection TUE made no distinction between the two, given the high similarity in the requirements for the candidates for both positions. So the numbers refer to the total for the 2 positions (ESR4 and ESR8).

Selected ESRs

All selected candidates met the eligibility criteria. They were, at the time of recruitment, in the first four years of their research careers and had not been awarded a doctoral degree. They had not resided or carried out their main activity (work, studies, etc.) in the country of their host organisation for more than 12 months in the 3 years immediately before the recruitment date.

Family allowance costs were only claimed for ESR8 since she fulfils the corresponding eligibility requirement. All candidates already obtained the corresponding visas and Researcher Declarations (RD) have been filled in by all beneficiaries at the Funding & Tenders Portal.

Please find below the list of final candidates selected for the THERACAT Network:

Position	Institution	Name	Gender	Country	Start date
ESR1	GRO	Michela Vargiu	Female	IT	01/01/19
ESR2	TAU	Shreyas Wagle	Male	IN	21/11/18
ESR3	TEVA	<i>Pending</i>	<i>Pending</i>	<i>Pending</i>	<i>Pending</i>
ESR4	TUE	Anjana Sathyan	Female	IN	01/01/19
ESR5	EDI	Stephen Croke	Male	IE	12/11/18
ESR6	TUE	Emmanouil Archontakis	Male	EL	01/03/19
ESR7	IBEC	Rodica Alis Olea	Female	RO	16/10/18
ESR8	TUE	Linlin Deng	Female	CN	11/03/19
ESR9	BGX	Africa Galvez Flores	Female	ES	14/01/19
ESR10	BAS	Boris Lozhkin	Male	RU	01/12/18
ESR11	EDI	Melissa van de l'Isle	Female	NL	01/02/19
ESR12	TAG	Maria Vlastara	Female	EL	15/01/19
ESR13	TAU	Daniel Rodriguez	Male	ES	09/12/18

Notably, the consortium achieved a gender balanced distribution of ESRs, having 58% of female and 42% of male ESRs (ESR3 not included in this calculation as he is still pending his contract).

Deviations from the original plan

Some of the recruited ESRs were incorporated later than expected according to the original DoA due to lengthy procedures to obtain their visas, but all of them were recruited before month 12 (except ESR8 who was incorporated with a 10-days delay). The corresponding workplan has been slightly readjusted considering the actual starting date of each ESR.

The only fellow that has not been incorporated yet is ESR3, to be recruited by TEVA. Notably, the selection process was already finished on time and the selected candidate has been notified his admission into the THERACAT Network, only pending to sign the contract with the corresponding beneficiary, TEVA. In an effort to ensure that ESR3 would be enrolled in a Doctoral Programme at Tel Aviv University – TAU, TEVA supervisor (Dr. Avramovitch) coordinated with TAU supervisor (Dr. Amir) to prepare and present the required paperwork. However, this process took longer than expected due to the complexity of having an ESR from an industrial beneficiary (TEVA) enrolling in a PhD program with another academic beneficiary (TAU). This unique situation demanded special arrangements and understandings between and within the beneficiaries. Currently the beneficiaries are finalizing and formalizing all relevant aspects. The ESR3, who already obtained the required visa, is expected therefore to be incorporated to the project within the next few weeks.

Finally, we would like to mention another modification that was performed after the approval of the corresponding amendment by the EC, which was the relocation of ESR6 from IBEC to TUE. This change was motivated by the new and double appointment of the supervisor and coordinator of the network, Dr. Albertazzi, between IBEC and TUE (that was already a project beneficiary), and benefited ESR6 in view of the substantial budget invested in microscopy by TUE, that is currently at disposal of the ESR to perform his research project.

2. References

N/A