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Ultra-high Charge Carrier Mobility to Elucidate Transport Mechanisms in Molecular Semiconductors

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1 Executive summary

The present report covers the training procedure carried out in UHMob to contract all the ESRs and the training performed so far.

The following sections provide an overview of the recruiting process followed and the training courses that took place during the first progress meeting.

2 Introduction

The first objective within the project was to successfully contract all the ESRs before the end of the first project year, thus ensuring a full 36 months PhD programme.

Further, the first progress meeting took place, where some of first contracted ESRs could attend and carry out the organized training activities.

3 Recruiting Process

The recruitment process was discussed and agreed upon during the UHMob Kick-off meeting (23-24th May 2019). The following steps were foreseen:

- Step 1: ARTTIC (Partner Organisation n°2) prepared and sent an ESR Recruitment template based on EURAXESS vacancy announcement. These templates were filled-in by beneficiaries.
- Step 2: In accordance with the centralised recruitment strategy, agreed with partners and implemented by ARTTIC, positions were published on EURAXESS (15/06/2019) and advertised via the UHMob Social Media accounts (LinkedIn and Twitter). UHMob Beneficiaries have also relayed the information via their websites, social media accounts and other recruitment platforms they usually use (such as: ABG (Association Bernard Gregory), FindaPhD.com, etc.).
- Step 3: Applications for all positions were received on a single email address (uhmob-recruitment@eurtd.com) and stored on a SharePoint based password-protected platform. All applications were sorted in accordance with the eligibility criteria by ARTTIC.
- Step 4: Each partner selected a short-list of candidates according to their suitability to perform the work. The selected candidates were interviewed by telephone or Skype before taking a final decision. After the candidate was selected, a starting date was agreed which was also influenced by the paperwork (e.g., VISA) required for each case and for each Institution.

As observed in Table 1 and Figure 1, there is a balanced gender in the recruited ESRs (8 male and 7 female).

ESR N°	Name	Supervisor – Organisation	Start date	Gender	Nationality
ESR01	Martina Volpi	Y. Geerts (ULB)	01/11/2019	Female	Italian
ESR02	Rahul Meena	Y. Geerts (ULB)	01/12/2019	Male	Indian
ESR03	Nemo McIntosh	J. Cornil (UMons)	01/11/2019	Male	French
ESR04	Marco Bardini	D. Beljonne (UMons)	01/12/2019	Male	Italian
ESR05*		H. Siringhaus (UCAM)			
ESR06	Kripa M. Joseph	T. Ebbesen (UNISTRA)	01/10/2019	Female	Indian
ESR07	Nicholas Turetta	P. Samori (UNISTRA)	01/09/2019	Male	Italian
ESR08	Ann Maria James	R. Ressel (TUGraz)	01/03/2020	Female	Indian
ESR09	Christos Gatsios	N. Koch (UBER)	01/10/2019	Male	Greek
ESR10	Lucia Di Virgilio	M. Bonn (MPI-P)	01/12/2019	Female	Italian
ESR11	Alessandro Greco	E. Backus (MPI-P)	07/01/2020	Male	Italian
ESR12	Lamiaa Fijahi	M. Mas-Torrent (CSIC)	01/02/2020	Female	Moroccan

ESR N°	Name	Supervisor – Organisation	Start date	Gender	Nationality
ESR13	Priya Pandey	E. Modena (PCL) L. Maini (UNIBO)	07/01/2020	Female	Indian
ESR14	Ines Martins	E. Modena (PCL) L. Maini (UNIBO)	11/11/2019	Female	Portuguese
ESR15	Federico Modesti	P. Erk (BASF)	16/02/2020	Male	Italian

*recruitment impacted by COVID-19 outbreak. Name, gender and nationality will be confirmed after the actual start date of ESR5

Table 3-1: Contracted ESRs

The recruitment of ESR5 and ESR15 were delayed due to the reasons detailed below:

- ESR5 hosted by the University of Cambridge: The recruitment procedure took longer than initially foreseen due to recruitment and selection rules and procedures pre-existing at the University of Cambridge. Continuous efforts have led to the recruitment of ESR5, who was initially expected to start at M12 (April 2020). Due to the coronavirus outbreak and confinement measures recruitments at the University of Cambridge have been postponed to October 2020. This information has been communicated to the EC on 26/03/2020.
- ESR15 hosted by BASF: Due to the evolution of the company strategy the scope of the ESR15 project was revised to fit both UHMob needs and objectives, as well as BASF strategy. During the decision-making concerned partners were led by the interests of the ESR, UHMob and BASF, leading to a consensus in line with initial project objectives. Furthermore, BASF recruitment procedures resulted in a recruitment of ESR15 as of 16th February.

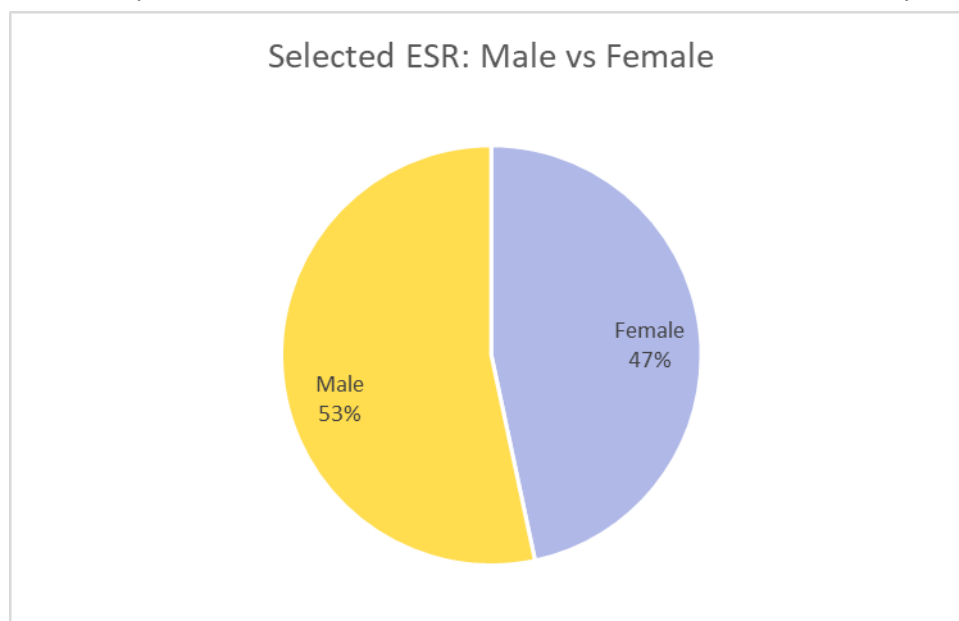


Figure 3-1: Selected ESR: male vs female

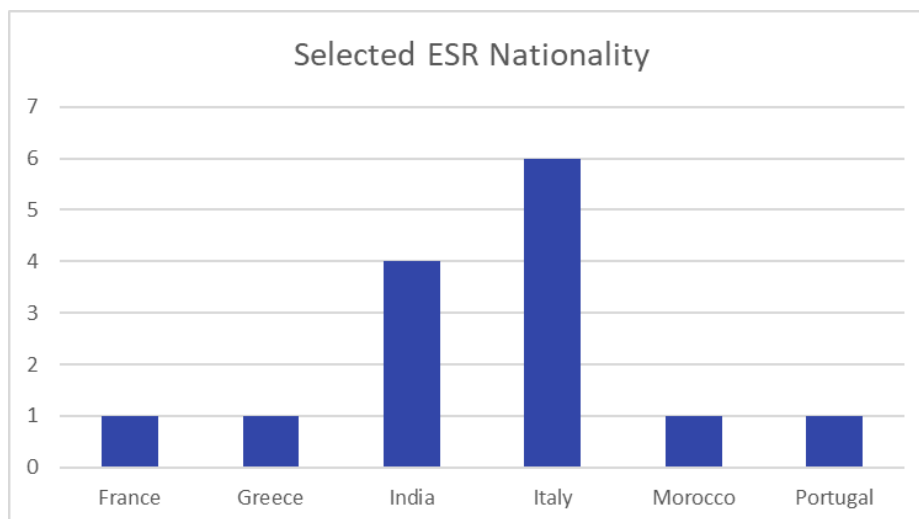


Figure 3-2: Nationality of selected ESR

4 ESRs Training

The first progress meeting took place in Mons on the 22nd-24th, January 2020 (Figure 4-1). In this meeting, the ESRs that were already contracted (11 out of 15) received the following training:

- 1) One day Workshop on Modelling:
 - a. Theory classical simulations using force fields by Patrick Brocorens (Laboratory for Chemistry of Novel Materials, University of Mons)
 - b. Introduction to Density Functional Theory by Vincent Lemaur (Laboratory for the Chemistry of Novel Materials, University of Mons)
 - c. Charge transport: Theory and applications by David Beljonne (Laboratory for the Chemistry of Novel Materials, University of Mons)
 - d. Practice Hands-On session in the lab led by ESR3 Nemo McIntosh and ESR4 Marco Bardini
- 2) Half a day of training in transferable skills:
 - a. Introduction to ethics by Y. Geerts (ULB)
 - b. Introduction to intellectual property (IP) by Y. Lazarova (ARTTIC)
 - c. Project management by Y. Lazarova (ARTTIC)

All training materials are stored on the UHMob SharePoint and can be accessed by ESR and PIs anytime.



Figure 4-1: Photograph of the ESRs that attended the first UHMob progress meeting.

5 Conclusions

UHMob is fully operating now since a majority of the ESRs has already started their contract following a rigorous selection process. The ESRs which started earlier have already received training on modelling and on transferrable skills (ethics, managing and IP). All the ESRs are also currently being formed in their own laboratories according to the tasks that they will have to perform.

6 Annex 1: UHMob Leaflet
