

URBASIS-EU

New challenges for Urban Engineering Seismology

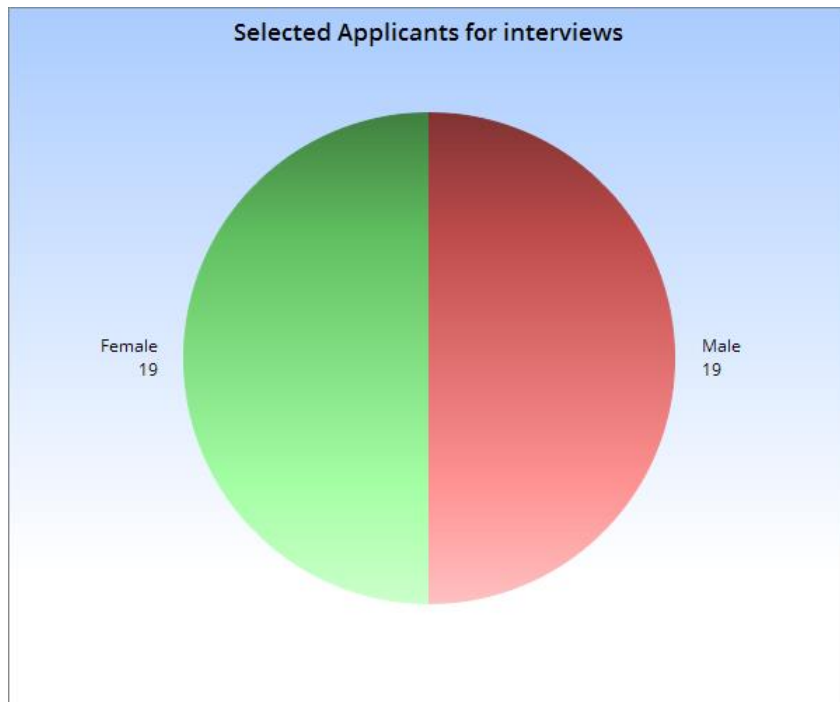
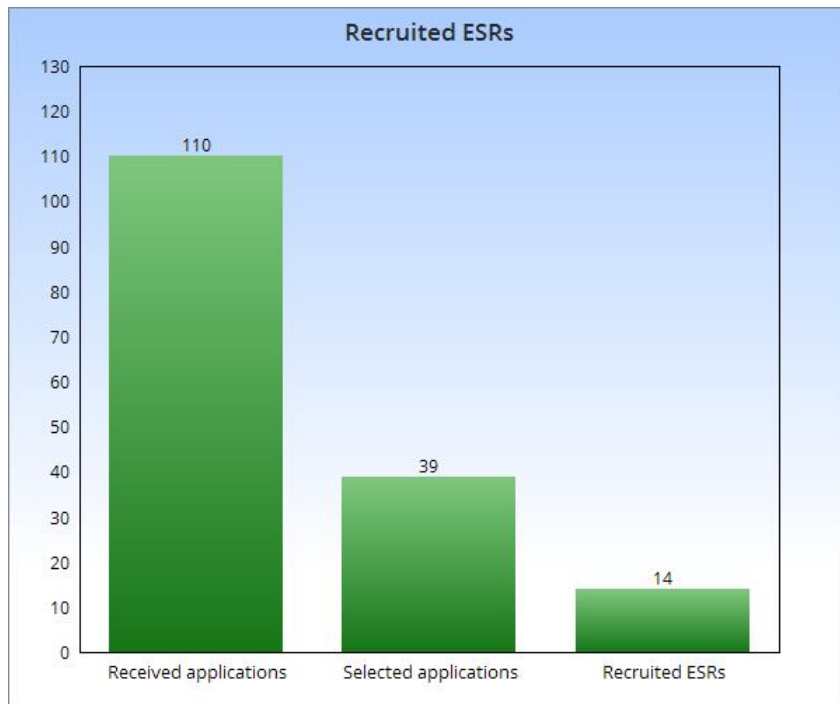
ESRs recruitment process

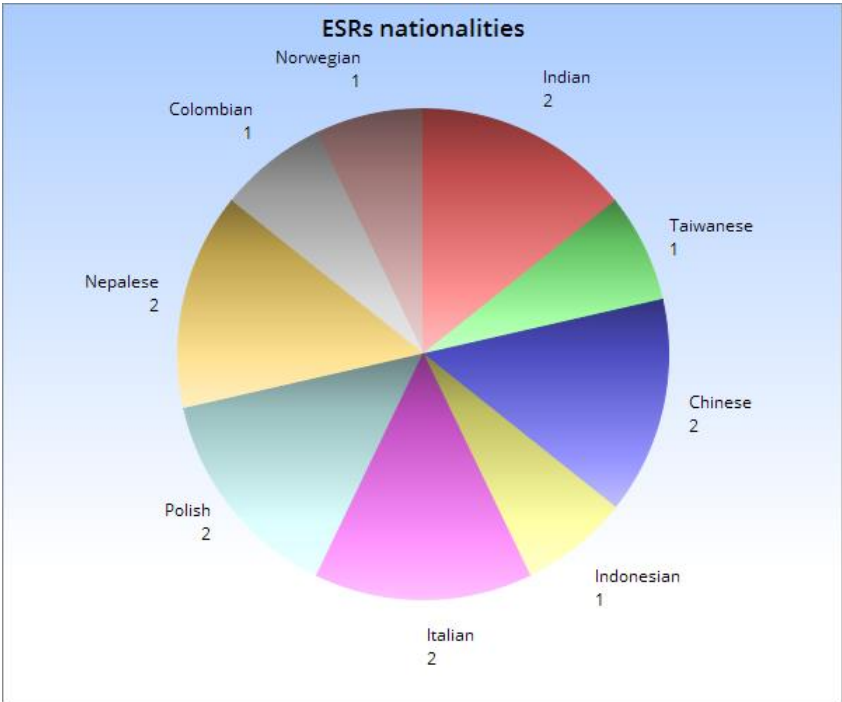
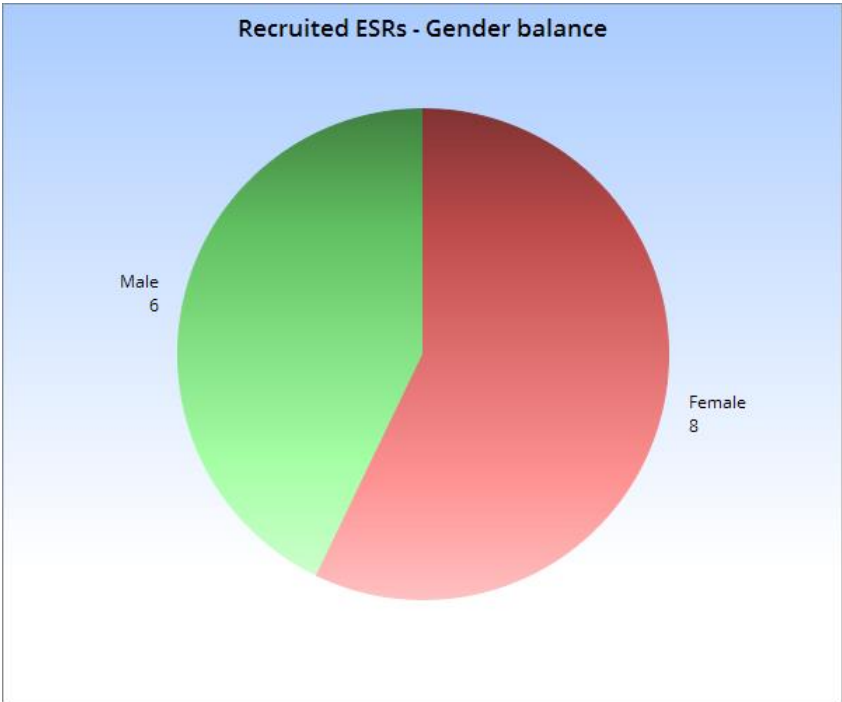
May 2019, Grenoble

Author : Florence Cataye, URBASIS project manager

Reviewer : Philippe Guéguen, URBASIS project coordinator

ESRs' RECRUITMENT AT A GLANCE





Launch of the recruitment's process

STEP 1

In order to coordinate the recruitment of all the URBASIS' project ESRs, we have decided to design a template of the ESR's positions offers. We decided to publish all the ESRs' positions at the same time on the same websites, the aim was to organise a common recruitment process run by the University of Grenoble Alpes as the project coordinator.

The offers were published on the EURAXESS webportal as well as on the URBASIS project website during three months before closing the applications' reception.

We have also published our positions on other specialized websites (seismology focused, earths sciences oriented and/or PhDs' job offers portals eg. <https://www.seismosoc.org/> *Seismological Society of America (SSA)*, European Seismological Commission). We have also communicated in our scientific and academic networks and to the doctoral schools of the URBASIS' universities. Though, we took the decision not to publish offers on paid websites.

STEP 2

The reception of the applications. As expected, we received most of the applications during the last weeks open to publication. At first, we had received no applications coming from well-known universities or European countries. The spectrum of the application mostly recovered the third countries.

All the applications' details – regarding the EU rules and the PhDs requirements, have been classified by ESRs and applicants names in a table which aimed to make the inventory of the number of applications received day-to-day by ESRs and to reajust our publication strategy if needed.

STEP 3

Selection of the interviewed students by the PhDs supervisor and co-supervisor.

You've send to the applicants their invitations to be interviewed. In order to guarantee the equality of the selection, we offered them to be reimbursed up to 250 euros if they come to Grenoble to participate at the interview or to make the interview by Skype.

The interviews have been gathered on a one recruitment week with all the supervisors in Grenoble or via Skype.

Names of the committee members :

- Philippe Guéguen – project coordinator
- Florence Cataye – project manager
- Philippe Roux – UGA
- Agnès Helmstetter – UGA
- Marco De Angelis – ULIV (via Skype)
- Ben Edwards – ULIV (via Skype)
- Michael Beer – ULIV (via Skype)
- Edoardo Patelli – ULIV (via Skype)

- Danijel Schorlemmer – GFZ (via Skype)
- Fabrice Cotton – GFZ (via Skype)
- Dino Bindi – GFZ (via Skype)
- Chiara Smerzini – POLIMI (also representing Roberto Paolucci)
- Dimitris Pitolakis – AUTH (also representing Kyriasis Pitolakis)
- Stefano Parolai - OGS
- Donat Faeh – ETH
- Walter Imperatori – ETH
- Fabian Bonilla – IFSTTAR
- Stéphane Drouet – GEOTER
- Ramon Secanell – GEOTER

Invited jury's members :

- Nathalie Cotte – UGA

MONDAY	
AM	PM
Philippe Guéguen	Philippe Guéguen
Florence Cataye	Florence Cataye
Fabrice Cotton	Agnès Helmstetter
Philippe Roux	Edoardo Patelli
Nathalie Cotte	Michael Beer
Ben Edwards	Marco De Angelis
Dino Bindi	Ben Edwards
Danijel Schorlemmer	Danijel Schorlemmer
Stefano Parolai	

TUESDAY	
AM	PM
Philippe Guéguen	Philippe Guéguen
Florence Cataye	Florence Cataye
Fabian Bonilla	Fabian Bonilla
Agnès Helmstetter	Agnès Helmstetter
Fabrice Cotton	Fabrice Cotton
Ben Edwards	Ben Edwards
Dino Bindi	Dino Bindi
Danijel Schorlemmer	Danijel Schorlemmer

WEDNESDAY	
AM	PM
Philippe Guéguen	Philippe Guéguen
Florence Cataye	Florence Cataye
Fabian Bonilla	Fabian Bonilla
Chiara Smerzini	Chiara Smerzini

Stefano Parolai	Stefano Parolai
	Dimitris Pitilakis

THURSDAY	
AM	PM
Philippe Guéguen	Philippe Guéguen
Florence Cataye	Florence Cataye
Fabian Bonilla	Fabian Bonilla
Chiara Smerzini	Donat Fäh
Stefano Parolai	Walter Imperatori
Dimitris Pitilakis	Danijel Schorlemmer
Danijel Schorlemmer	Fabrice Cotton
Dino Bindi	

FRIDAY
AM
Philippe Guéguen
Florence Cataye
Stéphane Drouet
Ramon Secanell

Selection criteria :

Holding a master's degree

Not having validated a PhD

Not having worked more than 4 years as a researcher

Coherence between the experience and the master specialisation and the PhD subject

Search for gender equity

No nationality preference selection

STEP 4

The interviews were divided in two parts :

- 10 to 15 minutes of presentation by the applicant
- Discussion with the pannel's members

The interviews were run by the project coordinator and the supervisors and co-supervisor, the other pannel's member were allowed to asked additionnal questions.

The interviews' week too place in Grenoble between Monday, March. 18 and Friday, March. 22 2019 in Grenoble

	Selected PhD student / applicants	Supervisor&co-supervisor
ESR 1.1	Jaleena Sunny	Marco De Angelis&Ben Edwards (ULIV) Danijel Schorlemmer (GFZ)
ESR 1.2	Ming-Hsuan Yen	Fabrice Cotton&Dino Bindi (GFZ) Ben Edwards (ULIV)
ESR 1.3	Lin Jiayu	Chiara Smerzini (POLIMI) Dimitris Pitolakis (AUTH)
ESR 2.1	Punky Suroyo	Ben Edwards (ULIV) Dino Bindi&Fabrice Cotton (GFZ)
ESR 2.2	Riccardo Minetto	Agnès Helmstetter / UGA Danijel Schorlemmer (GFZ) and Ben Edwards (ULIV)
ESR 3.1	Paulina Janusz	Donat Fäh and Walter Imperattori / ETH
ESR 3.2	Anna Maria Sklodowska	Stefano Parolai (OGS) Dimitris Pitolakis (AUTH)
ESR 3.3		
ESR 3.4	Srihari Sangaraju	Roberto Paolucci (POLIMI) Fabian Bonilla (IFSTTAR)
ESR 3.5	Chiara Amendola	Dimitris Pitolakis (AUTH) Roberto Paolucci (POLIMI)
ESR 4.1	Subash Ghimire	Philippe Guéguen (UGA)
ESR 4.2	Andres Felipe Hernandez	Stéphane Drouet et Ramon Secanell (GEOTER) Philippe Guéguen (UGA)
ESR 4.3	Karina Loeviknes	Fabrice Cotton and Danijel Schorlemmer (GFZ) Donat Fäh (ETH)
ESR 4.4	Yu (Leslie) Chen	Michael Beer & Edoardo Patelli (ULIV)
ESR 4.5	Astha Poudel	Kyriasis Pitolakis (AUTH) Chiara Smerzini (POLIMI)