



Deliverable D6.2

Recruitment

Editor:	Stuart MacLachlan – Lucideon Limited
Deliverable nature:	Other (O)
Dissemination level: (Confidentiality)	Public (PU)
Contractual delivery date:	January 2016
Actual delivery date:	January 2016 (Revised version August 2016)
Suggested readers:	Research co-ordinators
Version:	1.2
Total number of pages:	13
Keywords:	Marie Skłodowska Curie Programme, Early Stage Researcher, recruitment.

Abstract

HyMedPoly aims to develop new therapies based on biomedical polymers and inorganic materials. This report summarises the activities to recruit the cohort of 15 European Industrial Doctorate researchers for the project from July 2015 to December 2015, providing an update on D6.1.

The beneficiaries followed an agreed standard approach for both the advertising and interviewing of the candidates following the MSCA programme guidelines. 322 applications were received.

At the end of the reporting period, 11 of the 15 ESRs were contracted. Actions were planned to fill the remaining positions in early 2016. The unfilled positions will not impact on the progress of the active projects or delivery of HyMedPoly's objectives.

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This project has received funding from the European Union's Seventh Programme for research, technological development and demonstration under grant agreement n° 604251

Impressum

[Full project title]

Drug-Free Antibacterial Hybrid Biopolymers for Medical Applications

[Short project title] HyMedPoly

[Number and title of work-package]

WP6 Management

[Number and title of task]

Task 6.1 Managing Recruitment

[Document title]

Recruiting Researchers- Early Work

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Executive Summary

HyMedPoly aims to develop new therapies based on biomedical polymers and inorganic materials through a cohort of 15 Early Stage Researchers (ESRs).

This report summarises the activities to recruit the researchers carried out between July and December 2015 (Project Months 7 – 12), providing an update on D6.1.

The application to the open positions was implemented through a secure online platform at the project website [1] and the positions were advertised at Euraxess [2] and through various other means.

At the 15 July application deadline 322 applications had been received. Shortlisting of the candidates was led by the academic researchers supervising the ESRs with the support of the hosting non-academic parties.

Individual interviews were held with representatives of 3 beneficiaries and in each case a first and reserve candidate were selected.

At the end of the reporting period 11 of the 15 ESR positions had been contracted. The contracts of ESR 5 and ESR 10 were being negotiated. No candidates were shortlisted for ESR 12 “Mechanobiology of Cell-Surface Interaction” and ESR 13 “Mechanics of Porous and Structured Materials”. The unfilled positions were re-advertised with interviews planned in early 2016. The unfilled positions will not impact on the progress of the active projects or delivery of HyMedPoly’s objectives.

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Company	Author	Contribution
Lucideon Limited	Stuart MacLachlan	Author

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1 Introduction

Infection has become one of the toughest problems in the medical world. As bacteria become more resistant to drugs, there are fewer effective antibiotics to fight against pathogens.

HyMedPoly aims to develop new therapies based on biomedical polymers and inorganic materials. 9 universities and companies from across Europe, as detailed in Table 1, are creating a cohort of 15 European Industrial Doctorates to synthesise new biopolymers with added antibacterial functionality and develop functionalised bioactive ceramics and glasses that can act as active agents to kill bacteria and prevent their growth. The projects are summarised in Table 2.

The new material systems from HyMedPoly are aimed at applications such as wound care, implants and bio film prevention.

This report, D6.2, describes the recruitment activities of HyMedPoly between Project Months 7 to 12 (July – December 2015) in Section 3 and summarises the Month 1 – 6 activities as reported in D6.1 in Section 2.

Table 1: The HyMedPoly Consortium Members

Consortium Member	Legal Entity Short Name
Beneficiaries	
1.Lucideon	Lucid
2.University of Westminster	UoW
3.Politecnico di Torino	Polito
4.University of Erlangen-Nuremberg	FAU
5.Vornia	Vornia
6.University of Southampton	Soton
7.Knappschafts-Hospital Bochum GmbH	KHB
Partner Organisations	
8.IK4 Tekniker	IK4
9.Eurescom	EUR

2 Activities to Recruit the Early Stage Researcher up to Project Month 6 (June 2015)

The fifteen Early Stage Researcher (ESR) projects are shown in Table 2 with the lead academic and non-academic beneficiaries.

Table 2: The ESR Projects

ESR	Project Title	Academic Host	Non Academic Host
1	Degradable Antibacterial Polyesters and Composites	Polito	Vornia
2	Design and Engineering of Therapeutic Polyurethanes	Polito	Vornia
3	Bioresorbable Antibacterial Polyesters	FAU	Lucid
4	Biodegradable and Bioresorbable Polyesters	FAU	Lucid
5	Novel Antibacterial Natural Polymers	UoW	Vornia
6	Hydrogel Based Hybrid Antibacterial Polymers	UoW	Vornia
7	Bioactive Silica Glass	FAU	Lucid
8	Substituted Hydroxyapatite	FAU	Lucid
9	Bioactive Phosphate Glass	FAU	Lucid
10	Innovative Antibacterial Polymers	UoW	KHB
11	Antibacterial Materials For Tissue Engineering Scaffolds	UoW	KHB
12	Mechanobiology of Cell-Surface Interaction	Soton	Lucid
13	Mechanics of Porous and Structured Materials	Soton	Lucid
14	In-vitro Bio-evaluation of Antibacterial Polymers	Polito	KHB
15	Antibacterial testing of Polymers	Polito	KHB

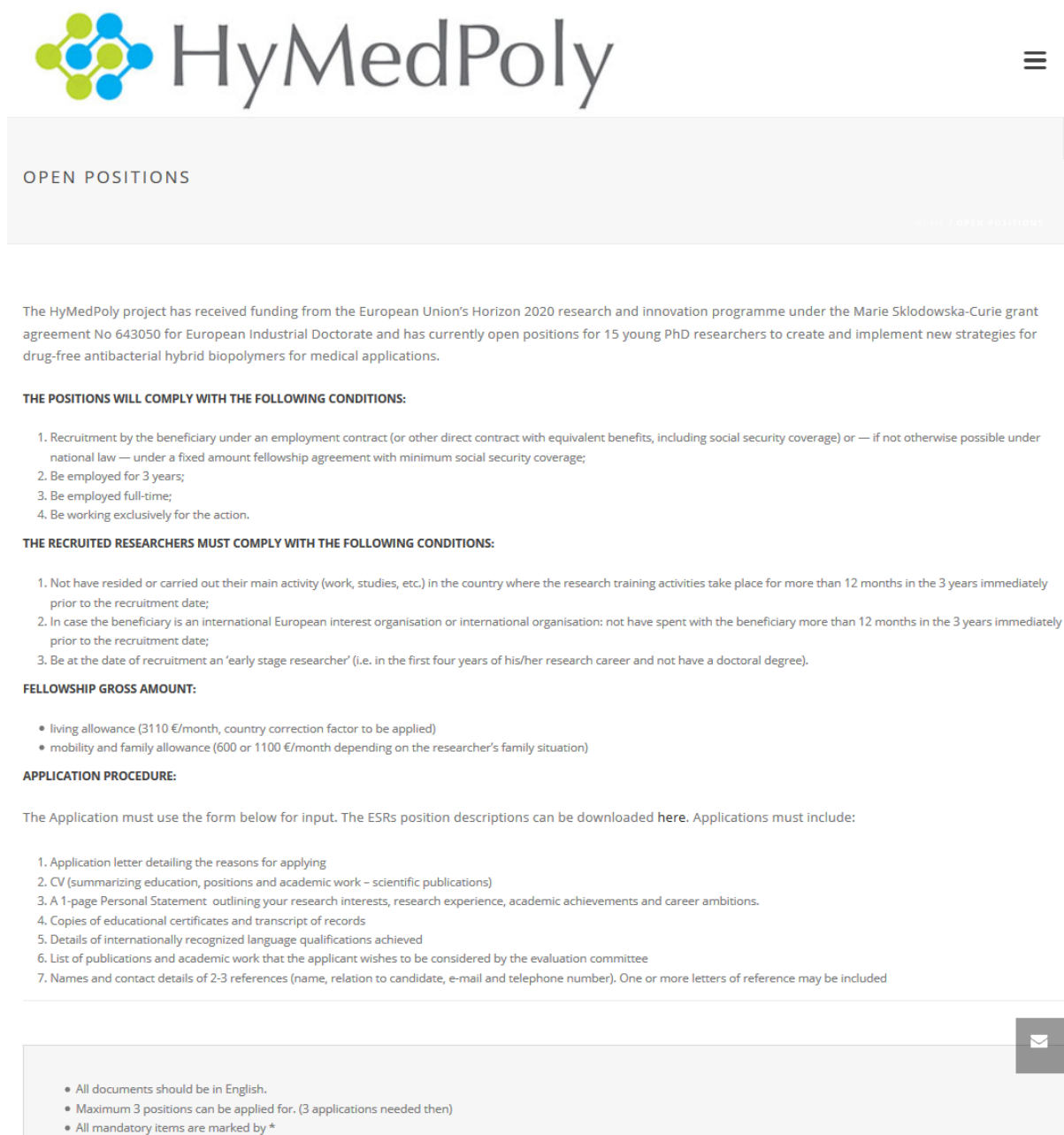
The beneficiaries followed the approach agreed in group discussions when drafting and advertising the vacancies and recruiting the researchers, which is detailed in D6.1.

A secure online platform was setup for the ESR positions applications, <https://hymedpoly.eu/open-positions/>, which outlined the positions, application procedure and eligibility criteria. Applicants submitted their documents online. Figures 1 and 2 show typical screen shots.

The ESR positions were advertised widely for at least 30 days directing applicants to the project website, for example:

- the vacancies were placed on the Euraxess site by the appointing universities with an application deadline of 15 July 2015
- the vacancies were advertised on beneficiaries' websites e.g. the Institute of Biomaterials at FAU, the University of Southampton and Lucideon Limited
- 30 Marie Skłodowska Curie National Contact Points in 24 EU countries were contacted with five NCPs replying and publicising the vacancies through their website or social media contact
- a press release was drafted for the beneficiaries to adapt and use through their marketing channels.

Figure 1: View of the HyMedPoly Webpage to Apply for the Open Positions



HyMedPoly

OPEN POSITIONS

The HyMedPoly project has received funding from the European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie grant agreement No 643050 for European Industrial Doctorate and has currently open positions for 15 young PhD researchers to create and implement new strategies for drug-free antibacterial hybrid biopolymers for medical applications.

THE POSITIONS WILL COMPLY WITH THE FOLLOWING CONDITIONS:

1. Recruitment by the beneficiary under an employment contract (or other direct contract with equivalent benefits, including social security coverage) or — if not otherwise possible under national law — under a fixed amount fellowship agreement with minimum social security coverage;
2. Be employed for 3 years;
3. Be employed full-time;
4. Be working exclusively for the action.

THE RECRUITED RESEARCHERS MUST COMPLY WITH THE FOLLOWING CONDITIONS:

1. Not have resided or carried out their main activity (work, studies, etc.) in the country where the research training activities take place for more than 12 months in the 3 years immediately prior to the recruitment date;
2. In case the beneficiary is an international European interest organisation or international organisation: not have spent with the beneficiary more than 12 months in the 3 years immediately prior to the recruitment date;
3. Be at the date of recruitment an 'early stage researcher' (i.e. in the first four years of his/her research career and not have a doctoral degree).

FELLOWSHIP GROSS AMOUNT:

- living allowance (3110 €/month, country correction factor to be applied)
- mobility and family allowance (600 or 1100 €/month depending on the researcher's family situation)

APPLICATION PROCEDURE:

The Application must use the form below for input. The ESRs position descriptions can be downloaded [here](#). Applications must include:

1. Application letter detailing the reasons for applying
2. CV (summarizing education, positions and academic work - scientific publications)
3. A 1-page Personal Statement outlining your research interests, research experience, academic achievements and career ambitions.
4. Copies of educational certificates and transcript of records
5. Details of internationally recognized language qualifications achieved
6. List of publications and academic work that the applicant wishes to be considered by the evaluation committee
7. Names and contact details of 2-3 references (name, relation to candidate, e-mail and telephone number). One or more letters of reference may be included

• All documents should be in English.
 • Maximum 3 positions can be applied for. (3 applications needed then)
 • All mandatory items are marked by *

Figure 2: View of the Web form to be Completed to Apply for the Open Positions

APPLICATION FORM

First Name *

Last Name *

Your Email *

Your Country *

Afghanistan	▼
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Select one of the ESR number *

---	▼
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Application letter detailing the reasons for applying
(only PDF/Zip files accepted of maximum size 1MB)

No file selected.

CV (summarizing education, positions and academic work - scientific publications)
(only PDF/Zip files accepted of maximum size 1MB)

No file selected.

A 1-page Personal Statement outlining your research interests, research experience, academic achievements and career ambitions.
(only PDF/Zip files accepted of maximum size 1MB)

No file selected.

Copies of educational certificates and transcript of records
(only PDF/Zip files accepted of maximum size 2MB)

No file selected.

Details of internationally recognized language qualifications achieved
(only PDF/Zip files accepted of maximum size 1MB)

No file selected.

List of publications and academic work that the applicant wishes to be considered by the evaluation committee
(only PDF/Zip files accepted of maximum size 1MB)

No file selected.

Names and contact details of 2-3 references (name, relation to candidate, e-mail and telephone number). One or more letters of reference may be included
(only PDF/Zip files accepted of maximum size 1MB)

No file selected.

All provided data are valid and you accept all terms and conditions

3 Activities to Recruit the Early Stage Researcher from Project Month 7 (July 2015) to Project Month 12 (December 2015)

322 applications were received for the positions by the advertised deadlines. The number of applicants per vacancy is shown in Table 3.

Table 3: Number of applicants for the ESR Vacancies

ESR	Title	No of Applicants
1	Degradable Antibacterial Polyesters and Composites	31
2	Design and Engineering of Therapeutic Polyurethanes	14
3	Bioresorbable Antibacterial Polyesters	24
4	Biodegradable and Bioresorbable Polyesters	21
5	Novel Antibacterial Natural Polymers	25
6	Hydrogel Based Hybrid Antibacterial Polymers	35
7	Bioactive Silica Glass	23
8	Substituted Hydroxyapatite	15
9	Bioactive Phosphate Glass ¹	27
10	Innovative Antibacterial Polymers	30
11	Antibacterial Materials For Tissue Engineering Scaffolds	31
12	Mechanobiology of Cell-Surface Interaction	10
13	Mechanics of Porous and Structured Materials	10
14	In-vitro Bio-evaluation of Antibacterial Polymers	16
15	Antibacterial testing of Polymers	10
	Total Number of Applicants	322

The recruitment process was led by the academic hosts that would be contracting the particular ESRs as shown in Table 2. Each recruiting host was supported by their Human Resource departments in running the application process.

Shortlisting of the candidates for interview was led by the lead researchers at the academic host with the support from researchers at the non-academic host. Selection for interview was based on the information in the Curriculum Vitae (CV) and other documents received (application letter, personal statement, educational certificates, references, list of publication, if available).

At Politecnico di Torino and University of Westminster a minimum of 3 candidates was interviewed for each position. At University of Erlangen-Nuremberg, 2 or 3 candidates were interviewed for each position, which resulted in 12 candidates being interviewed. Some of these candidates applied for more than one ESR position and were evaluated in interview for suitability to more than one position.

¹ ESR position 9 was re-advertised as no suitable candidates were identified during the first application round. This figure is the number applying to the re-advertised position.

No candidates were selected for interview for ESR 12, “Mechanobiology of Cell-Surface Interaction”, and ESR 13, “Mechanics of Porous and Structured Materials”, as no applicants were thought suitable after reviewing the applications. The positions were to be re-advertised with interviews planned in early 2016.

Interviews were conducted via Skype online video conferencing or face-to-face after inviting the candidates. The interviews were led by the academic supervisors with input from two additional project partners as outlined in Table 4 below. Panel scoring sheets were used to quantify and standardise the views of the interviewers. In each case a first and second choice candidate were selected.

Table 4: Interviewing Panels

ESR	Project Title	Lead		
1	Degradable Antibacterial Polyesters and Composites	Polito	Vornia	Lucid
2	Design and Engineering of Therapeutic Polyurethanes	Polito	Vornia	Lucid
3	Bioresorbable Antibacterial Polyesters	FAU	Lucid	UoW
4	Biodegradable and Bioresorbable Polyesters	FAU	Lucid	UoW
5	Novel Antibacterial Natural Polymers	UoW	Vornia	Lucid
6	Hydrogel Based Hybrid Antibacterial Polymers	UoW	Vornia	Lucid
7	Bioactive Silica Glass	FAU	Lucid	UoW
8	Substituted Hydroxyapatite	FAU	Lucid	UoW
9	Bioactive Phosphate Glass	FAU	Lucid	UoW
10	Innovative Antibacterial Polymers	UoW	KHB	FAU
11	Antibacterial Materials For Tissue Engineering Scaffolds	UoW	KHB	FAU
14	In-vitro Bio-evaluation of Antibacterial Polymers	Polito	KHB	FAU
15	Antibacterial testing of Polymers	Polito	KHB	FAU

4 Conclusion

At the end of December 2015, 11 of the 15 ESR positions had been contracted, Table 5, with a gender balance of 3:8, male: female.

Table 5: Contracted ESRs at 31/12/16

Position	ESR Name	ESR Country	ESR Gender
ESR1	Jeddah Vazquez	Philippines	Female
ESR2	Subha Purkayastha	India	Male
ESR3	Lukas Gritsch	Italy	Male
ESR4	Binh Phan	Vietnam	Female
ESR6	Isabel Orlando	Italy	Female
ESR7	Seray Kaya	Turkey	Female
ESR8	Maqbool Muhammad	Pakistan	Male
ESR9	Agata Łapa	Poland	Female
ESR11	Sheila Piarali	Portugal	Female
ESR14	Ayesha Idrees	Pakistan	Female
ESR15	Patrícia Martins	Portugal	Female

The contracts of ESRs 5 and 10 were being negotiated at the end of Year 1. ESR positions 12 and 13 remained vacant at the end of Year 1 as no suitable candidates had been identified. The University of Southampton would aim to fill the positions early in Year 2 following readvertisement.

These delays in recruitment will not have a deleterious effect on the other ESR projects as each research theme is independent. The universities concerned have taken measures to ensure that the ESR researchers will be able to complete their PhD's even if the project work extends beyond the close date. Consequently HyMedPoly is expected to meet its goals.

ESR5, "Novel Antibacterial Natural Polymers", and ESR10, "Innovative Antibacterial Polymers", are just two of nine project strands developing polymers in HyMedPoly. The other seven polymer focused projects will provide information on the antimicrobial potential of polymers and these delayed projects will complement as they start to produce data.

ESR12, "Mechanobiology of Cell-Surface Interaction", and ESR13, "Mechanics of Porous and Structured Materials", are essentially product development projects using data generated from the other projects. Their delayed starts will not affect the materials development projects' initial activities.

References

- [1] <http://hymedpoly.eu/>
- [2] <http://ec.europa.eu/euraxess/index.cfm/jobs/index>