



Horizon 2020 MSCA-ITN-2017

(Marie Skłodowska-Curie Innovative Training Networks)

VISION[™]

Project Number: 764461

Acronym: VisIoN

Project title: Visible light based Interoperability and Networking

Work Package 1: Project Administration

Deliverable D1.5: Appointment of ESRs

Ecole Centrale Marseille (ECM), Marseille, France

September 2018

1. ESR Application

As specified in Deliverable D.1.4, ESR positions have been advertised widely through different websites, including EURAXESS. The application process was centralized for most positions, and a total of 66 eligible applications were received via the action email address ITN.Vision2017@gmail.com, as specified in the advertisement. Northumbria University (in charge of ESR1 and ESR9) did the application reception and candidate selection independently. Each application was carefully checked (concerning eligibility and required documents) and complete applications were acknowledged and a reference number was assigned. Also, each application (and the corresponding documents) was forwarded to the concerned supervisor.

The recruitment followed the rules of Marie Skłodowska Curie Actions that treats all the applicants without regard to race, color, sex, gender identity, religion and nationality.

The recruitment process, after the collection of all the necessary documentation, verification of their CVs and reference letters, was done through videoconference with candidates. The candidates' referees were contacted to verify their academic preparation. All the beneficiary partners of the network followed the same criteria.

2. Processing Received Applications

After the deadline (from 16 November), an Excel sheet including the list of all applicants (together with the assigned reference number, date of application, the first and second choices of ESR positions, their last degree, the year of award, the university where the last degree was obtained, and the country of residence) was sent to all partners.

2.1. First Round of ESR Selection

Each partner then started the selection process by firstly making a short-list of the best candidates and then interviewing them (by phone, Skype, etc.). At the end of this process, at end of December 2017, 12 over 15 positions were filled. For the filled positions, the process of invitation, registration and visa application (for international applicants) was started shortly after.

2.2. Second Round of ESR Selection

For the remaining 3 positions, i.e., ESR12, ESR13, and ESR14, for which the supervisors wanted to see if more suitable candidates than the pre-selected could be found, a second round of recruitment was organized to consider the applications received (in the short lists and interviewed) for the positions (the deadline was end of January 2018). A complete list together with the application forms and other supporting documents was provided via a Dropbox space to the project partners.

2.3. Third Round of ESR Selection

3. A 3rd round announcement on EURAXESS for ESR12, ESR13, and ESR14 was organized (the deadline of 1st March 2018). The host organizations made a short list of the applicants and proceeded to interviews and candidate selection.

For the two positions of ESR4 and ESR5, there were specific issues.

- For ESR5, the host organization (INDRA) quit the consortium in Feb. 2018, therefore we had to wait for the approval of the amendment made to the grant agreement, which was approved on late July 2018. ULPGC then took over the management of ESR5 and finalize the recruitment process.
- As for ESR4, the selected candidate could not leave her country on time and therefore declined the offer made. The host organization (ITAV) was asked to organize a last round of selection by contacting three potential candidates from the list and making an offer to one of them.

3.1. Informing Applicants of Outcome

At the end of each selection process, applicants were informed by email on the outcome. Non-accepted candidates were also contacted thanking them for their interest and for submitting applications.

4. Recruited ESRs

The final list of candidates offered and accepted the positions are provided in Table 1.

Table 1: Recruitment results of the 15 Vision ESRs

ESR		First name / SURNAME	Nationality
ESR 1- NU	Mr.	Xicong LI	China
ESR 2 – ULPGC	Mr.	Vicente MATUS ICAZA	Chile
ESR 3 – ECM	Mr.	Mahmoud ELTOKHEY	Egypt
ESR4 – ITAV	Ms.	Neha CHAUDHARY	India
ESR5 – ULPGC	Mr.	Edmundo TORRES ZAPATA	Mexico
ESR 6 – CTU	Ms.	Shivani RAJENDRA TELI	India
ESR7 – CTU	Mrs.	Zahra NAZARI CHALESHTORY	Iran
ESR8 – OzU	Mr.	Hossien BADR HOSSEIN	Egypt
ESR9 – NU	Mrs.	Elizabeth ESO	Nigeria
ESR10 – OSRAM	Mrs.	Elnaz ALIZADEH JARCHLO	Iran
ESR11 – FORD	Mr.	Bassam ALY	Egypt
ESR12 – HHI	Mr.	Sreelal VASUDEVAN	India
ESR13 – OSRAM	Ms.	Sepideh MOHAMMADI KOUHINI	Iran
ESR14 – OLEDCOMM	Mr.	Jahid HASAN	Bangladesh
ESR15 – ECM	Mr.	Oussama HADDAD	Algeria

The recruited ESRs for the VisIoN project are from ten different countries distributed in five continents, demonstrating the international dimension of the project, see Figure 1.

- The majority of the ESRs have completed their studies abroad with a Master Degree, which is an advantage from the general cultural point of view and socialization issues.
- Four are married and two are with children.
- Six ESRs are female (ESR4, ESR6, ESR7, ESR9, ESR10, ESR13).
- All ESRs are included in the team page of the VisIoN community, see www.vision-itn.eu.
- All ESRs have signed their working contract on the date indicated in the Table 4.
- All ESRs are registered in the Researcher Library of the Participant Portal.
- Each ESR is assigned with a Supervisor, a Co Supervisor and a Mentor for their secondment in academic or industrial institutions.

Figure 1: Origin of ESRs

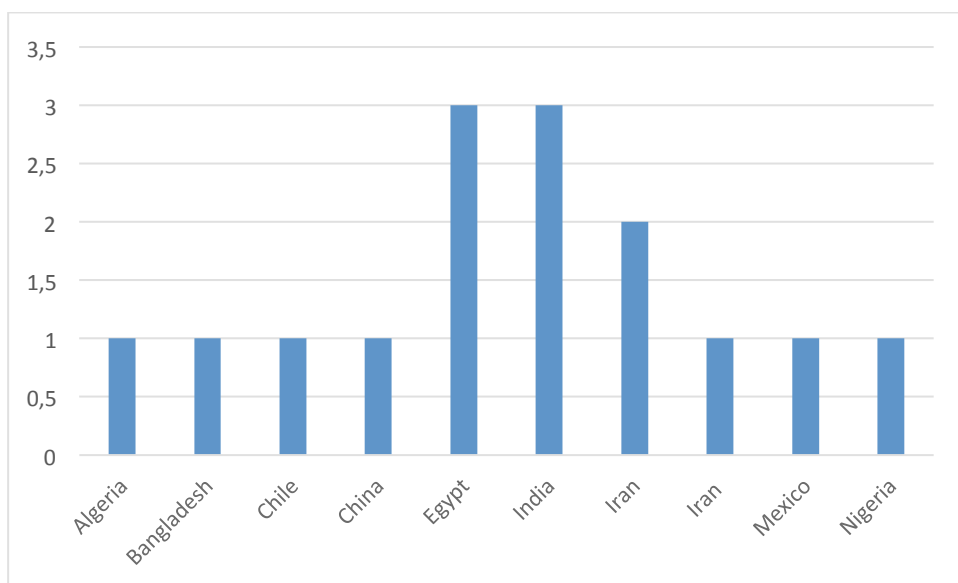


Figure 2: Gender distribution in percentage - 40% Female

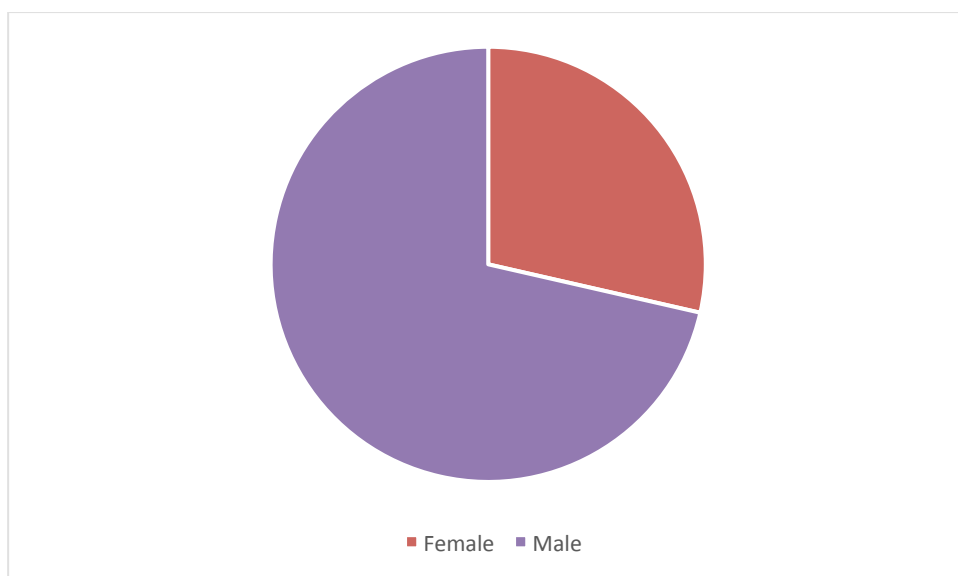


Table 4: Real Start date

Name	Beginning
Xicong LI	15.03.2018
Vicente MATUS ICAZA	15.05.2018
Mahmoud ELTOKHEY	01.03.2018
Neha CHAUDHARY	01.07.2018
Edmundo TORRES ZAPATA	01.10.2018
Shivani RAJENDRA TELI	02.05.2018
Zahra NAZARI CHALESHTORY	01.12.2017
Hossien BADR HOSSEIN	01.05.2018
Elizabeth ESO	02.03.2018
Elnaz ALIZADEH JARCHLO	01.05.2018
Bassam ALY	12.06.2018
Sreelal VASUDEVAN	10.08.2018
Sepideh MOHAMMADI KOUHINI	16.07.2018
Jahid HASAN	10.07.2018
Oussama HADDAD	01.03.2018