



DELIVERABLE REPORT

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EUROoC

Interdisciplinary training network for advancing
Organ-on-a-chip technology in Europe

Deliverable 2.1: Recruitment process finalised & all ESRs enrolled in PhD programme

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Dissemination Level of Report

PU	Public	X
PP	Restricted to other program participants (including the Commission Services)	
RE	Restricted to a group specified by the consortium (including the Commission Services)	
CO	Confidential, only for members of the consortium (including the Commission Services)	

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Abstract

The goal of the recruitment process was to identify 15 strong international candidates for the EUROoC training network. The recruitment process for the EUROoC project was initiated in December 2018 with the aim to have all 15 ESR positions filled by July 1st 2019. Advertisements were placed on the websites of all participating universities as well as on EURAXESS, LinkedIn, Nature Jobs and Research Gate.

More than 500 applications were received and more than 70 interviews were held before the final decisions were made on whom to offer the positions to. All the selected ESRs are enrolled in PhD programmes or in the processes of being enrolled.

The recruitment process was led and overseen by the recruitment committee, coordinated by Uppsala University.

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1 Recruitment committee

1.1 Role of the recruitment committee

The role of the recruitment committee (RC) was first to prepare and post on-line a general advertisement for all 15 ESR positions. The committee also prepared a template that was used by the partners in preparing more specific advertisements for the individual ESRs.

Once the applicants were received, the RC collected and stored the files on our common file sharing server.

The RC prepared a document on “Interview Guidelines” including a suggested structure of the interview and questions to be asked regarding soft skills of the candidates. The guide was shared with all partners as preparatory material.

Each partner evaluated the received applications and sent a shortlist to the RC before starting to interview. The RC performed a preliminary eligibility check of the shortlisted candidates.

Once the partners had selected their preferred candidate, the RC performed a full eligibility check (including collecting documentation) before the positions were offered.

The RC collected statistics on gender distribution at three check points during the process:

1 – all applications received; 2 – shortlisted candidates; 3 – final hired ESR's.

1.2 Members

The members of the recruitment committee were:

Maria Tenje, Uppsala University (chair)

Susan Peacock, Uppsala University

Torsten Mayr, University of Graz

Cécile Zaupa, Transgene

Jean-Marc Balloul, Transgene

2 Advertisement

A common advertisement for all 15 ESR positions was posted on the project website (www.eurooc.eu) as well on the website of Uppsala University (chairing the RC). Individual advertisements were posted on the websites of all beneficiaries for the specific ESR positions.

The general advertisement was also posted on Research Gate, LinkedIn and Nature Jobs.

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3 Time line

The recruitment process was started in December 2018 and followed this time line:

Activity	Deadline
Job description template and recruitment guidance distributed to beneficiaries	07 Dec
Comments received and final guidance distributed to consortium members	14 Dec
Job descriptions finalised by hiring partners and returned to RC and coordinator	14 Dec
Job advertisements placed on organisational websites by hiring partners	21 Dec
Assessments begin	31 Jan
Finalised assessment of applications and top ranked candidates invited to interview	08 Feb
Interviews	18 Feb – 01 Mar
Final rank ordered list sent to RC	01 Mar
Top ranked candidate invited	08 Mar

There was a slight delay in finalising the advertisements on-line so the final deadline was extended two weeks until February 14th 2019.

4 Statistics

In total, more than 500 applications were received for the 15 ESR positions.

The gender statistics during the recruitment process was as follows:

Time point	Men	Women
All applications received	50%	50%
Short listed candidates	39%	61%
Final offers made	36%	64%

It shall be noted that these numbers only includes data for the 14 positions that are filled as of today, hence the final numbers will change slightly.

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5 PhD enrolment

As of July 1st 2019 14 out of the 15 ESR positions were filled. Additional efforts are being made (new job posting, inquiries in networks, etc) to have the final positions filled as soon as possible as well.

To ensure research training of the ESRs they are enrolled as PhD students. The research training is either provided directly by the beneficiaries (in the case of academic partners) or via an agreement with an academic institutions (in the case of industrial partners). The table below marks the ESRs that are to date enrolled in a PhD programme.

ESR #	Hosting beneficiary	ESR enrolled in PhD programme
1	Fraunhofer IGB	X
2	Bundesinstitute fuer Risikobewertung (BfR)	<i>Enrollment on-going (Technical University of Berlin)</i>
3	Akademisch Ziekenhuis Leiden (LUMC)	X
4	Milteny	<i>Enrollment on-going (University of Tubingen)</i>
5	University of Jena	X
6	University of Twente	X
7	University of Bern	X
8	Uppsala University	X
9	Ecole Polytechnique Federale de Lausanne (EPFL)	X
10	Akademisch Ziekenhuis Leiden (LUMC)	X
11	University of Jena	X
12	University of Luxemburg	<i>No ESR recruited July 2019</i>
13	Fraunhofer IGB	X
14	University of Graz	X
15	University of Graz	X

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