

ENIGMA ITN Meeting n°5

07/02/2019, Barcelona

Coordinator's report:

Management 10'



This project has received funding from European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie Grant Agreement N°722028.

I. Recruitment report





I. Recruitment report : Selection Committee - including at least 2 women

Recruitment process monitored by UNIL – Niklas Linde

Report written by Niklas Linde & CNRS coordination

Philippe Davy	Project Coordinator
Olivier Bour	1. CNRS Rennes
Damien Jougnot	CNRS Paris
Jesus Carrera	2. CSIC Barcelona
Sander Huisman	3. Forschungszentrum Jülich, Agrosphere Institute IBG-3
Jan Fleckenstein	4. Helmholtz Centre for Environmental Research
Frederic Nguyen	5. University of Liège
Carsten Leven-Pfister	6. University of Tübingen
Majken C. Looms Zibar	7. University of Copenhagen
Niklas Linde	8. University of Lausanne
Philip Brunner	9. Neuchâtel University
Cédric Champollion	University of Montpellier
Bruno Desruelle	10. µQuans
Caroline Darcel	11. Itasca Consultants S.A.S.
Athena Chalari	SILIXA



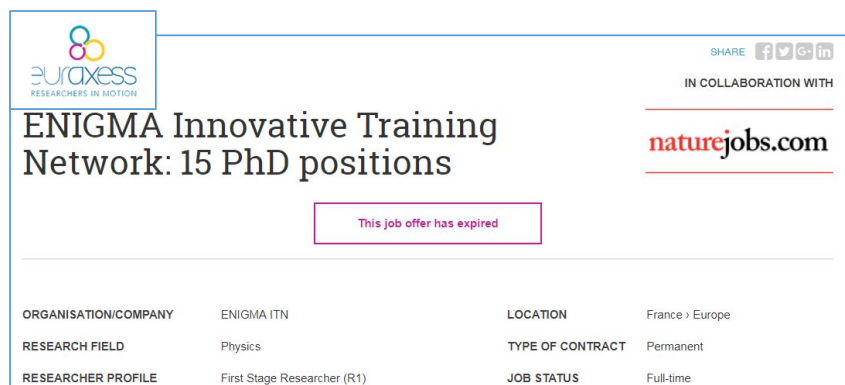
ITN Enigma



I. Recruitment report : Recruitment process

• Advertisements:

- Beneficiaries & Partners websites
- Universities & Grandes Ecoles
- ec.europa.eu/euraxess,
- Nature Job
- AGU(flyers) and EGU
- Newsletters



euraxess RESEARCHERS IN MOTION

SHARE

IN COLLABORATION WITH

naturejobs.com

ENIGMA Innovative Training Network: 15 PhD positions

This job offer has expired

ORGANISATION/COMPANY	ENIGMA ITN	LOCATION	France > Europe
RESEARCH FIELD	Physics	TYPE OF CONTRACT	Permanent
RESEARCHER PROFILE	First Stage Researcher (R1)	JOB STATUS	Full-time

WOMEN IN GEOSCIENCE AND ENGINEERING
Special Interest Community (WGE SIC) **EAGE**



naturecareers



CRITEX





I. Recruitment report: Recruitment process

- On-line form on the ENIGMA website (<https://enigma-itn.eu/>)
- Maximum of three specific ESR projects with order of preference.

ENIGMA ITN

Home Network Research Training Project Overview Job opportunities Contact

Private: ENIGMA Recruitment form

The applicants can apply for one to maximum three positions. They should rank the PhD positions by order of preference.
All PhDs shall preferably start in June 2017 but the candidates should apply as soon as possible.
There will be a round of evaluation between June 25th 2017 and July 7th 2017.

Candidates can continuously apply until June 2017.
All uploaded files should be pdf files (< 10 Mo) and fields marked with * must be filled in.

Positions

* Position 1:

Position 2:

Position 3:

Candidate

* Civility:

* Name: * Surname:

Email:

* Nationality:

* Nationality:

* How did you find the information about this job offer? (Journal, newsletter, personal contact):

* CV: Choisir un fichier Aucun fichier choisi

* Motivation letter: Choisir un fichier Aucun fichier choisi

(1-2 pages in English, explaining the reasons for the candidate's interest in this ITN and particularly for the max 3 selected positions ranked by preference, the candidate's vision for the projects and the scientific objectives, and their most relevant skills or experiences. They should also indicate the names and contact details of referees)

Academic credentials



Academic credentials (mark sheets and degree statements)

MSc Mark sheets: Choisir un fichier Aucun fichier choisi

Degree statements (MSc): Choisir un fichier Aucun fichier choisi

[Edit](#)

ENIGMA ITN has received funding from European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska-Curie Grant Agreement N°722028.



Proudly powered by



I. Recruitment report: Recruitment process

- Designated supervisors marked the online applications with an A/B/C rank in terms of potential for Enigma as a whole. Then they provided the names of their preferred candidates to the SC.
- Each A candidate was interviewed by the ESR supervisors who were interested by the application.
- Any multiple offers from different institutions were coordinated and given at the same time to avoid the creation of any conflicts within the ITN.
- There were three rounds of evaluations following application deadlines in January 2017, March 2017 and July 2017.

N°	Nationality	Gender	Position 1	Position 2	Position 3	Evaluation	Each ESR responsible indicates A/B/C candidates for ENIGMA (not only for specific ESR)	ENIGMA contact (to manage this application)
1	Iraqi	male	ESR8	ESR7	ESR2	No geophysical background / good soil physic knowledge /	B-	C. Champollion
2	Colombian	no documents	ESR9	ESR4	ESR11	no sent documents	no sent documents	N. Linde
3	Zimbabwean	male	ESR4	ESR4	ESR14	Background in hydrogeology only, and a carrier in the industry.	C	P. Davy/C. Darcel
4	Iranian	male	ESR4	ESR1	ESR11	26. Background in mechanical engineering. 35 publications on diferent fields of mech.eng. The motivation letter does not tell anything about hydro or geophysics; not really convincing	A	P. Davy/C. Darcel
5	Egyptian	male	ESR13	ESR10	ESR2	geopyhsical background (MSc) only in archaeogeophysics, unclear background in hydrogeology	C	C. Leven
6	Israeli	male	ESR7	ESR5	ESR2	Potetially a good candidate. But has not applied threw the official KU site and we cannot hire him. Expresses interest in combining modelling and remote sensed data.	A	Majken Caroline Looms Zibar
7	Chinese	female	ESR1	ESR12	ESR5	Potentially good. Chemical engineer. Hard to tell. May be interview	A?	J. Carrera
8	Rwandan	female	ESR1	ESR9	ESR12	Good in water management, but not really outstanding	B	J. Carrera
9	Pakistani	male	ESR11	ESR14	ESR13	Potentially a good candidate but with a focus on soil science	B	F. Nguyen
10	Palestini	male	ESR14	ESR1	ESR9	-	C	J. Carrera



I. Recruitment report : The three rounds

First round: 157 applicants / 7 ESRs hired. Deadline: January 23rd, 2017

- 19 % of male candidates were evaluated as A candidates
- 41 % of female candidates were evaluated as A candidates

Second round: 256 applicants / 7 ESRs hired. Deadline: March 25th, 2017

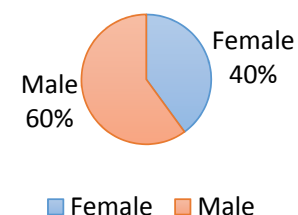
- 18 % of male candidates were evaluated as A candidates
- 30 % of female candidates were evaluated as A candidates

Third round: 214 applicants / 1 ESRs hired. Deadline: July 7th, 2017

- 2 % of male candidates were evaluated as A candidates
- 2 % of female candidates were evaluated as A candidates

627 (135 female)
applicants from
81 countries

A candidates with planned
interviews

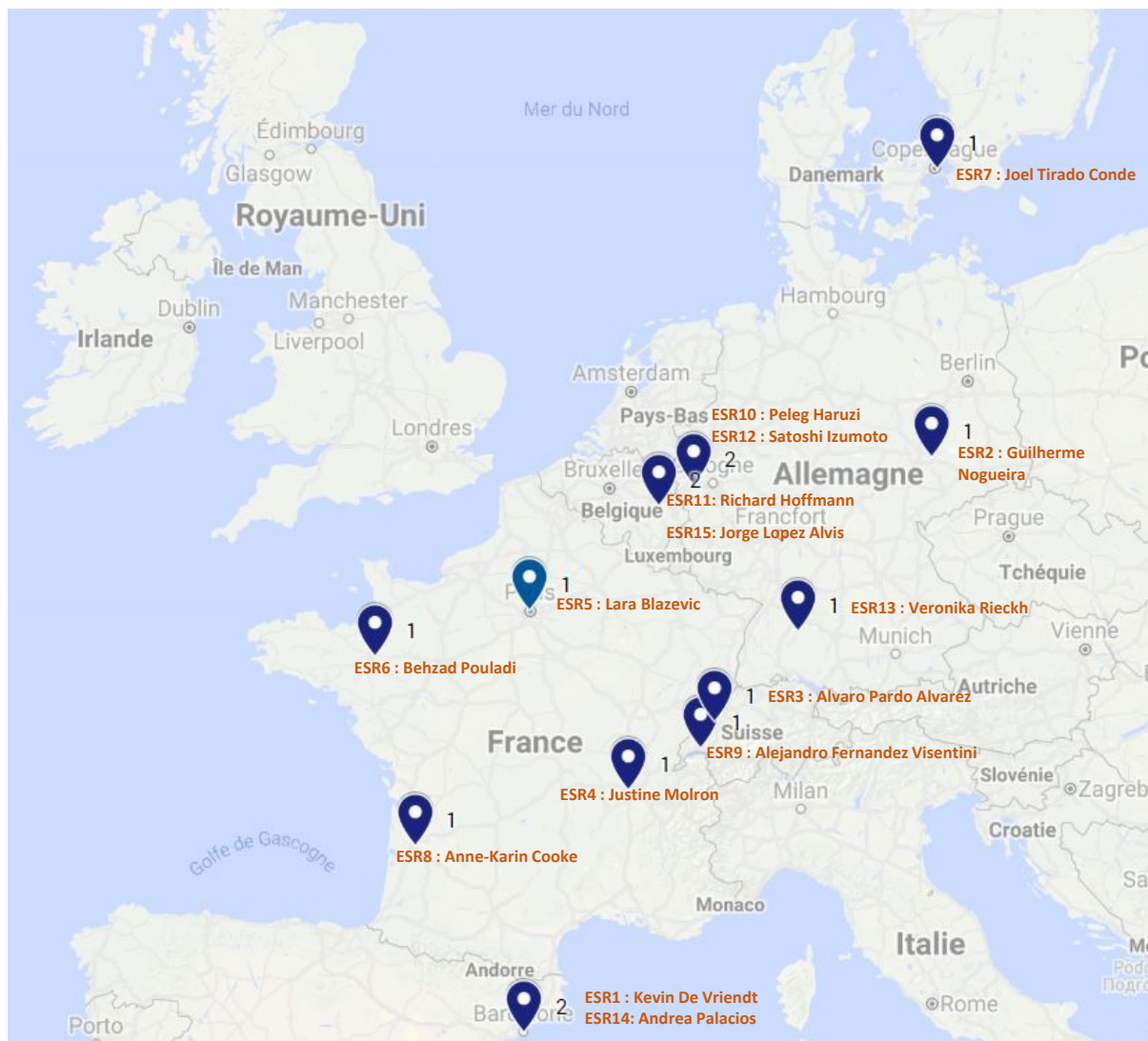




I. Recruitment report : recruitment of 15 ESRs

15 ESRs :
5 women & 10 men

11 Beneficiaries



Surname Name	Position	Start	Nationality
Richard Hoffmann	ESR11	02/05/2017	German
Joel Tirado Conde	ESR07	01/05/2017	Spanish
Jorge Lopez Alvis	ESR15	01/06/2017	Mexican
Veronika Rieckh	ESR13	01/07/2017	Austrian
Satoshi Izumoto	ESR12	01/07/2017	Japanese
Peleg Haruzi	ESR10	01/08/2017	Israeli
Anne-Karin Cooke	ESR08	28/08/2017	German/ British
Alejandro Fernandez Visentini	ESR09	01/09/2017	Argentinean/ Spanish
Justine Molron	ESR04	04/09/2017	Belgian
Álvaro Pardo Álvarez	ESR3	01/10/2017	Spanish
Guilherme Nogueira	ESR02	03/11/2017	Brazilian
Andrea Palacios	ESR14	01/10/2017	Venezuelian
Lara Blazevic	ESR05	01/09/2017	Croatian/ Venezuelan
Behzad Pouladi	ESR6	01/12/2017	Irani
Kevin de Vriendt	ESR01	16/12/2017	Belgium

II. Deliverables & Milestones





II. Deliverables & Milestones

Deliverables already submitted -I

WP No	Del Rel. No	Del No	Title	Description	Lead Beneficiary	Dissemination Level	Submission Date	Status
WP7	D7.11	D35	Supervisory Board of the network	Supervisory Board of the network	CNRS	Confidential	05 Dec 2017	Approved
WP7	D7.12	D36	Consortium Agreement	Consortium Agreement	CNRS	Confidential	21 Feb 2017	Approved
WP7	D7.2	D26	Setup of the ENIGMA website	Setup of the ENIGMA website	CNRS	Public	15 Mar 2017	Approved
WP1	D1.1	D1	NEC - Requirement No. 1	6.1. The applicant must confirm that the ethical standards and guidelines of Horizon2020 will be rigorously applied, regardless of the country in which the research is carried out	CNRS	Confidential	08 Jun 2017	Approved
WP1	D1.2	D2	EPQ - Requirement No. 2	7.3. In relation to the field experimental work, the applicant must ensure that appropriate health and safety procedures conforming to relevant local/national guidelines/legislation are followed.	CNRS	Confidential	22 Nov 2017	Approved



II. Deliverables & Milestones

Deliverables already submitted -II

WP No	Del Rel. No	Del No	Title	Lead Beneficiary	Dissemination Level	Submission Date	Status
WP6	D6.3	D16	1st workshop	ULG	Public	20 Nov 2017	Approved
WP7	D7.3	D27	Completion of the recruitment process	CNRS	Public	18 Jan 2018	Submitted
WP6	D6.4	D17	2nd Workshop	CNRS	Public	20 Nov 2017	Approved
WP7	D7.7	D31	Progress report	CNRS	Public	30 Jan 2018	Submitted
WP6	D6.5	D18	3rd Workshop	ULG	Public	20 Feb 2018	Submitted
WP6	D6.6	D19	ENIGMA summer school	CNRS	Public	08 Oct 2018	Submitted
WP6	D6.7	D20	4th Workshop	UNIL	Public	07 Mar 2018	Submitted



II. Deliverables & Milestones

Deliverables already submitted -III

WP No	Del Rel. No	Del No	Title	Lead Beneficiary	Dissemination Level	Submission Date	Status
WP3	D3.2	D7	Field test of novel techniques for quantifying water content spatial distributions and temporal fluctuations	UNINE	Public	03 Dec 2018	Submitted
WP3	D3.3	D8	Report: Critical assessment of emerging techniques for in situ monitoring of water content and fluxes	UCPH	Public	03 Dec 2018	Submitted
WP5	D5.1	D12	Validated algorithms for fully coupled 3-D inversion for tomographic datasets	EKUT	Public	07/01/2019	Submitted
WP5	D5.2	D13	Report on joint inversion procedures for multiple and disparate datasets (soft and hard data) with realistic subsurface structure reconstruction methods	ULG	Public	20/12/2018	Submitted
WP6	D6.2	D15	Training Needs Assessment Plan	UCPH	Confidential	20/12/2018	Submitted
WP6	D6.8	D21	Mid-term training progress reports by supervision committee	ULG	Confidential	18/01/2019	Submitted



II. Deliverables & Milestones

Achieved Milestones

Number	Name	Lead Beneficiary	Delivery Date (Annex I)
1	Website completion	CNRS	01 Feb 2017
2	Recruitment completion	CNRS	01 Jan 2018
3	Development Plans	ULG	01 Jan 2018
4	State of the art review	CNRS	01 Apr 2018
5	Workshops 1,2,3 held	ULG	01 Apr 2018
6	Experimental plans	CNRS	01 Jul 2018
7	Summer school held	CNRS	01 Jul 2018
8	Year 1 report	ULG	01 Sep 2018
9	1st round of experimental campaigns completed	CNRS	01 Sep 2018

III. Ethical issues

NEC - Requirement No. 1	6.1. The applicant must confirm that the ethical standards and guidelines of Horizon2020 will be rigorously applied, regardless of the country in which the research is carried out
EPQ - Requirement No. 2	7.3. In relation to the field experimental work, the applicant must ensure that appropriate health and safety procedures conforming to relevant local/national guidelines/legislation are followed.

There were reminders of these ethics elements at the network scale during the first meetings.

Each beneficiary is responsible for his own research



IV. Management meetings (activities of the Supervisory board, etc.)





IV. Management meetings (activities of the Supervisory board, etc.)

- 5 meetings
- Recruitment process completed
- PCDP done & updated for each ESR
- 5 workshops
- 1 Summer School

