A-WEAR PROJECT

A network for dynamic WEarable Applications with pRivacy constraints

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D1.6 Report on recruitment process and updated secondment plan

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Abstract

This deliverable details the A-WEAR recruitment process, shows the list of the selected Early Stage Researcher (ESR) candidates as well as statistics on the recruitment process (Section 1) and discusses the ESRs secondment plans (Section 2). Steps in advertising the A-WEAR positions to a large audience are presented, as well as statistics on the recruitment process (Section 3). A summary of the lessons learnt during the recruitment process is also given, both from the perspectives of the supervisory team and of the recruited fellows in A-WEAR (Section 4). The Appendix shows various snapshots of the advertising channels used in the recruitment process, from partners' webpages and other on-line platforms.

Disclaimer

This deliverable contains original unpublished work except where clearly indicated otherwise. Acknowledgement of previously published material and of the work of others has been made through appropriate citation, quotation or both.

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1. Report on recruitment process

Important note: The URLs of the applications might be unavailable during the evaluation period. In the Appendix, we added screenshots of various pages active during recruitment process, in order to cope with situation of no-longer-active websites.

1.1. Selected Early Stage Researchers (ESRs)

The 15 selected ESRs are listed below; they have started their work in the A-WEAR network between September and November 2019.

Number	Name	Gender	Nationality	Beneficiary
ESR01	Waleed Bin Qaim	Male	Pakistani	TAU, Finland
ESR02	Lucie Klus	Female	Czech	TAU, Finland
ESR03	Viktoriia Shubina	Female	Russian	TAU, Finland
ESR04	Asad Ali	Male	Pakistani	TAU, Finland
ESR05	Darwin Patricio Quezada Gaibor	Male	Ecuadorian	UJI, Spain
ESR06	Pavel Pascacio de los Santos	Male	Mexican	UJI, Spain
ESR07	Sylvia Holcer	Female	Polish-Canadian	UJI, Spain
ESR08	Laura Flueratoru	Female	Romanian	UPB, Romania
ESR09	Ekaterina Svertoka	Female	Russian	UPB, Romania
ESR10	Asma Channa	Female	Pakistani	UPB, Romania
ESR11	Justyna Skibińska	Female	Polish	BUT, Czech republic
ESR12	Salwa Saafi	Female	Tunisian	BUT, Czech republic
ESR13	Raul Casanova	Male	Spanish	BUT, Czech republic
ESR14	Olga Chukhno	Female	Russian	URC, Italy
ESR15	Nadezda Chukhno	Female	Russian	URC, Italy

Table 1 Selected ESR details

1.2. Eligibility rules in the recruitment process

The following sub-sections reproduce the information placed on the A-WEAR website regarding the eligibility of prospective candidates (http://www.tut.fi/a-wear/recruitment/).

1.2.1. Transnational mobility and Early Stage Career requirements

The following eligibility conditions were specified to the applicants:

"*The ESR is required to undertake transnational mobility (i.e. move from one country to another) when taking up their appointment. Nationality is therefore not a criterion. Rather the location of the researcher's residence or main activity during the 3 years prior to their recruitment is determining. The researcher must not have resided or carried out their main activity (work, studies, etc.) in the country of the host organization (Spain/Finland/Romania/Italy/Czech Republic) for A-WEAR for more than 12 months in the 3 years immediately prior to the start date (e.g., September 2019). Note: the mobility rule applies to the (first) beneficiary where the researcher is recruited, and not to beneficiaries to which the researcher is sent or seconded. It is also only determined at one point in time: at the time when they start working for A-WEAR. If in doubt whether you fulfill the mobility condition, please check at info.a-wear@tut.fi.*

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All researchers recruited in A-WEAR must have maximum 4 years since the completion of their first MSc degree and have not been awarded any doctoral degree at the date of the employment."

1.2.2. Background requirements

The following information was published in the A-WEAR job announcements (see Section 3 and Appendix) and at the A-WEAR webpage:
"*The applicant must be in possession of Master of Science (MSc) diploma in a relevant field, such as: electrical engineering, communications engineering, software engineering/computer science, signal processing, radio communications, mathematics, physics, aerospace engineering, mechanical engineering, biomedical engineering, etc.*

Applications are invited for 15 full-time PhD student positions (called Early Stage Researchers or ESR) for joint and double PhD degrees for 36 months. The positions are offered within the A-WEAR European Joint Doctorate action of the highly appreciated EU-funded Marie Skłodowska Curie grants. We offer high-class training and the possibility of PhD graduation with double or joint PhD certificate. The positions are fully funded for a 36-month period. You can choose your position in one of five top-level universities in Czech Republic, Finland, Italy, Romania, or Spain and complement your experience within periods of up to 15 months of cross-country and industrial secondments by working with the highly committed industrial partners of the action in the above-mentioned countries. You are encouraged to apply for up to four positions within A-WEAR network if you believe your profile is suitable for multiple topics. A separate application is needed for each position in case you apply for multiple positions."

1.2.3. Required documents

The following documents were required from the applicants:

"*The candidates must submit through http://a-wear.uji.es/online-application/candidates the followings*
Certified copies of the bachelor's and master's degree certificates and the transcripts with official translations into English (if the original documents are in a language other than Finnish, English, Romanian, Czech, Italian, or Spanish).

A Diploma Supplement (DS) as approved by the EU Commission for degrees completed at European universities (when applicable)

1. English language certificate, for example one of the followings:
    a. IELTS Academic (min. score 6.5)
    b. TOEFL (min. score 92 in iBT and 580 in PBT)
    c. PTE Academic (min. score 62)
    d. Cambridge Language Certificate (Proficiency CPE or Advanced CAE) (min. score C)
    e. (!) If no English certificate is available at the time of the application, the candidate must add a signed statement that, in case he/she is pre-selected he/she commits to acquire in a timely manner all the compulsory English certificates for the universities where he/she will enroll as PhD student
2. Curriculum Vitae/CV (preferably in Europass format)
3. List of publications (if any)
4. References: minimum 2 reference letters to be attached to the application and contact details of 2 or more referees included in the CV

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5. Motivation letter (max 1 page) where you introduce yourself and present your qualifications; you may include also your previous research fields and main research results. Please emphasize your future goals career-wise and specify what attracts you to the position(s) you apply for.
6. A short essay called "Dissertation Proposal" (max 2 pages) explaining how you would address the research objectives mentioned at the position you apply for (e.g., methodology, desired inputs in terms of equipment and supervision, ideas you have regarding the topic, software tools that you are planning to use to address the research objectives, etc.).
7. Copy of the passport
8. Proof of residence: Statement (use template available at: http://a-wear.uji.es/online-application/candidates/template/residence5yearscert.docx) and certificates/documents demonstrating your residence(s) in the last 5 years. Examples of such certificates are a certificate from the mayor office of the town you resided in, copies of paid bills related to accommodation (electricity, water, gas) or accommodation receipts, copies of travel tickets if you travel abroad for long periods, etc."

1.2.4. Salary

The following information about the salary and benefits was made available to the applicants:

"*The ESR will receive a Living Allowance and a Mobility allowance (i.e., gross salary) in accordance with H2020 MSCA rules. ESRs who have a family at the beginning of their employment will also receive a family allowance, also according to H2020 MSCA rules. Details about the approximate gross salary per country are given at each position. We emphasize that the salary of each ESR is very competitive and it is at levels corresponding to postdoctoral students (or higher) at each employment unit. The salaries are adjusted to the living costs in the countries of each of the participant units, according to H2020 MSCA rules.*
Additional benefits: participation to network events, conferences, and workshops; acquiring industrial expertise during the industrial secondment; business and hands-on training; large degree of cross-country academic and industrial mobility; acquiring high competence in terms of innovation, autonomy, integrity, and ethics; benefiting from the interdisciplinary nature of the consortium, gathering together the wearables, wireless communication and localization, geospatial technologies, cybersecurity, digitalization, smart cities, eHealth, and public safety sectors; gaining experience in writing both scientific papers aiming at high impact international journals and flagship international conferences, and social science blog entries on LinkedIn, aiming at a non-technical audience. At the end of their employment in A-WEAR, the ESRs participating in the network will have reached a unique position to become leaders of a growing privacy-preserving smart wearables sector."

1.2.5. Selection process

The following information about the selection process was made available to the applicants:

"*A-WEAR selection of candidates will be based on a clear, transparent, and open-competition recruitment process, taking into account the gender balance and equal opportunity rules. After the initial eligibility screening, the A-WEAR recruitment committee will preselect candidates based on their previous training, grades and relevance of their BSc and MSc degrees, list of publications (if any), work experience, positive attitude, capability of work in a team, references, quality and relevance of the Dissertation Proposal, previous mobility experience, language skills, and motivation. The most promising candidates are invited to one or several interviews via teleconference or in person. Candidates will be interviewed jointly or*

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successively by the supervisors from the consortium and their level of English writing skills might be formally tested. At the end of the evaluation process, the recruitment committee will decide which candidates to select for each project, taking into account the candidates' preferences and potential. In case of equal qualifications between a male and a female candidate for the final position, the balance at network level may affect the decision. We strive to improve the gender balance in our research groups and encourage female candidates to apply.

Selection criteria: Study records BSc + MSc (20%); Work & research experience (15%); Motivation (20%); Clarity, relevance, innovativeness, and technical soundness of the "Dissertation Essay" (25%); Letters of recommendation (10%); Positive attitude, previous mobility experience, good communication skills (10%); English proficiency: fail/pass criterion."

1.2.6. Double versus joint PhD degree

The following explanation was added for the applicants to clarify the double/joint PhD program:

"In our opinion, there is little difference between joint and double degrees from the PhD' student perspective. A double or a joint degree is based on the collaboration between two universities on a common PhD project on the basis of a mutual binding collaboration agreement. Based on a single PhD thesis submitted to both universities for assessment, a successful completion of a joint degree program will award a single (joint) PhD diploma recognized by both universities, while a successful completion of a double degree will award two PhD diplomas – one from each university."

1.3. Recruitment results

1.3.1. Overall statistics

We have had two rounds of recruitment, the first round open from January to mid-March 2019, and the second round re-opened as needed for some of the un-filled positions from mid of March to July 2019. The interviews for the first selection round took place between 18th of March and 5th of April 2019. The interviews for the second selection round took place during 22nd of May -29th of July 2019. In total, **58 interviews** were held with the applicants for the 15 available positions (i.e., 3-4 interviews on average per position, meaning that top 15%-20% of applicants were invited to an interview). Some candidates were interviewed several times if they applied for multiple positions.

The un-filled positions at the end of the first application round happened due to three reasons:

- voluntary withdrawal of selected candidate (e.g., for family or work reasons);
- selected candidate not passing the English test with the level required for PhD registration;
- no suitable candidate found for that particular position during the first round.

During the first round of recruitment, 12 positions were filled. During the second round, all the remaining three positions were filled.

During the 1st round, the total number of applicants was 263 with 82 female applicants and 181 male applicants.

During the 2nd round, the total number of applicants was 48 with 12 female applicants and 36 male applicants.

Therefore, a **total of 306 applicants** applied for the 15 available positions (i.e., 4.9% acceptance rate).

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1.3.1.1. Gender distribution among applicants

The percentage of male and female applicants (counting both the eligible and ineligible ones) is shown in Figures 1-2, per application round. Figure 3 shows the gender distribution of the selected applicants.

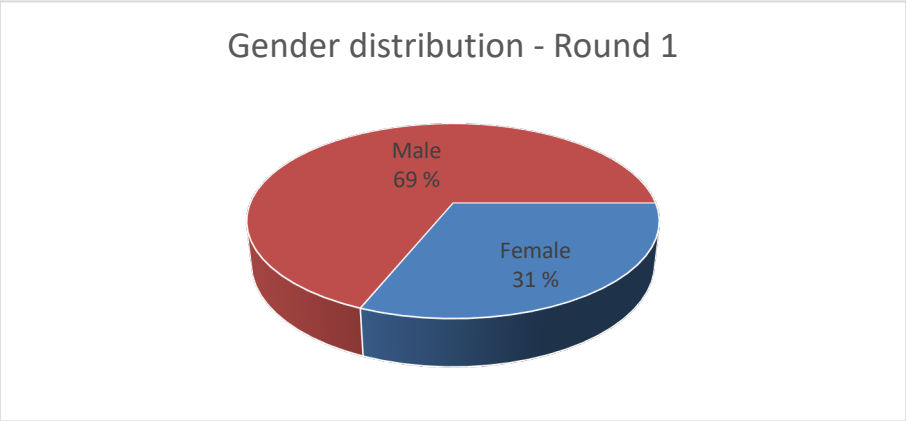

Figure 1 Gender distribution of applicants – round 1

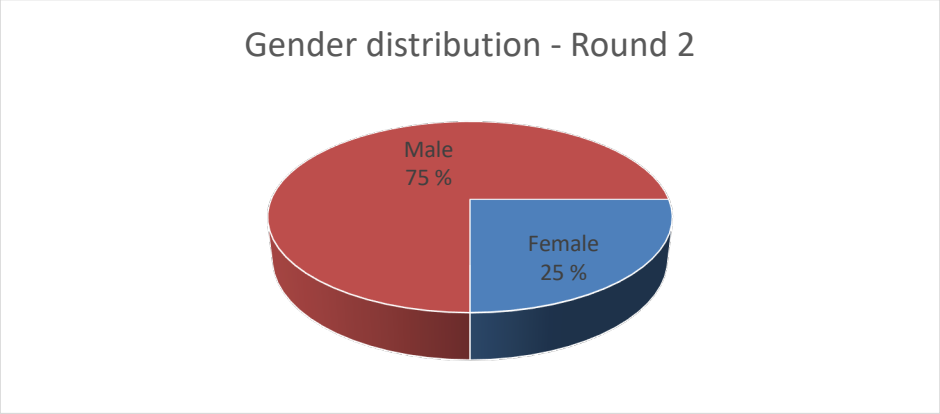

Figure 2 Gender distribution of applicants – round 2

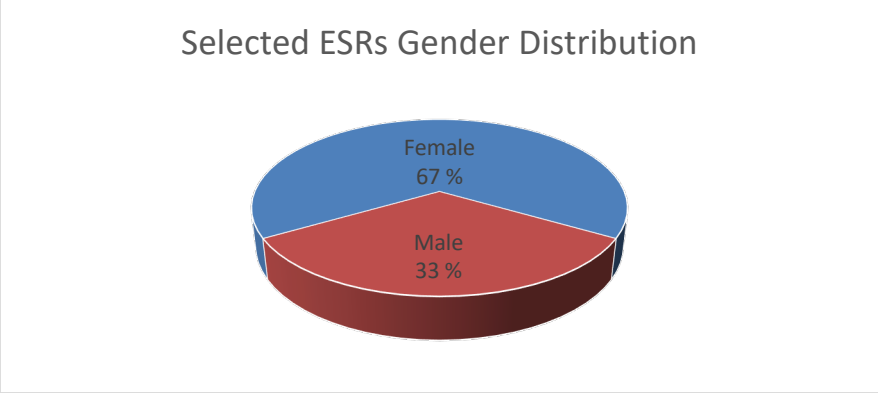

Figure 3 Gender distribution of selected candidates – overall

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1.3.1.2. Applicants nationalities

The nationalities of the applicants to A-WEAR positions are listed in Table 2. Typically, the nationality of the applicant also reflected the residence country, but there were few exceptions. More than 62% of the applicants came from three countries (Pakistan, Iran, and India).

Country	Number of applicants	Percentage
Pakistani	97	31,8
Iranian	60	19,7
Indian	34	11,1
Russian	22	7,2
Turkish	9	2,9
Czech	7	2,3
Ethiopian	6	2,0
Colombian	5	1,6
Bangladeshi	4	1,3
Ecuadorian	4	1,3
Ghanaian	4	1,3
Nepalese	4	1,3
Indonesian	3	1,0
Nepalese	3	1,0
Brazilian	2	0,7
Egyptian	2	0,7
Lebanese	2	0,7
Mexican	2	0,7
Nigerian	2	0,7
Portuguese	2	0,7
Slovenian	2	0,7
Sudanese	2	0,7
Tajik	2	0,7
Tunisian	2	0,7
Yemeni	2	0,7
Zambian	2	0,7
Polish	2	0,3
Argentinian	1	0,3
Beninese	1	0,3
Chadian	1	0,3
Greek	1	0,3
Guatemalan	1	0,3
Han	1	0,3
Iraqi	1	0,3
Italian	1	0,3
Jordanian	1	0,3
Libyan	1	0,3
Moroccan	1	0,3

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Palestinian	1	0,3
Canadian	1	0,3
Romanian	1	0,3
Spanish	1	0,3
Sri Lankan	1	0,3
Ukrainian	1	0,3
Yemen	1	0,3
Zimbabwe	1	0,3

Table 2 Applicants countries

Overall, 25% of the applicants applied from EU countries and 75% of the applicants applied from non-EU countries, as shown in Figure 4. Among the applicants from EU countries, the majority had a non-EU nationality.

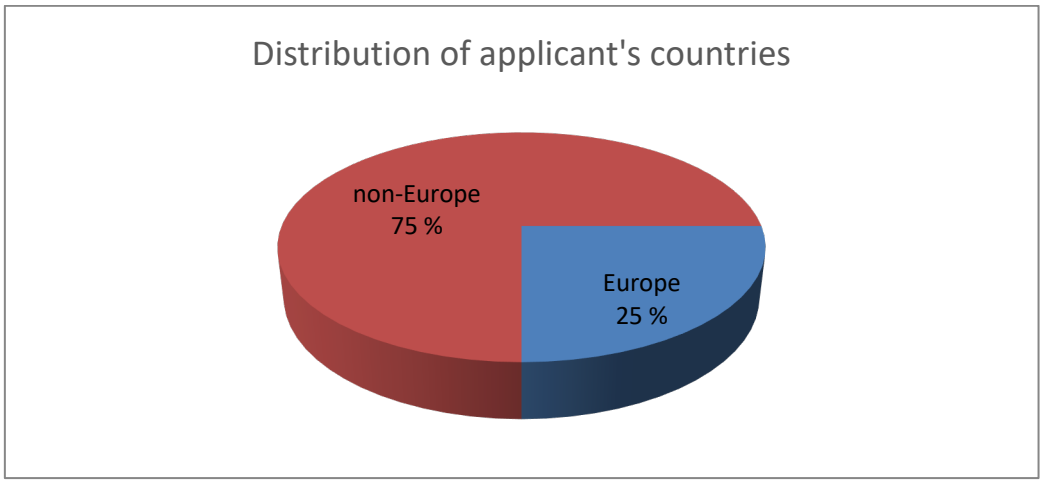

Figure 4 Distribution of applicant's nationalities

1.3.1.3. Grades distribution

During the evaluation process, 3 to 6 reviewers per position reviewed the applications for each position and graded the applicants according to the selection criteria described in Section 1.2.5. Then, the average was formed and the statistics of this average grade are shown in Figure 5 (statistics taken over all the 306 applicants). The grade 0 corresponds to cases when the applicant proved ineligible for the applied position.

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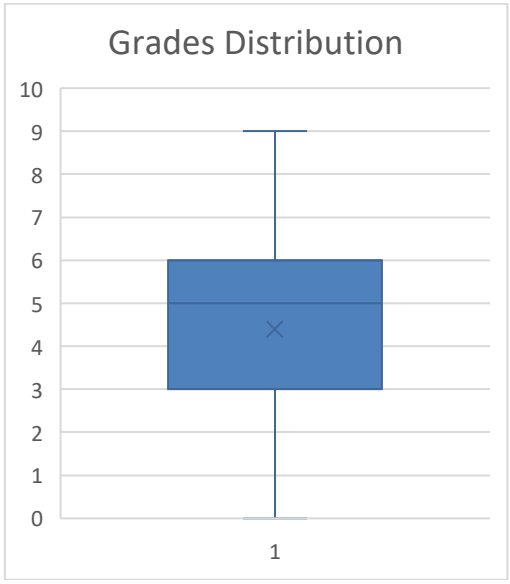

Figure 5 Grades distribution

1.3.1.4. Eligibility statistics

Among the applications at round 1, 16% were deemed ineligible (i.e., not fulfilling one or both eligibility conditions, see Section 1.2) and 84% were eligible (Figure 6). In second application round, we have seen a higher percent of ineligible applications compared to the first round (Figure 7). The overall eligibility percentage is shown in Figure 8.

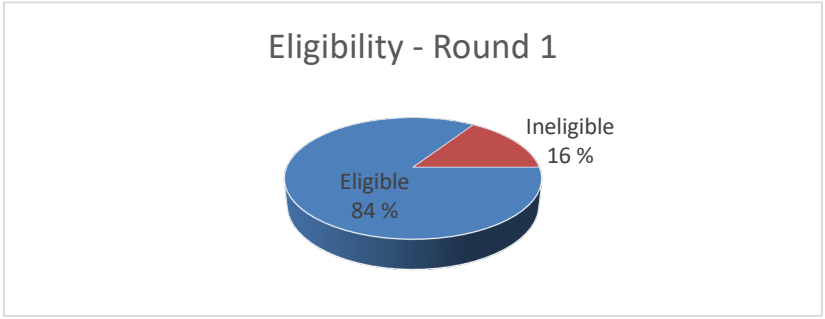

Figure 6 Eligibility statistics – round 1

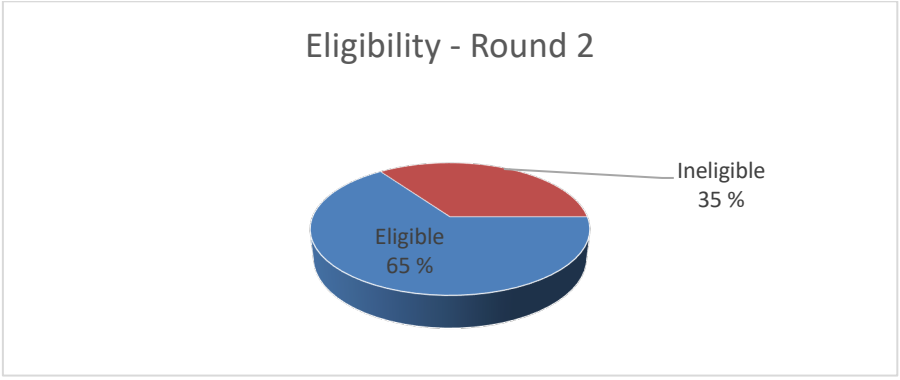

Figure 7 Eligibility statistics – round 2

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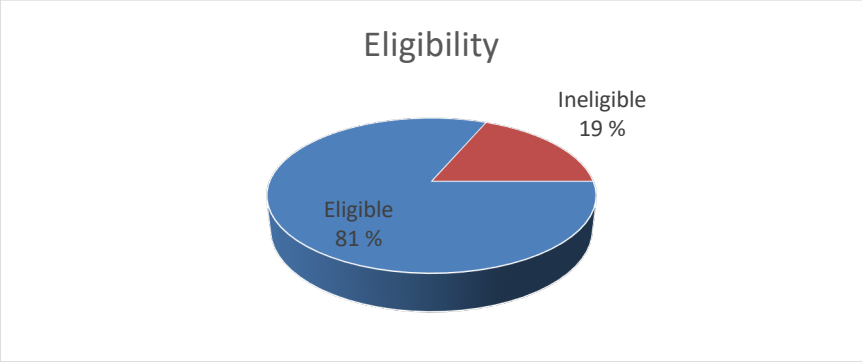

Figure 8 Eligibility statistics – overall

1.3.1.5. ESR1 statistics

1.3.1.5.1. Round 1

30 applicants applied for ESR1 position at Tampere University (TAU) in the first round (8 female and 22 male applicants). The conditionally selected applicant in Round 1 was unselected due to low TOEFL scores, which made the applicant ineligible to register as a PhD student at TAU (i.e., the host university for ESR1 position).

1.3.1.5.2. Round 2

In the second round for ESR1 position we had 21 applicants (4 female and 17 male applicants).

1.3.1.6. ESR2 statistics

17 applicants: 10 female applicants, 7 male applicants.

1.3.1.7. ESR3 statistics

21 applicants: 7 female applicants, 14 male applicants.

1.3.1.8. ESR4 statistics

24 applicants: 7 female applicants, 17 male applicants.

1.3.1.9. ESR5 statistics

11 applicants: 4 female applicants, 7 male applicants.
The initially top candidate withdrew for work reasons (being offered another PhD position elsewhere); thus, the selection continued among the remaining candidates.

1.3.1.10. ESR6 statistics

16 applicants: 4 female applicants, 12 male applicants.
The initially top candidate withdrew for family reasons; thus, the selection continued among the remaining candidates.

1.3.1.11. ESR7 statistics

13 applicants: 5 female applicants, 8 male applicants.

1.3.1.12. ESR8 statistics

1.3.1.12.1. Round 1

10 applicants: 2 female applicants, 8 male applicants.
The selected applicant in Round 1 withdrew his application for work reasons (he received a position at his home country).

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The grades and gender of the top 3 applicants are shown below.

1.3.1.12.2. Round 2

14 applicants: 4 female applicants, 10 male applicants.

1.3.1.13. ESR9 statistics

11 applicants: 4 female applicants, 7 male applicants.

1.3.1.14. ESR10 statistics

21 applicants: 7 female applicants, 14 male applicants.

1.3.1.15. ESR11 statistics

18 applicants: 6 female applicants, 12 male applicants.

1.3.1.16. ESR12 statistics

14 applicants: 5 female applicants, 22 male applicants.

1.3.1.17. ESR13 statistics

1.3.1.17.1. Round 1

21 applicants: 3 female applicants, 18 male applicants.
No applicant was selected for this position as even the top ones had too low grades (i.e., below 6.5 on a scale 0 to 10) to be deemed eligible for ESR13 position.

1.3.1.17.2. Round 2

8 applicants: 2 female applicants, 6 male applicants.

1.3.1.18. ESR14 statistics

11 applicants: 3 female applicants, 8 male applicants.

1.3.1.19. ESR15 statistics

25 applicants: 7 female applicants, 18 male applicants.
A summary of the number of applicants per position is given in Figure 9.

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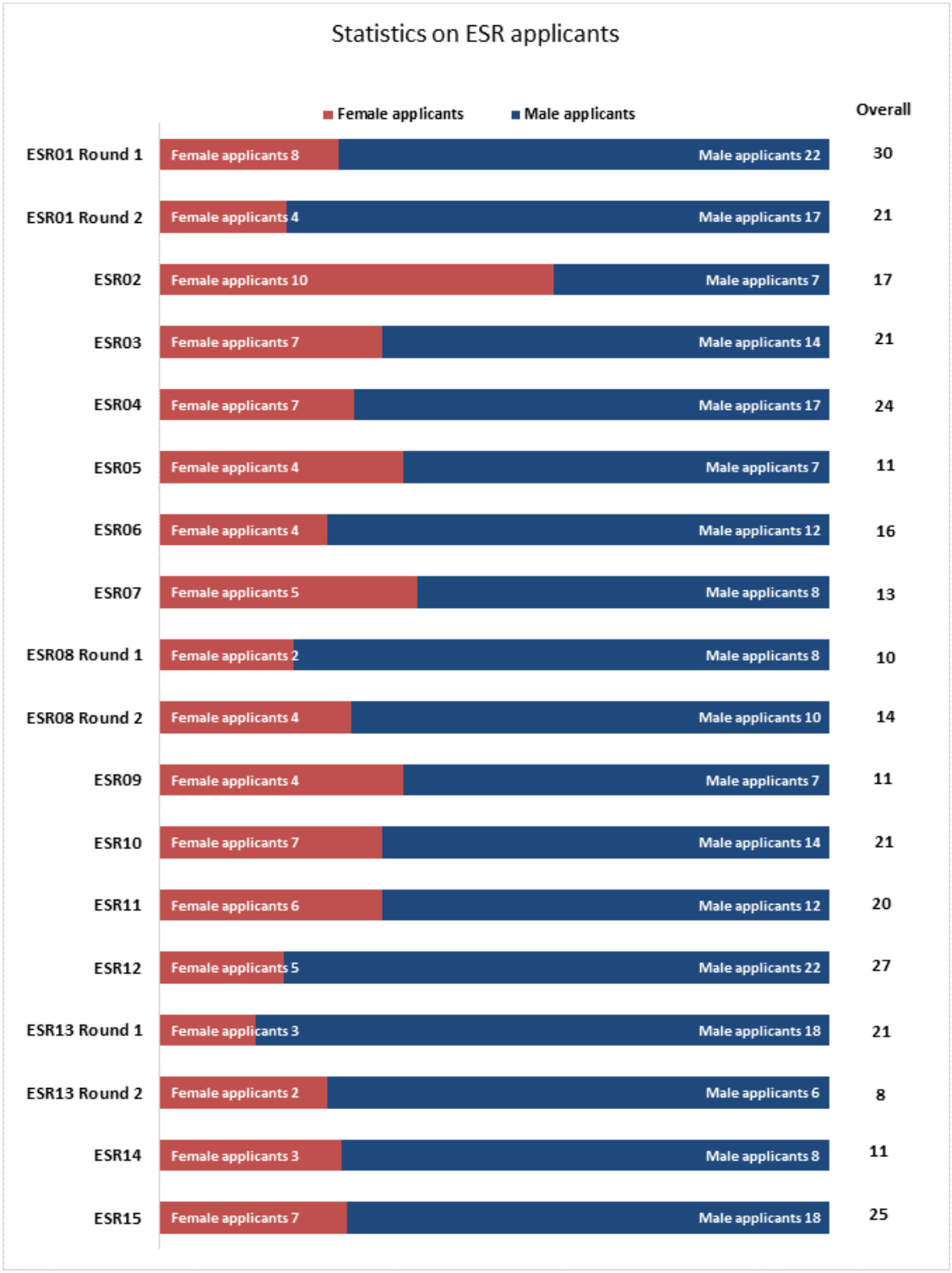

Figure 9 Summary of number of applicants per position

1.3.2. Grades per position

Figure 10 illustrates the grades of the selected applicants, which varied between 7.8 and 9.63. The second- and third-best grades are also illustrated in there for comparative purposes. The index on x-axis in Figure 10 does not correspond to the position index; it has been randomized in order to respect the privacy of the recruited fellows. As noticed in Figure 10, for some positions the competition between the first and second

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candidates has been very high (as it is for example visible at index 7 in the figure), but usually such cases occurred when second-best candidate for one position turned out to be also the top candidate on another position (as each applicant applied for up to 4 positions in the network).

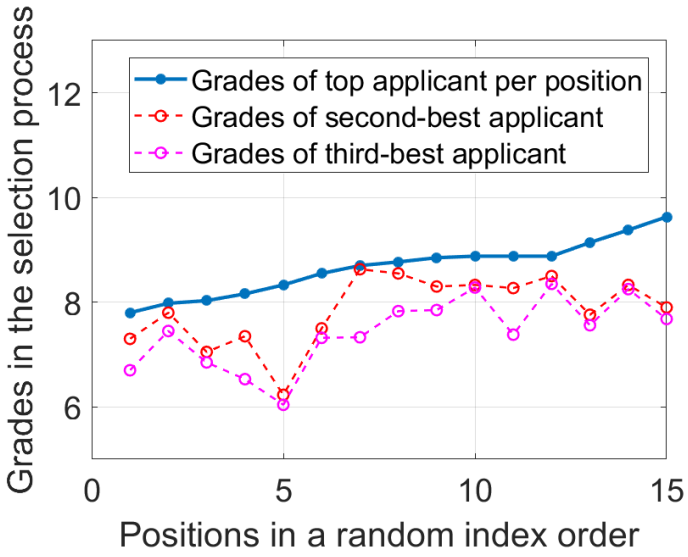

Figure 10 Grades of top candidates as well as of candidates on 2nd and 3rd places in the selection process. The xaxis uses a random index of the 15 positions so that the privacy of the selected applicants is preserved.

1.3.3. Statistics regarding the selected applicants

After both selection rounds, a total of 66.7% female applicants and 33.3% male applicants were selected, from 9 different countries. The average age of the selected candidates was 26.4 (standard deviation 3.35 years)

2. Updated secondment plans

The following summarizes the planned secondments of each ESR. Additional updates may occur in order to comply with the 6-month taxation rules in EU, as well as with possible restrictions on two simultaneous long residence EU permits for non-EU citizens.

2.1. ESR1 Secondment

Planned secondment(s):

1. URC, Italy, 12 cumulative months starting M21 to work on edge network parameter optimization and to attend lectures.
2. T6E, Italy, 2 months, starting M39 complementary skill training on fundraising, project raising, social innovation, and project management.

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2.2. ESR2 Secondment

Planned secondment(s):

1. UJI, Spain, 6 cumulated months starting M21 (4 months in mid Aug 2020- mid Dec 2020 and 2 months in Nov 2021-Dec 2021) to collect and analyze statistically crowdsourced data with UJI SW and to attend lectures at UJI.
2. IDOM, Spain, 3 months (Jan 2022-Mar 2022); work on urban planning enhancements through crowdsourcing.

2.3. ESR3 Secondment

Planned secondment(s):

1. UPB, Romania, 9 cumulative months, starting M21 (5 months Sep 2020- Jan 2021 and 4 months Sep 2021-Dec 2021), work on IoT cm-level localization and collection of ECTS for PhD.
2. Digital Living, Finland, 3 months starting M37 (Jan 2022-Mar 2022) for a case study of implementing the IoT privacy-aware localization into a digital platform.

2.4. ESR4 Secondment

Planned secondment(s):

1. BUT, Czech republic, 12 cumulative months (6 months during Jul 2020– Dec 2020 and 6 months during Jul 2021– Dec 2021), work on AR/VR-based wearables and collection of ECTS for PhD.
2. Ericsson, Finland, 3 months (Mar 2022-May 2022) to test the proof-of-concept in real-life industrial scenario.

2.5. ESR5 Secondment

Planned secondment(s):

1. TAU, Finland: 6 cumulative months, starting M25 (Jan 2021-Jun 2021), work on deep learning techniques in wireless positioning and attending TAU postgraduate relevant course.
2. GrupoS2, Spain, 3 months, starting M31 (Jul 2021-Sep 2021) for work on security protocols.

2.6. ESR6 Secondment

Planned secondment(s):

1. TAU, Finland, 6 cumulative months, starting M32 (Aug 2021-Jan2022), to compare collaborative with non-collaborative techniques and collect ECTS needed for PhD.
2. Wirepas, Finland: 3 months, starting M38 (Feb 2022-Apr 2022), to implement a proof of concept for collaborative infrastructure-less positioning with mesh networks.

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2.7. ESR7 Secondment

Planned secondment(s):

- BUT, Czech republic: 12 cumulative months, starting M21 (Sep 2020), work on machine learning for the urban mobility observatory and local training at BUT.
- Castellon Police Department, Spain, 1 month starting M33 (Sep 2021) to work on public safety aspects, 3. S2G, 2 months starting M41 for training on cybersecurity.

2.8. ESR8 Secondment

Planned secondment(s):

- TAU, Finland, 6 months (Sep 2020-Feb 2021), work on hybridization techniques in wireless localization and course attendance at TAU.
- NXP Semiconductors, 3 months (Sep 2021-Nov 2021)- work on evaluating indoor localization systems in an industrial setup, possibly in comparison with NXP UWB solutions.
- TAU, Finland, 3 months (Mar 2022-May 2022) to refine proposed indoor localization algorithms and techniques, conduct final experiments, and prepare for writing the PhD Thesis.

2.9. ESR9 Secondment

Planned secondment(s):

- BUT, 12 cumulative months starting M21 (6 months during Sep 2020-Feb2021 and 6 months during Sep 2021-Feb 2022), work on person tracking algorithm development and collecting ECTS needed for double PhD.
- Beia, 3 months, starting M40 (Apr 2022-Jun 2022), work on testing the developed algorithms in an industrial environment.

2.10. ESR10 Secondment

Planned secondment(s):

- URC, Italy, 12 cumulative months (5 months Nov 2021-Apr 2021 and Nov 2021-Apr 2022), work on decision making algorithms for Medical IoT and eHealth and attending local postgraduate courses
- CITST, Romania, 3 months (May 2022-Jul 2022) to test the eHealth architecture on a robotic platform for AAL.

2.11. ESR11 Secondment

Planned secondment(s):

- 12 cumulative months at TAU, Finland (6 months during Sep 2020-Feb 2021 and 6 months during Sep 2021-Feb 2022), work on outlier detection and gathering ECTS from local post-graduate relevant lectures.
- 2 months at SWO, Czech republic, starting M39 (Mar 2022 –Apr 2022) to integrate features of the developed platform with SWO real-time location platform for retail and sports apps

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2.12. ESR12 Secondment

Planned secondment(s):

1. TAU, Finland 12 cumulative months, starting M22 (Oct 2020-Mar 2021 and Oct 2021-Mar 2022) to work on wireless communication protocols for wearables and to attend TAU lectures.
2. Netcope, Czech republic, 3 months, starting M42 (Jun 2022-Aug 2022), to test the developed proof-of-concept in an industrial environment

2.13. ESR13 Secondment

Planned secondment(s):

1. 12 cumulative months at UJI, Spain, starting M21 (6 months during Sep 2020-Feb 2021 and 6 months during Sep 2021-Feb 2022), work on state-of-the-art review and novel cryptographic techniques in IoWT and attending UJI lectures.
2. 2 months at Netcope, Czech republic, starting M39 (Mar 2022-Apr 2022), building a HW set-up for algorithm testing.

2.14. ESR14 Secondment

Planned secondment(s):

1. 12 cumulative months at TAU, Finland, starting M13, work on communications protocols in IoWT and collecting ECTS from local TAU courses.
2. Ericsson, Finland, 2 months, starting M38, testing developed solutions with ERI infrastructure.

2.15. ESR15 Secondment

Planned secondment(s):

1. 12 cumulative months at UJI,Spain, to work on state-of-the-art and multi-connectivity novel solutions in IoWT.
2. IDOM, Spain, 3 months, starting M39, training on 5G and IoT standardization.

3. Recruitment steps

The following steps were involved in the recruitment process; an estimate of the time duration for each step is also shown. The whole process started around Sep 2018, immediately after the signatures of the Grant Agreement

- Creating, approving (by Data Protection Officers at TAU and UJI), and signing the GDPR-related forms (controller agreements, reviewer policies, etc.) – *about 2 months;*
- Creating the consent forms and privacy notices for the applicants and getting them approved by the Data Protection Officers at TAU and UJI – *about 1 month;*
- Setting up the recruitment portal (done by UJI). Two synchronized platforms were used: one for the applicants' submissions and one for the reviewers' access. Both platforms could be accessed via a personal password, after agreeing with the terms – *about 1 month;*
- Opening up the recruitment portal and advertising the positions – positions were opened on 24th of Dec 2018;

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- Submission phase – applicants submitted their documents and starting the review phase – *about 3 months;*
- Interview phase – top 3-10 candidates per position were invited to Zoom-based interviews with a team of supervisors. A representative of the coordination team also attended to take interview minutes. Interviews were scheduled in advance so that interviewed candidates had some time to prepare – interview phase per each round lasted *between 1 and 4 weeks;*
- Selection making and approval of the Advisory Board of selected candidates (this involved also a cross-checking of the eligibility and PhD-related documents) – *about 3 weeks;*
- Reopening the positions for the un-filled ones or for situations where there have been withdrawals and repeating steps 17-20 above, with a slightly faster decision-making process) – *about 2.5 months;*
- Starting the visa procedures for all candidates requiring visa to join the Beneficiary (i.e. 67% of cases);
- Helping the selected candidates in need of visa with the steps involved in visa process (e.g., faster appointments to embassies when applicable, acquiring the necessary documentations for the visa/residence permit purposes, etc.).

4. Recruitment strategy and example websites

In order to execute the advertisement in the most effective way, we have applied the following strategy:

1. We used position-advertisement websites (both paid and free);
2. We actively distributed the content via social networks;
3. We sent email to extended professional network of each supervisor from Beneficiaries and Partner Organizations;
4. We advertised through university/company websites;
5. We used community-based mailing lists.

We envisioned the following challenges during the dissemination process:

1. Accessibility (Googlable?);
2. Adoption (Are there any actual students there?);
3. Actuality (Is it alive?);
4. Responsivity (How long would it take to publish?);
5. Budget (How to pay during project's first months and how to select the place?).

The following sections address the results of our advertising campaign and show snapshots of advertised positions on different websites.

4.1. EURAXESS channel

Euraxess website is mandatory to advertise EU-funded positions, thus we based our advertisement there in the first place.

4.1.1. Round 1

We created both a global ad including all positions (published by TAU as coordinator) and individual ads per each position (published by each Beneficiary).

All ESRs https://euraxess.ec.europa.eu/jobs/364125
1 https://www.euraxess.gov.ro/jobs/369349
2 https://www.euraxess.gov.ro/jobs/369352
3 https://www.euraxess.gov.ro/jobs/369356

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4 https://www.euraxess.gov.ro/jobs/369359
5 https://www.euraxess.gov.ro/jobs/369703
6 https://www.euraxess.gov.ro/jobs/370471
7 https://www.euraxess.gov.ro/jobs/370474
8 https://www.euraxess.gov.ro/jobs/371386
9 https://www.euraxess.gov.ro/jobs/371396
10 https://www.euraxess.gov.ro/jobs/370474
11 https://www.euraxess.gov.ro/jobs/370804
12 https://www.euraxess.gov.ro/jobs/370471
13 https://www.euraxess.gov.ro/jobs/370823
14 https://www.euraxess.gov.ro/jobs/370847
15 https://www.euraxess.gov.ro/jobs/370851

4.1.2. Round 2

In round two we renewed the individual announcements from each re-opened position:
13 https://euraxess.ec.europa.eu/jobs/370823
8 https://euraxess.ec.europa.eu/jobs/371386
1 https://euraxess.ec.europa.eu/jobs/410537

4.2. Social networks

According to the discussion with applicants during the interviews, most of the visibility appears to come from Facebook. Similarly to websites, many Facebook groups are inactive but still bring some visibility to the project. International student organizations were also contacted via Facebook, but they declined or ignored our requests to support the recruitment campaign.

4.2.1. Facebook groups

The following Facebook groups were used:

1. Computer Science PhD Positions https://groups.google.com/forum/#!forum/phdpositions
2. Higher Education - Jobs - Stage - Internships in Europe, https://www.facebook.com/groups/MastersPhd/
3. International PhD, Postdoc and Faculty Positions, https://www.facebook.com/groups/1408690636117196/
4. International Scholarships, https://www.facebook.com/groups/305032113168434/
5. Job and PhD opportunities, https://www.facebook.com/groups/JobPhD/
6. MS, PhD and Post Doc Positions, https://www.facebook.com/groups/110527978996272/
7. Ph.D. Positions, https://www.facebook.com/groups/246961982052731/
8. PhD and Post-Doc positions https://groups.google.com/forum/#!forum/phdpostdoc
9. PhD and Postdoc positions https://www.facebook.com/groups/143733582342736/
10. PhD Opening https://groups.google.com/forum/#!forum/phd-opening
11. Phd, Postdoc and professorship position (Grants and scholarship) https://www.facebook.com/groups/432877003732934/
12. Postdoc positions https://www.facebook.com/groups/postdoc/
13. Research Scholars https://www.facebook.com/groups/researchscholars/
14. Scholarship positions https://www.facebook.com/dolpages/
15. Scholarships international https://www.facebook.com/groups/Scholarshipsinternational/
16. The Job List https://groups.google.com/forum/#!forum/thejobslist

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4.2.2. Reddit groups

The following Reddit groups were also used for advertising

1. DataScienceJobs, https://www.reddit.com/r/DataScienceJobs/
2. Academia, https://www.reddit.com/r/Academia
3. ScholarshipsandJobs, https://www.reddit.com/r/ScholarshipsandJobs
4. LadiesofScience, https://www.reddit.com/r/LadiesofScience/

4.2.3. Google groups

The following Google groups were used to send messages about the open A_WEAR positions, mostly during Dec 2018-Jan 2019 period; some (such as the first one which is very active) were used for multiple postings with different tags:

- Machine Learning News ml-news@googlegroups.com
- Society of Women Engineers
- EUCog General News
- misc.jobs.misc
- Women in Machine Learning
- IoT interest group
- Reinforcement Learning Mailing List
- Internet of Things: Make it human

Example of keywords used to find relevant mailing lists and google groups are: 5G; approximate computing; blockchain; cloud computing; cloud platforms; crowdsensing; crowdsourcing; edge computing; energy efficiency; indoor positioning; Internet of Things; machine learning; mmWave; PhD jobs; privacy; security; semantic web; social aware discovery; statistical signal processing; trustworthy data; urban mobility; user-centered design; wearables; women in engineering.

4.2.4. Twitter channels

An @A_WEAR_Project Twitter channel was created and @A_WEAR_Project user sent advertising information to various other Twitter channels, such as Erasmus Mundus channels in various countries, MSCA communities, universities pages for various top engineering universities in the world, etc. In addition, the A_WEAR supervisors posted on their own Twitter channels advertisements to the A-WEAR positions. Again multiple postings were made, during Dec 2018-May 2019.

4.3. Online job-advertising platforms

During pre-recruitment stage, we have investigated more than 30 websites for job advertising (more details in Section 4.3.1.1). As a result, 2 paid platforms (LinkedIn and FindAPhD) and 14 free platforms were selected (see next sub-section). Examples of those are provided in the Appendix.
In addition to the EU websites, also the US Handshake portal was used and 21 engineering universities approved us. Many job advertising websites proved to be inactive (e.g., no answers when contacted with inquiries by us) or extremely expensive (up to 850 EUR/month). Some job advertising websites can only get the ad from the university HR automatically, such as Aarresaari portal in Finland, where we sent the information about the TAU-hosted jobs.
For most of the websites, it is typically not possible to post a position on behalf of other beneficiary.

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The results of our campain is given in Figure 11 and Figure 12.

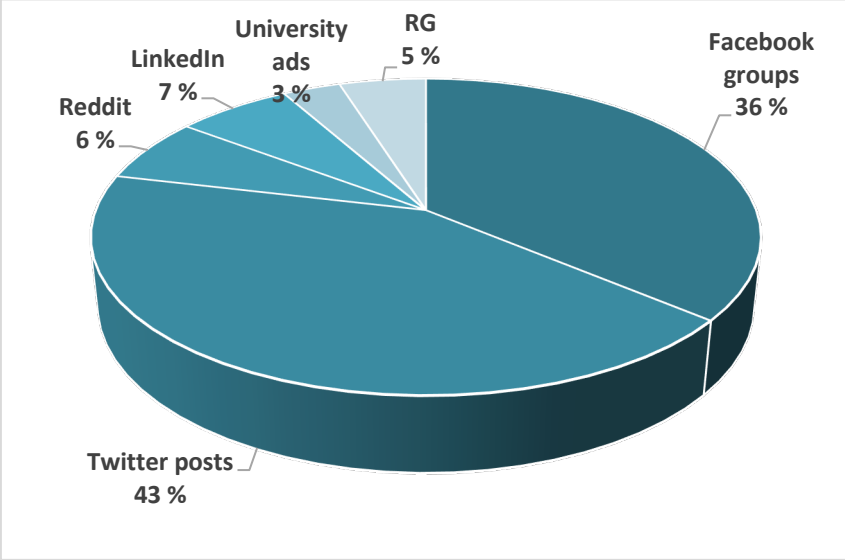

Figure 11 Distribution of posts per platform (RG=Research gate)

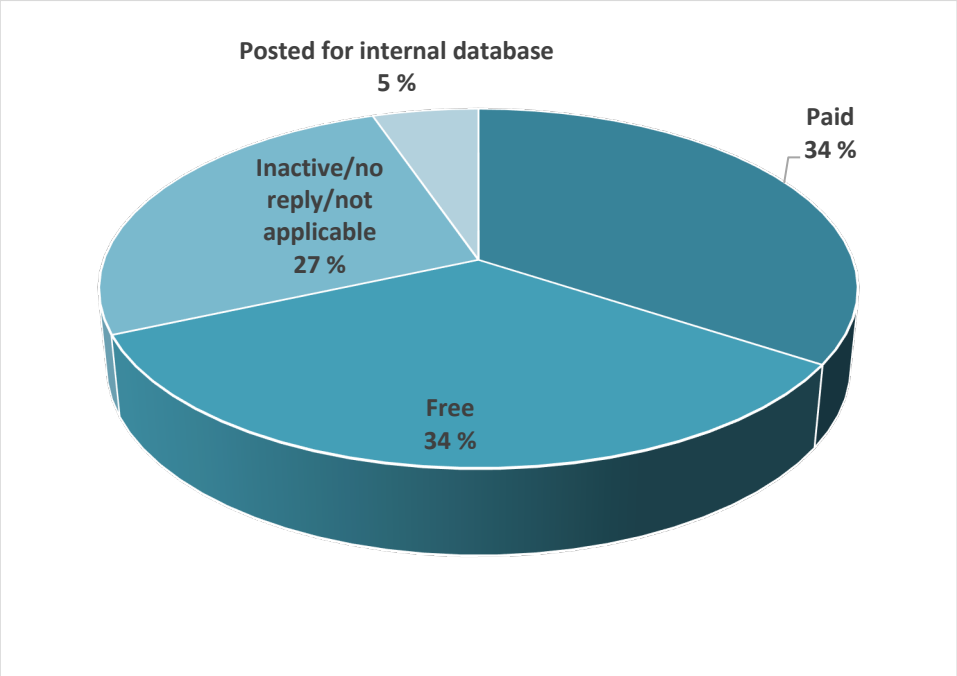

Figure 12 Distribution of advertisement platforms

4.3.1.1. List of investigated platforms

The following list shows the 31 main job advertising platforms we have investigated in addition to the above-mentioned social media channels (sorted alphabetically):

- Aalto.fi
- AcademicGates
- AcademicKeys

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- Academics
- Belgium career service
- ChronicleVite
- Dol Pages
- ETH career service
- Eurasip
- Euraxess
- EuroSys
- Geoinformatics
- HiPEAC
- joinhandshake
- kit.edu porytal
- MarieCurie
- Marketing PhD Jobs
- Mendeley
- Narure Jobs
- PhDPosition
- Polish Ads
- politechnico milano
- PolytechnicPositions
- PostGrad
- rug.nl
- Scholarships for Phds
- Science Careers
- ThePhDProject
- University of Cambridge
- University positions
- WES

4.3.1.2. Selected paid platforms

Two of the paid platforms were selected based on a tradeoff between their visibility to the target audience and prices. These two platforms (with examples in Appendix) are LinkedIn and FindaPhD.

4.4. Other advertising efforts

Moreover, we have used extended personal network to disseminate the information including mailing lists. For the extended list of university contacts, we focused in particularly on the European student market from several reasons: (i) Euraxess portal is much better known outside EU than at EU level (by Msc graduates), thus the audience outside EU was already reached through Euraxess (indeed, from our surveys among PhD students from Asia & Africa at our universities, we found out that the most popular social media channels used for searching for PhD jobs in Europe is Euraxess in Asian and African universities, and this was already covered); (ii) Many universities that appear on top ranks from Asia and Africa had their main page of the university only in the local language, thus it was not possible to find additional relevant contacts. We did contact however few known professors from the wireless communication and navigation research community from countries with a high number of students at the Beneficiary units, such as China, Iran, and India; (iii) the validity of Msc diplomas awarded by EU universities was easier to check by each A-WEAR university than Msc diplomas awarded outside EU.

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The other advertising efforts can be summarized as follows:

- Contacting 57 HR/press centers on universities.
- Beneficiaries universities portals and students lists, e.g.:
- BUT portal: https://www.fekt.vutbr.cz/o_fakulte/aktualita/181398
- UJI mailing lists – 08.01.2019 (MERCATOR@listserv.rediris.es, icc@uji.es, lsi@uji.es, SIG@listserv.rediris.es, AGILE members, ACM-SIGSPATIAL@listserv.acm.org, GIS-UK@jiscmail.ac.uk)
- TUT/TAU POP student portal - 26.12.2018
- TUT/TAU Mailing lists: mycolleagues@mailman.ufsc.br (26.12.2018); GSP-STUDIES@JISCMAIL.AC.UK (26.12.2018); air-l@listserv.aoir.org (26.12.2018); tccc-announce@comsoc.org (7.01.2018); RESEARCH-STAFF-SUPPORT@jiscmail.ac.uk (7.01.2018); ACTIVELEARNING@jiscmail.ac.uk (7.01.2018); cost-lost@newyork.ing.uniroma1.it (8.01.2018); socinfo@listmail.tut.fi (8.01.2019), tcgcc@comsoc.org (8.01.2019), cistc@comsoc.org (8.01.2019), ieeewtc@comsoc.org (8.01.2019), multicomm@comsoc.org (8.01.2019), ssc@comsoc.org (8.01.2019), uai@ENGR.ORST.EDU (9.02.2019)
- UPB portals: http://acs.pub.ro/en/noutati/jointdouble-phd-in-wearable-computing-iot/ and http://acs.pub.ro/noutati/doctorate-cotutela-in-wearable-computing-iot/
- Personal emails sent to 700+ professors; examples of the statistics of contacted professors per country in the first round are shown in Figure 13.

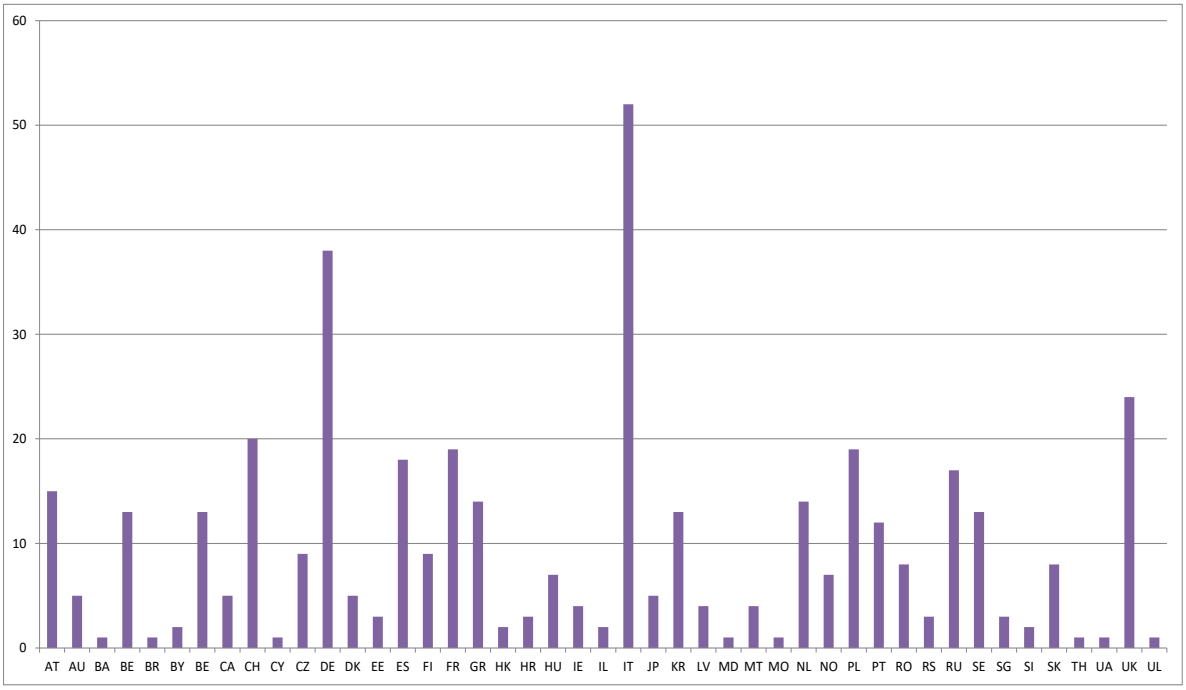

Figure 13 Statistics of number of professors contacted per country, after removing generic domain names (after 1st round)

- **Career services** for universities – recruitment webpages & email contacts from international offices and career services, e.g.:
- Aarresaari Career Services Network for Finnish Universities, https://www.aarresaari.net/home, Finland 8.01.2019
- Warshaw University career service, https://www.bk.pw.edu.pl/, Poland, 9.01.2019

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- **Twitter** @A_WEAR_Project (24.12.2018) and various TwitterChannels Jan 2019 (e.g., **@PhDvibe, @EngineersDay)**
- **LinkedIn** posts (Jan 2019), e.g.: https://www.linkedin.com/feed/update/urn:li:activity:6489148661153562624, https://www.linkedin.com/feed/update/activity:6483976750698102784/
- **Other advertising channels**
- HIPEAC EU network (https://www.hipeac.net/jobs/10627/15-jointdouble-phd-degree-positions-in-a-wear-network/

Examples of websites (with website snapshot) used in our advertising campaign are shown in Appendix.

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5. Selected fellows' feedback on the selection process

The selected fellows were asked to provide a feedback on how they perceived the selection process and this section gives a summary of the points emphasized by fellows based on their recruitment experience:

- Comprehensive and specific description of the A-WEAR program, A-WEAR topics and A-WEAR requirements at the webpage;
- All of the application steps (required questions and documents) clear and easy to follow; user-friendly application portal;
- Transparent process with a timely management;
- Having the full team of academic and industrial supervisors participating in the interviews was perceived as an interesting and good experience by the selected fellows;
- Interviews were perceived in a positive light due to the experience gained in communicating in English with people from various backgrounds and to the fact that information was provided not only about the technical aspects, but also about the aspects in living in a new country;
- Prompt and timely answers to the applicants' inquiries through the info.a-wear@tuni.fi contact email;
- Good and prompt technical support regarding the application portal;
- Good support from the supervisors and from the Beneficiary university administration during the preparation and the submission of the visa/residence permit application;
- The exhaustive list of sources of finding out about the A-WEAR positions among the selected candidates includes: Personal network, Facebook, Euraxess, own university webpages (a university outside A-WEAR network), LinkedIn, FindAPhD.com and academicpositions.com sites.

6. Lessons learnt

6.1. Supervisors' view

The following **main challenges** have been encountered in our recruitment process

- Writing the privacy notice and privacy rules in accordance with GDPR took a long time (about 2 months), thus the positions could be published only on 24.12.2018;
- Reaching the exact target audience (fresh MSc students/early stage researchers) is not trivial, as most mailing lists are meant for and read by more established researchers;
- Competition with other ITNs (100+) starting at the same time as our EJDs and with other PhD openings in units outside A-WEAR team;
- Helping selected non-EU fellows to acquire a timely visa/residence permit once they were selected (which involved sometimes high bureaucratic efforts and a lot of time to deal with administrative units).

As a summarizing note of our successful efforts in the recruitment, we are listing below the following **lessons learnt**:

- To define well the target audience; good examples of how to target a certain audience class can be found in [1];
- To get in contact with specialized blogs and website in order to analyze the possibility of posting our PhD jobs announcements;
- To list the requirements for the position and the expected results of each ESR project in a specific and comprehensive manner;
- To figure out the countries where one Beneficiary might have a higher success rate to recruit prospective candidates and to contact the relevant universities and career services units for

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students in those countries: i.e., countries of our Consortium, countries of origin of majority of foreign students at the universities of A-WEAR, and countries with top universities in the world.

- To keep the job openings at least 2 months, as suggested also in [2], but at the same time to not leave them too long open and to do the selection process fast, so that the top applicants are not recruited meanwhile elsewhere:
    - A-WEAR job announcement posted on EURAXESS on 24.12.2018 with initial deadline 29.02.2019 (extended until 18.03.2019);
    - Selection process of first round: 18.03.2019-30.04.2019;
    - If not enough good applicants found, to re-open the application process for another month or so.
- To advertise the jobs also individually (not only in a bulk) on Euraxess for higher visibility (similarly with what suggested also in [1]);
- To advertise on the mailing lists of partners' Master programs (visibility (similarly with what suggested also in [2]);
- To have a continuous advertising effort, as advertising efforts have clearly had an impact on the number of applicants registered at the A-WEAR application portal, see Figure 14.

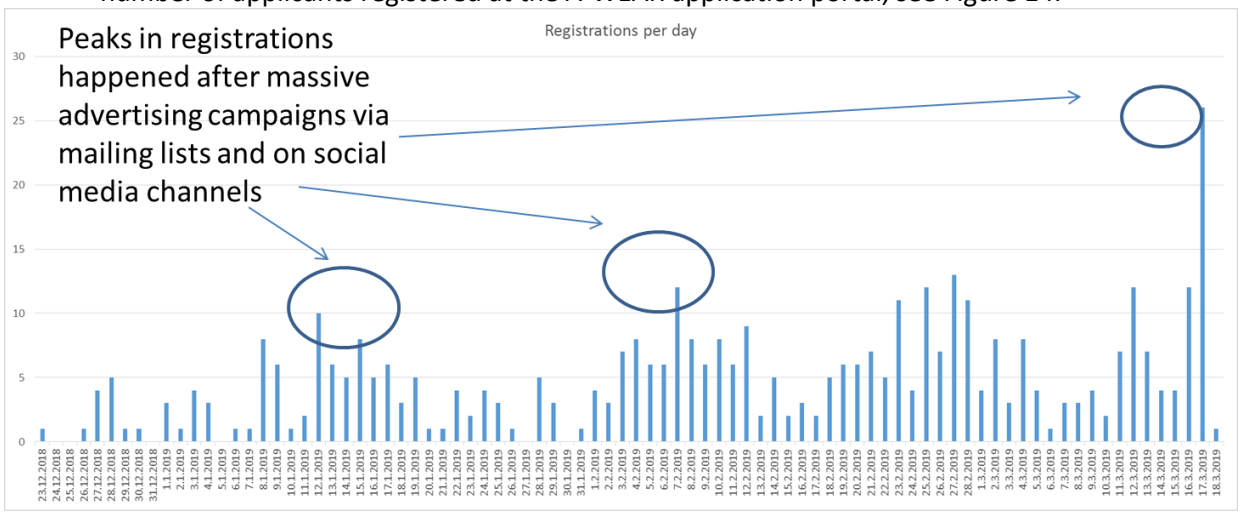

Figure 14 Number of registrations per day at the A-WEAR application portal

- The most efficient advertising efforts seemed to be via the personal networks of the supervisors, followed by Facebook and Euraxess. An inquiry among all 58 interviewed candidates showed the following distribution of sources that allowed them to find out about A-WEAR positions (see Figure 15).

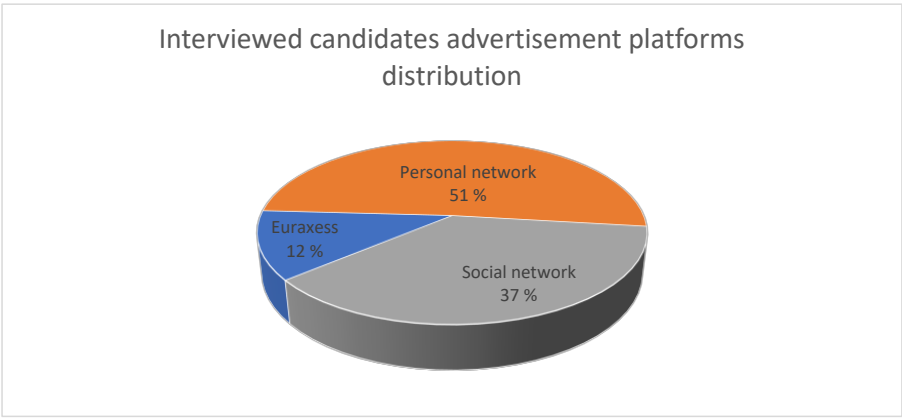

Figure 15 Sources from where the interviewed candidates found out about A-WEAR positions

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6.2. Fellows' view

Below is a summary of the fellows' feedback regarding what could be improved in future recruitments within MSCA actions:

- Eligibility criteria to be clarified in as many details as possible at the recruitment pages, e.g., if short-term visas and non-work trips are counted in the mobility condition, what is understood exactly by equivalent research experience, what are the exact requirements in terms of English certificates (for PhD registration), etc.
- Specifying the correspondence of Months numbers (e.g., M1, M12, etc.) to the calendar month (e.g., Jan 2019, Dec 2019, etc.) in the topics' description at the project webpage;
- Having a submission portal where applicants can easily review at a glance all their submission documents;
- Making very clear during the recruitment process that all applicants (both the successful and the un-successful ones) will be timely informed and that the information about the end of the recruitment phase is also to be added at the project webpage;
- Informing the applicants about the interview times with at least 5 days before the scheduled interviews in order to leave them some time to prepare;
- Having all team of future supervisors participating the in the interviews, so that the selected candidates can already get to know them from the interview phase;
- Improving the dissemination channels outside Europe, and in particular to South America and Australia where A-WEAR advertising channels seemed to have not reached so well;
- Providing an as-fast-as-possible answer after the interview to the candidates whether they were selected or not;
- Keeping in contact with selected applicants after the selection process and until they join the program, so that they can already get a better understanding of what to expect on joining the network and get enough administrative support;
- Beneficiaries to help recruited fellows in finding accommodation when possible;
- The selected candidates should be prepared to have patience and a positive attitude after moving in a new country, especially if needed to deal with high level of administrative and bureaucratic procedures.

7. References

[1] EJD-FunMat, D3.1 Publication of Job Offers, Website open for online applications
[2] 5GSTEP FWD, D5.2: Call for advertising vacancies

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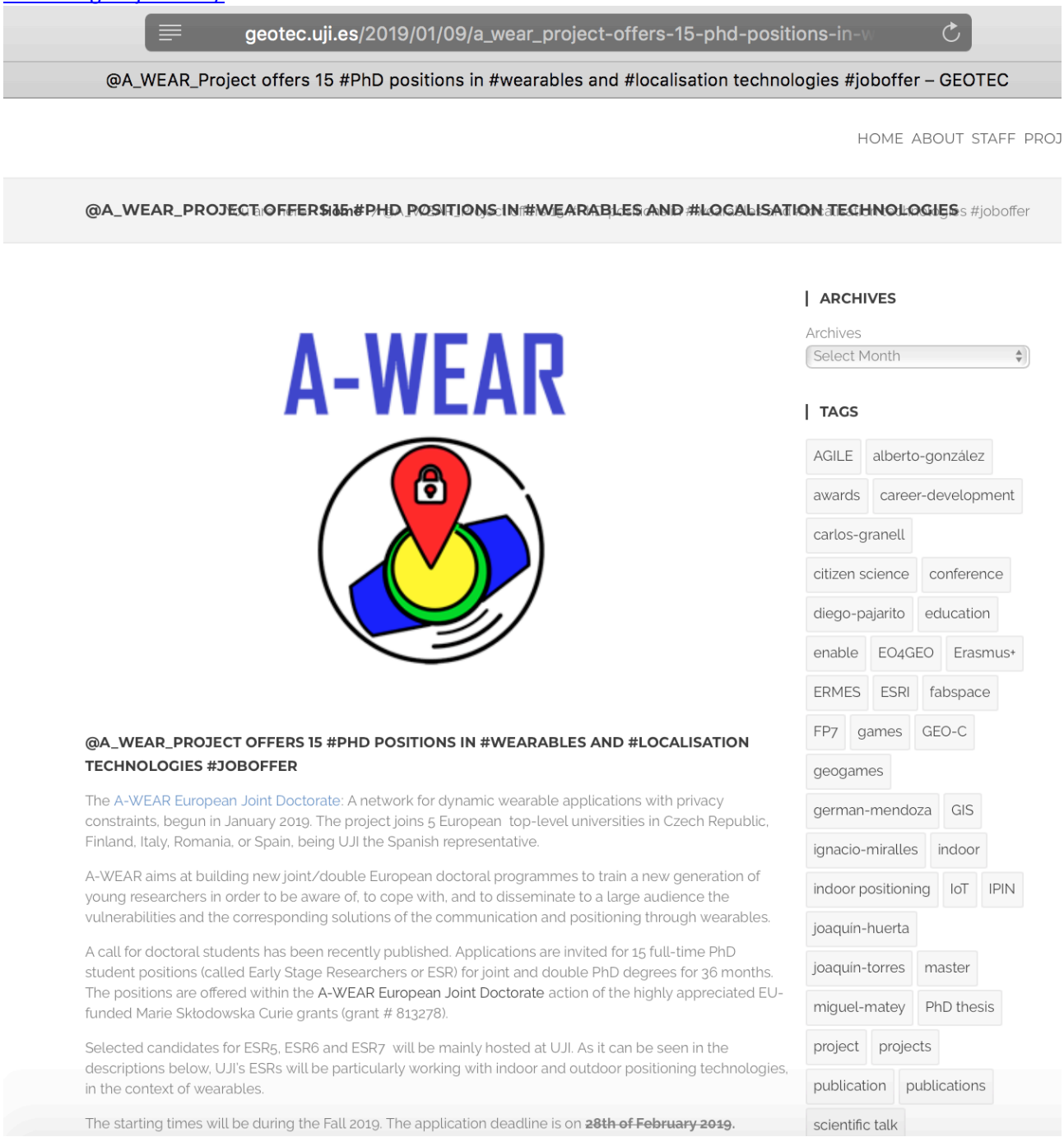
8. APPENDIX: Example advertisements screenshots:

8.1.1. Partner websites

8.1.1.1. UJI

http://geotec.uji.es/2019/01/09/a_wear_project-offers-15-phd-positions-in-wearables-and-localisation-technologies-joboffer/



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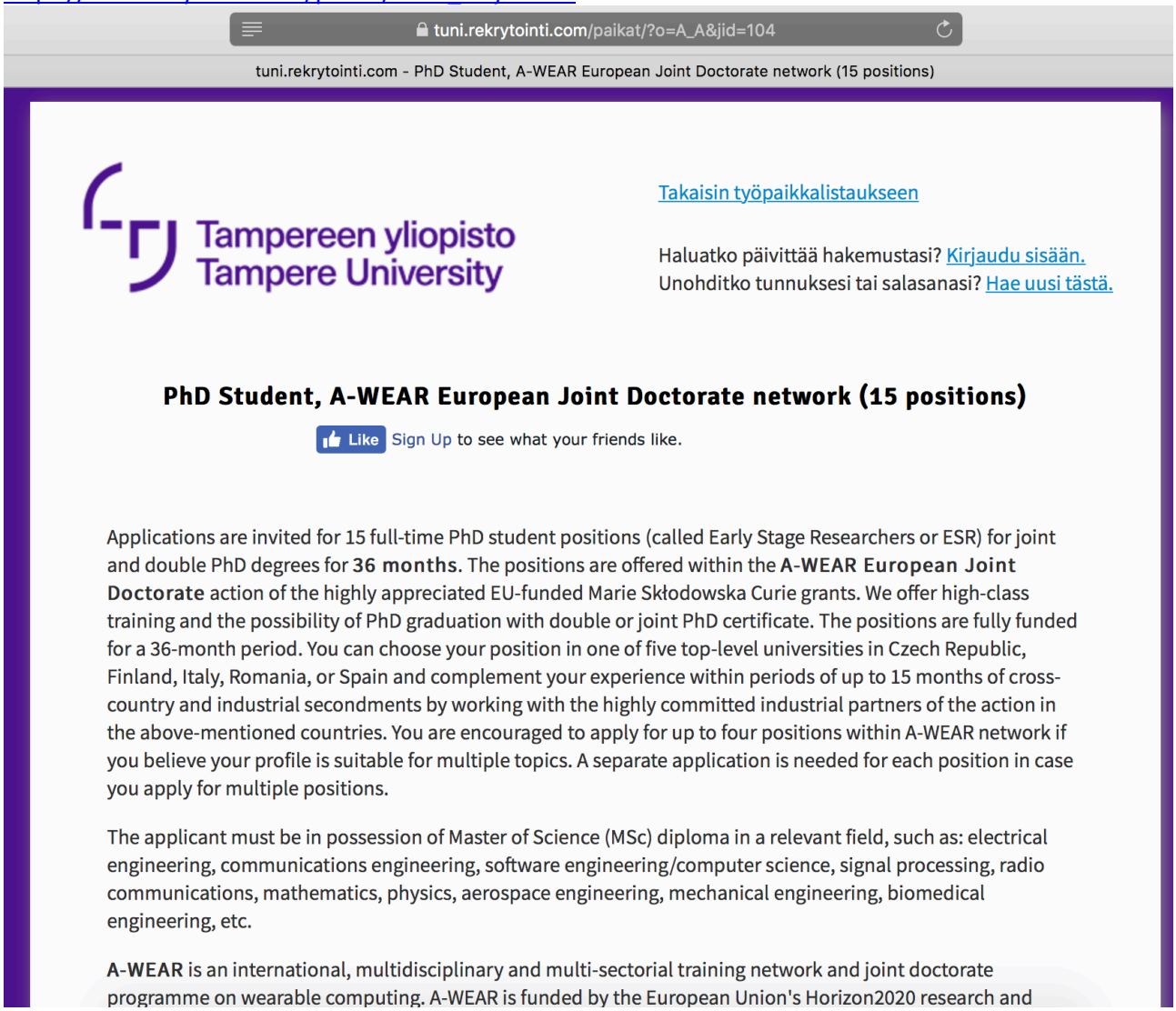
8.1.1.2. TAU

8.1.1.2.1. Advertisement 1

https://tuni.rekrytointi.com/paikat/?o=A_A&jid=104



8.1.1.2.2. Advertisement 2

https://www.tuni.fi/en/news/eu-funded-project-wear-creating-dynamic-wearable-computing-ecosystems

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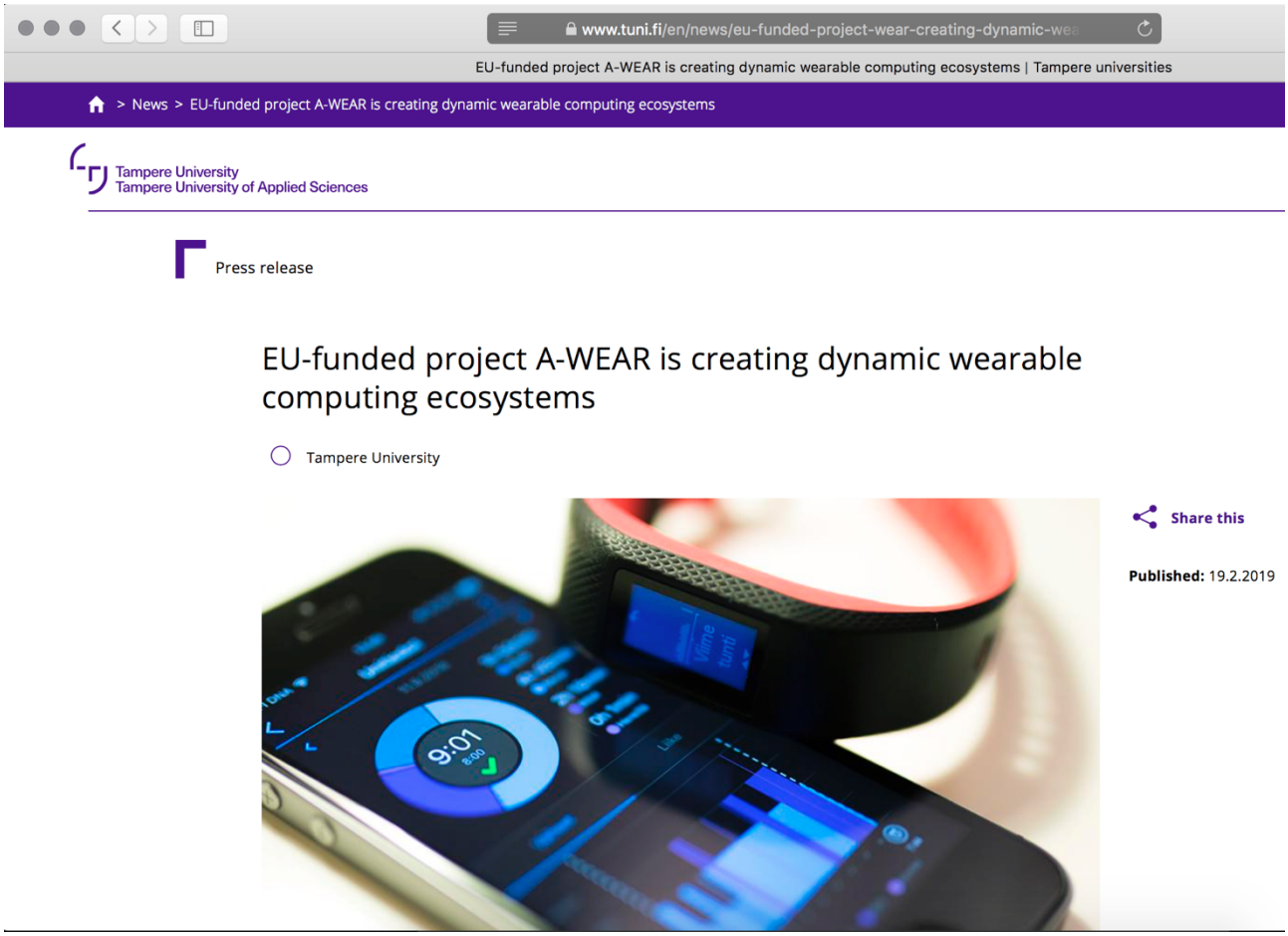

8.1.1.3. T6

http://www.t-6.it/t6-participates-a-wear-project-an-h2020-marie-sklodowska-curie-itn-ejd-initiative/

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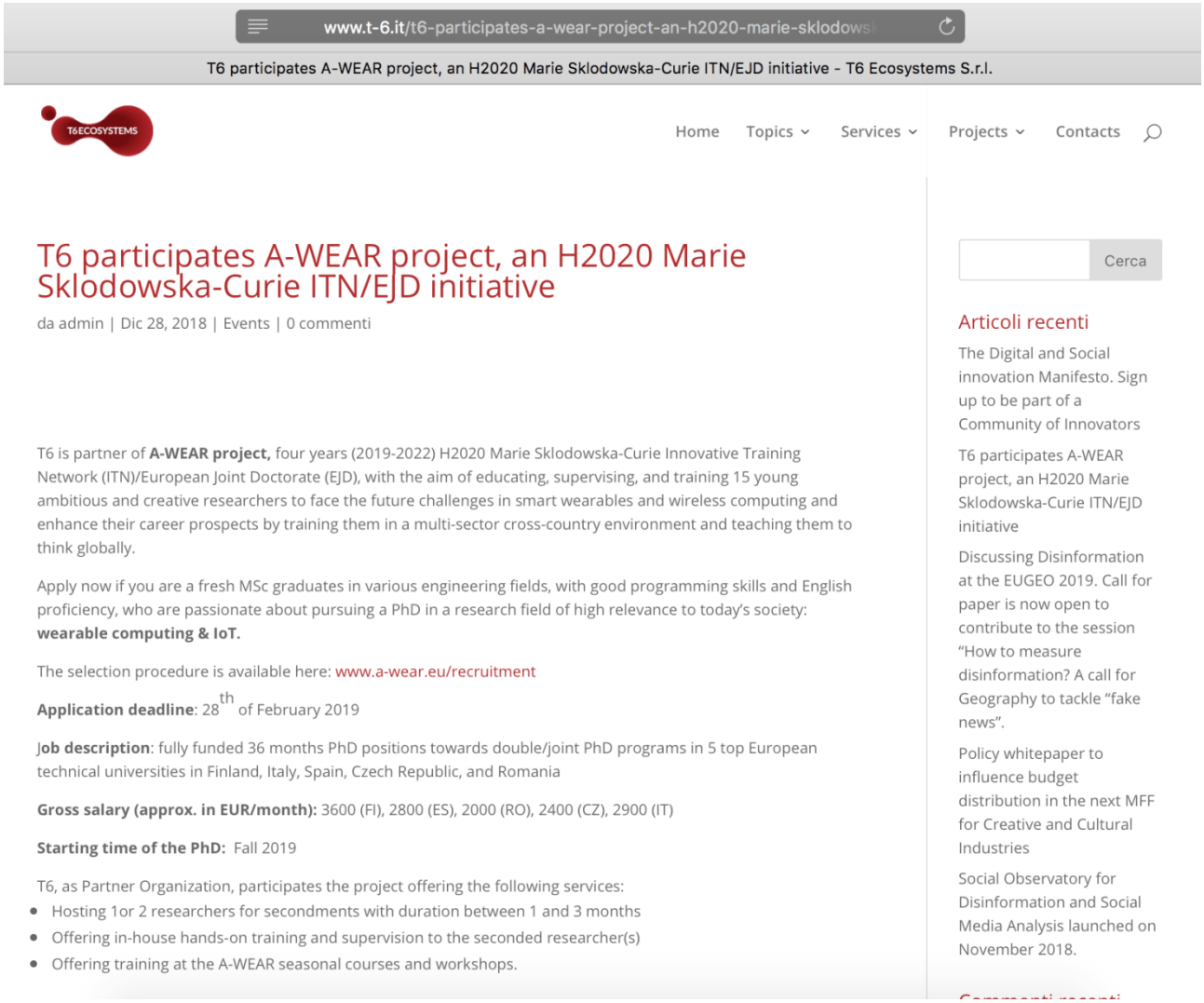

8.1.1.4. UPB

8.1.1.4.1. Advertisement 1

http://doctorat.acs.pub.ro/noutati/full-time-phd-student-positions-early-stage-researcher-esr-positions-within-a-wear-european-joint-doctorate-network/

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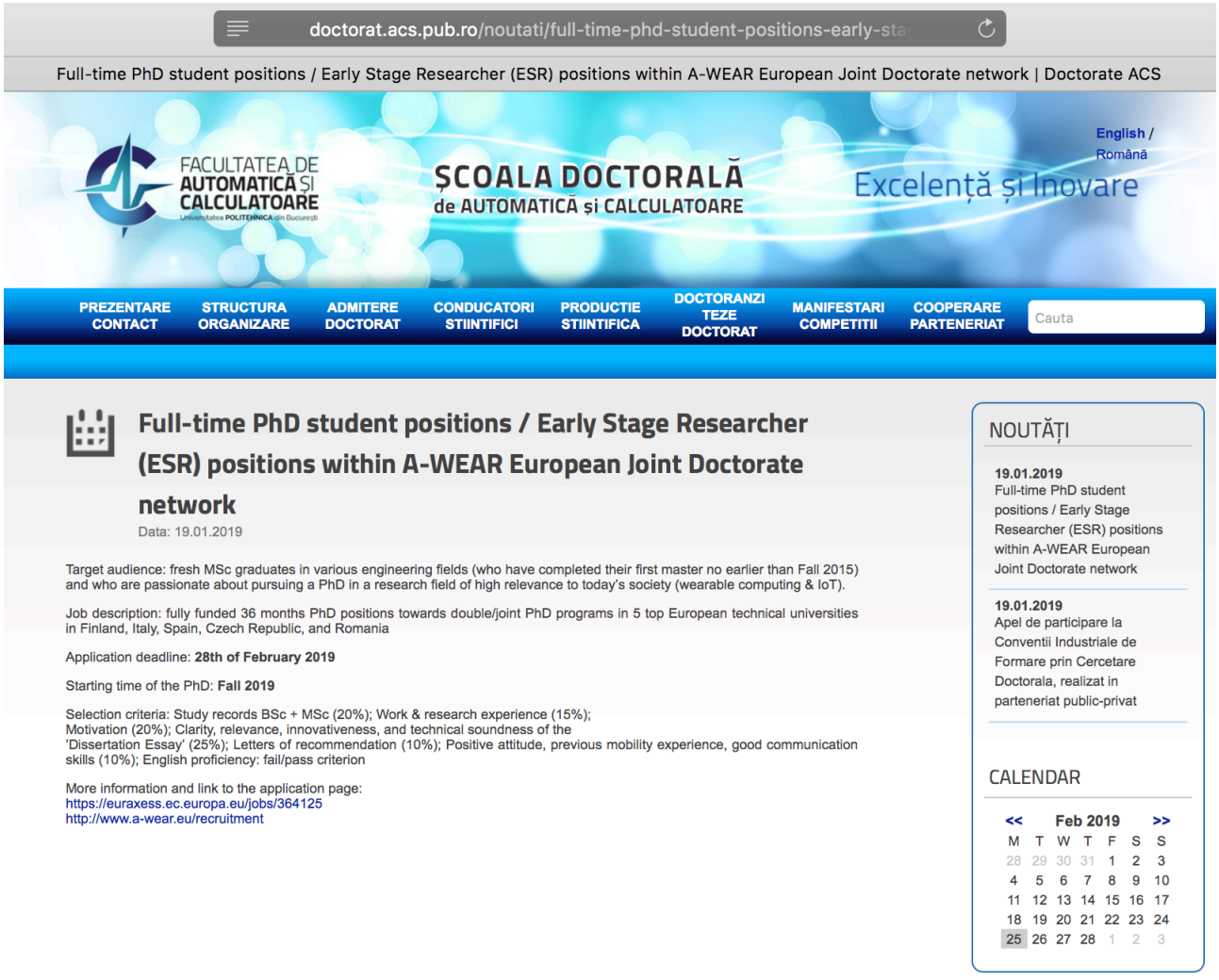

8.1.1.4.2. Advertisement 2

http://acs.pub.ro/en/noutati/jointdouble-phd-in-wearable-computing-iot/

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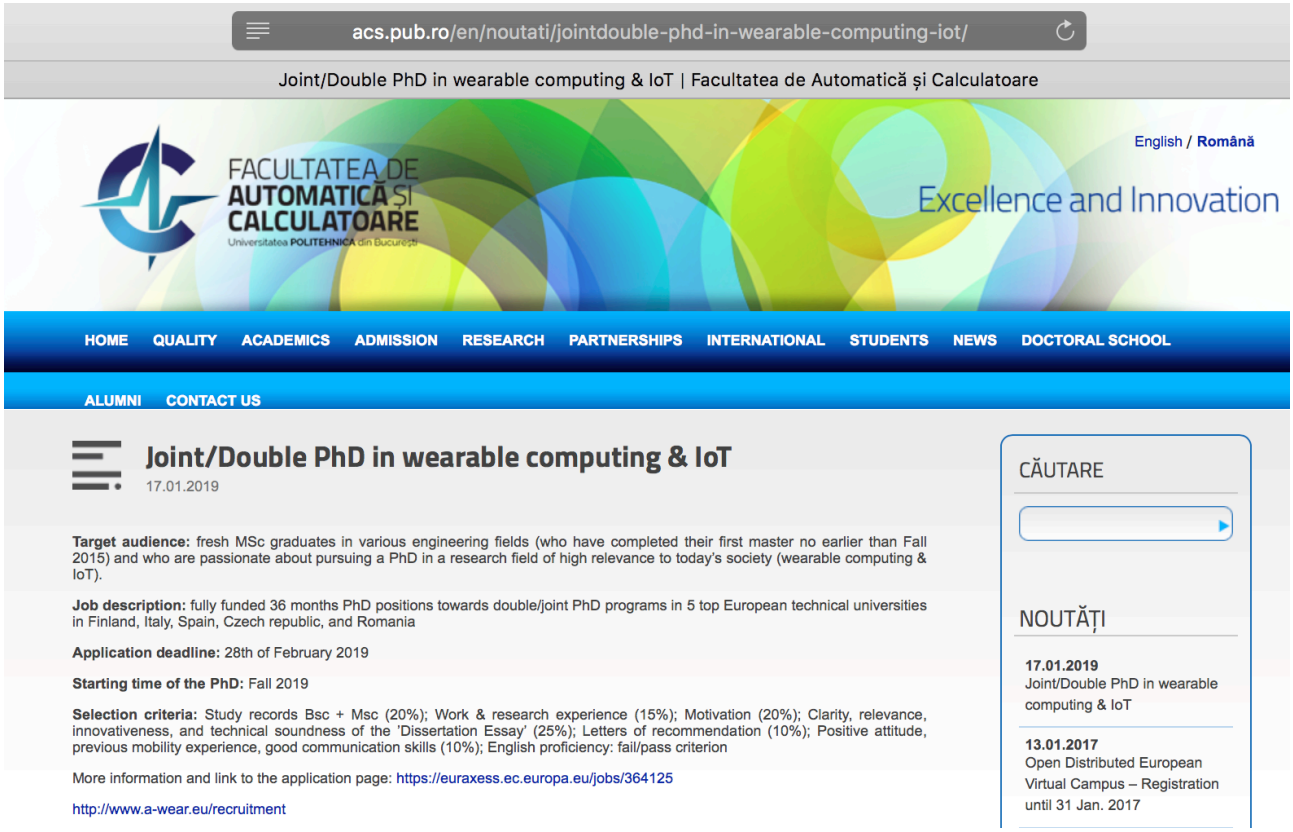

8.1.1.4.3. Advertisement 3

http://acs.pub.ro/noutati/doctorate-cotutela-in-wearable-computing-iot/

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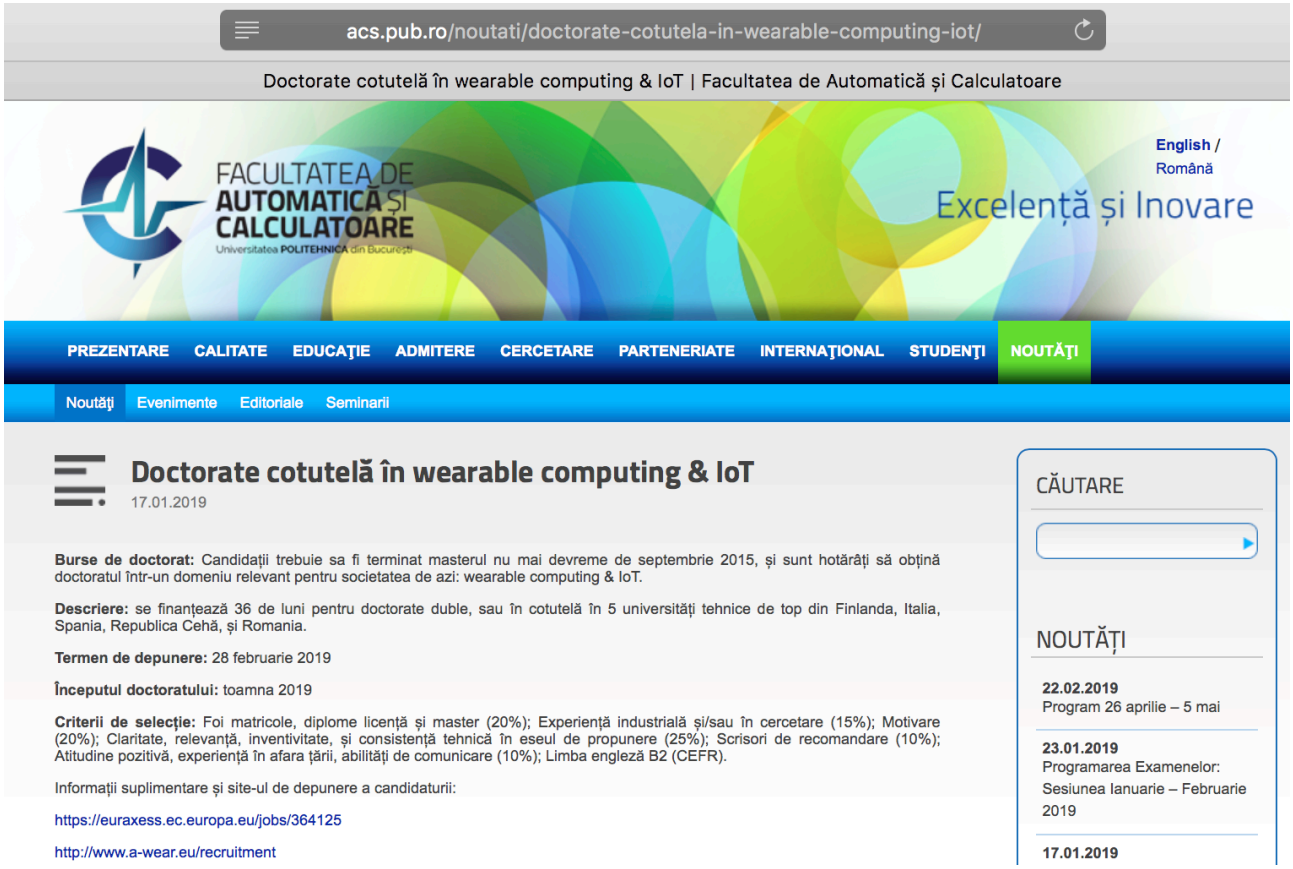
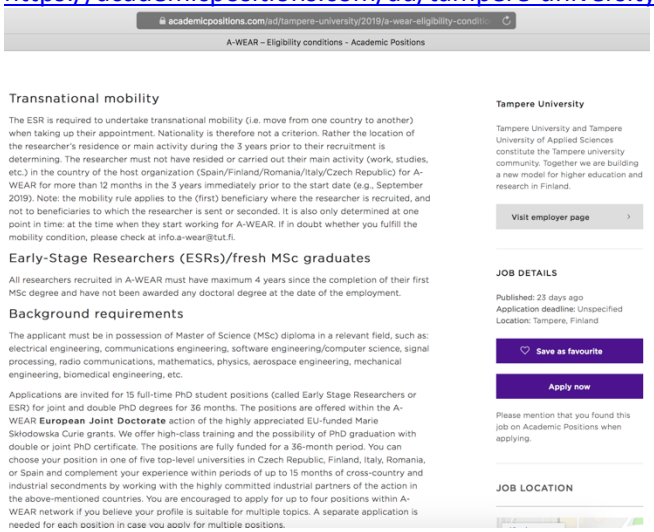


8.1.2. Free platforms

8.1.2.1. EURAXESS

8.1.2.2. Academic Positions

https://academicpositions.com/ad/tampere-university/2019/a-wear-eligibility-conditions/124379



8.1.2.3. EuroSys

http://jobs.eurosys.org

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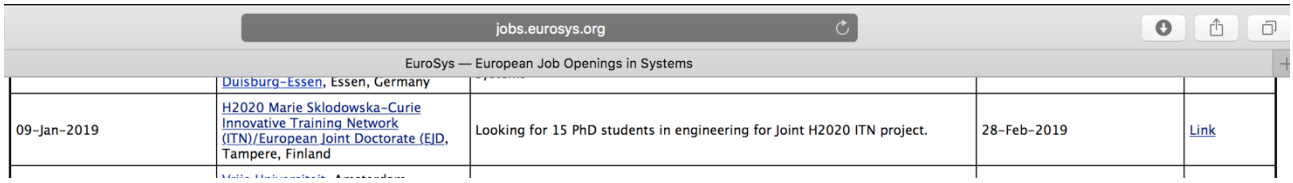
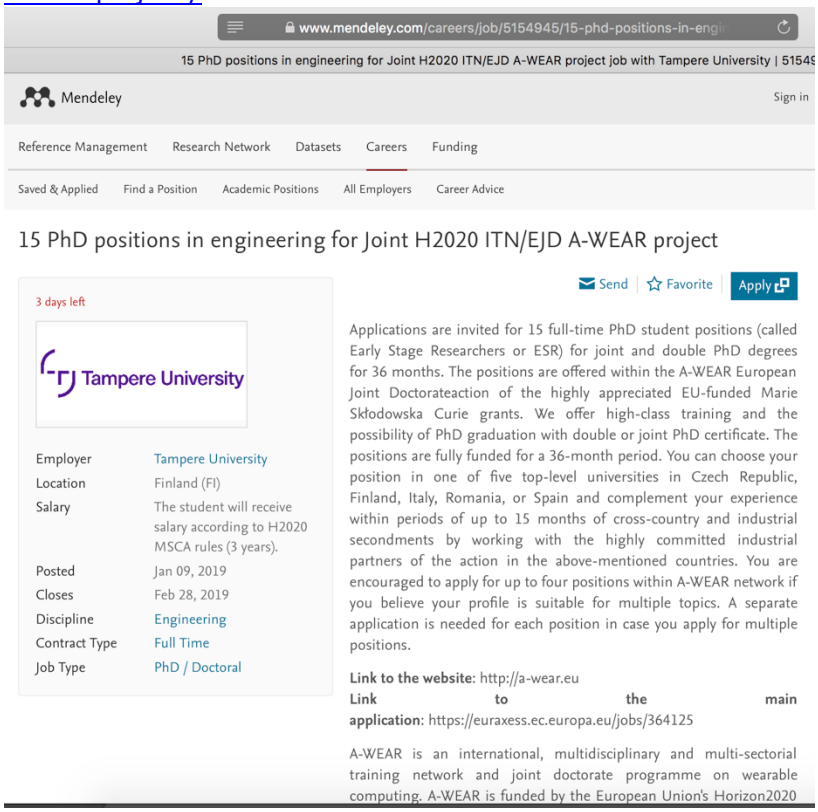


8.1.2.4. Mendeley Advertisements

8.1.2.4.1. Mendeley 1

https://www.mendeley.com/careers/job/5154945/15-phd-positions-in-engineering-for-joint-h2020-itn-ejd-a-wear-project-/



8.1.2.4.2. Mendeley 2

https://www.mendeley.com/careers/job/5478029/3-esr-positions-in-castellon-spain-for-joint-h2020-itn-ejd-a-wear-project-on-wearable-technolgies/

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8.1.2.4.3. Mendeley 3 (posted by Academic Positions)

https://www.mendeley.com/careers/job/5447674/phd-student-a-wear-european-joint-doctorate-network-15-positions-/

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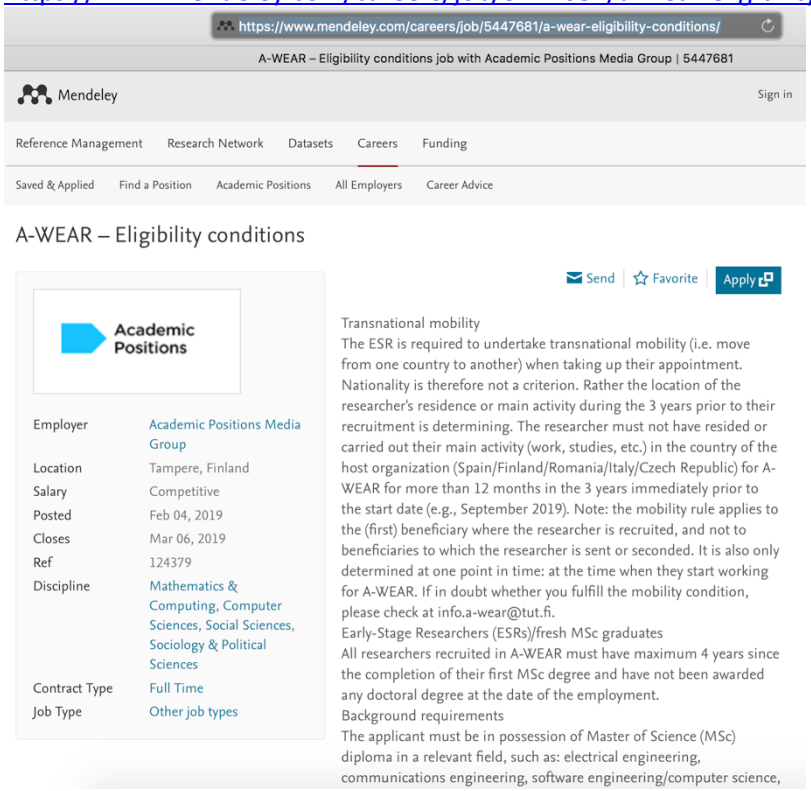
8.1.2.4.4. Mendeley 4

https://www.mendeley.com/careers/job/5447681/a-wear-eligibility-conditions/



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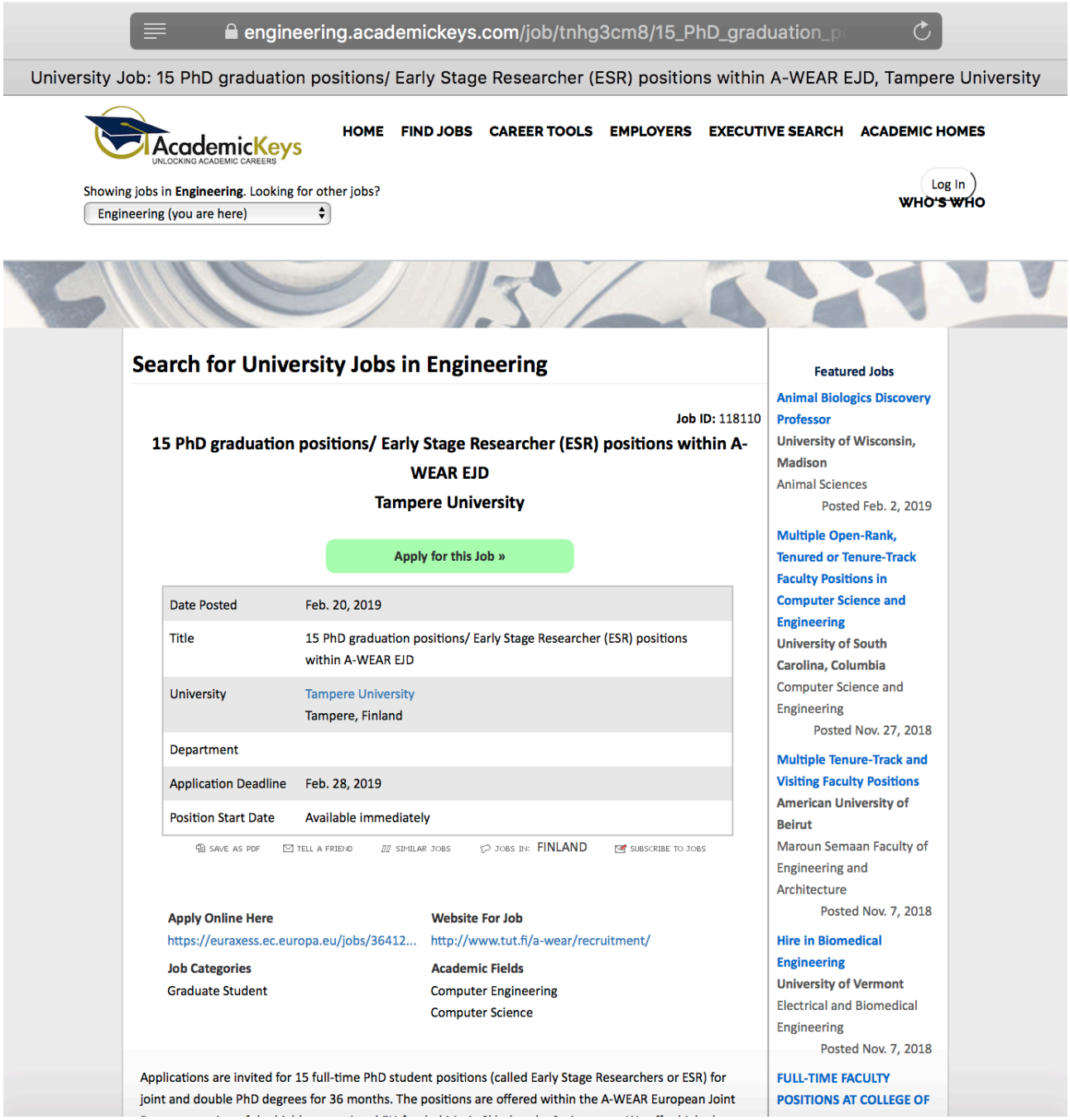
8.1.2.5. AcademicKeys

https://engineering.academickeys.com/job/tnhg3cm8/15_PhD_graduation_positions_Early_Stage_Researcher_ESR_positions_within_AWEAR_EJD?q=%26quot%3BA-WEAR%26quot%3B



8.1.2.6. PhDposition

http://phdposition.com/positions/15-phd-graduation-positions-early-stage-researcher-esr-positions-within-a-wear-european-joint-doctorate-network

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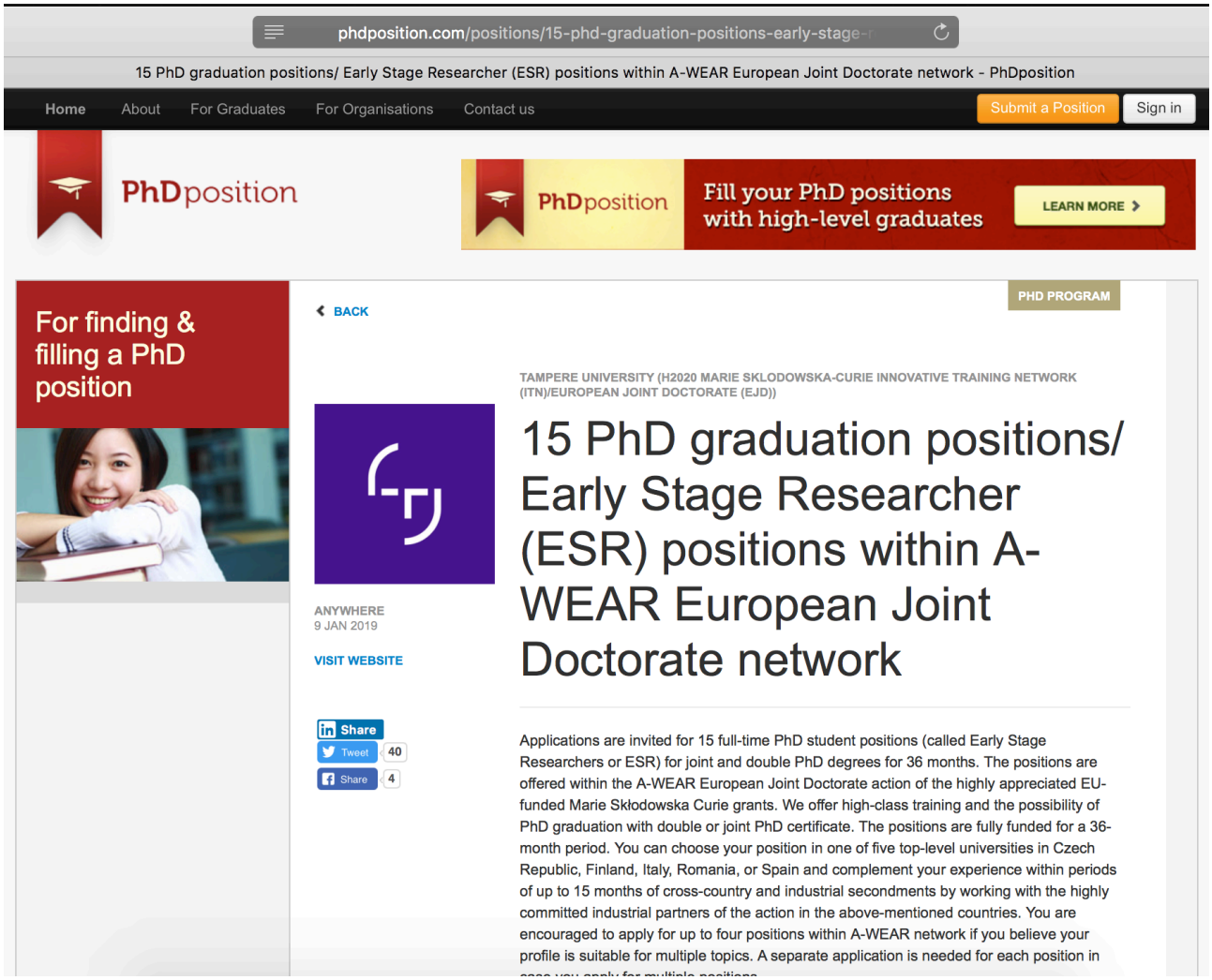

8.1.2.7. Academic Gates

https://www.academicgates.com/job/detail/7cde1500-13f3-11e9-b38a-4195065df3ad

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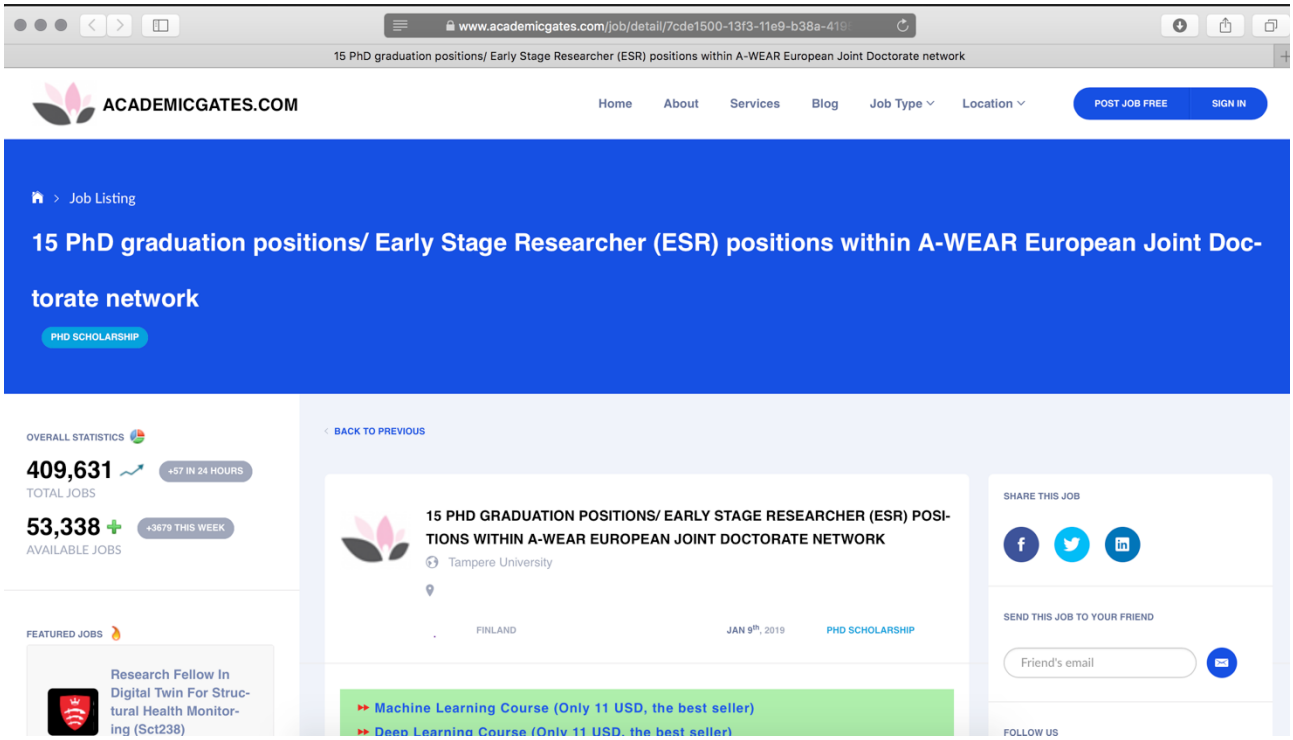

8.1.2.8. GraduateLand (posted from Mendeley)

8.1.2.8.1. Advertisement 1

https://graduateland.com/job/28712297/14/3-esr-positions-in-castellon-spain-for-joint-itn-or-ejd-a-wear-project-on-wearable-technolgies

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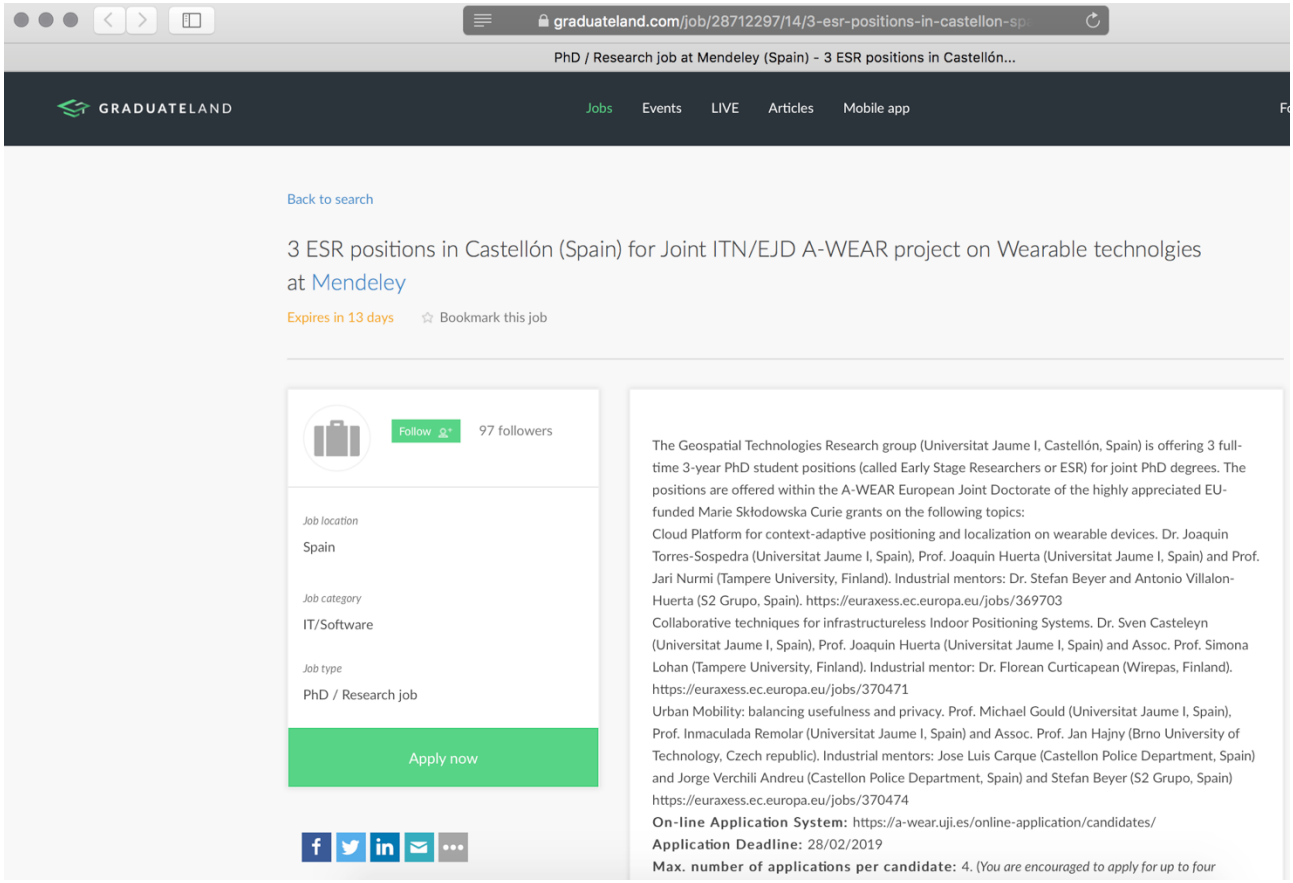

8.1.2.8.2. Advertisement 2

https://graduateland.com/job/28098074/14/15-phd-positions-in-engineering-for-joint-itn-or-ejd-a-wear-project

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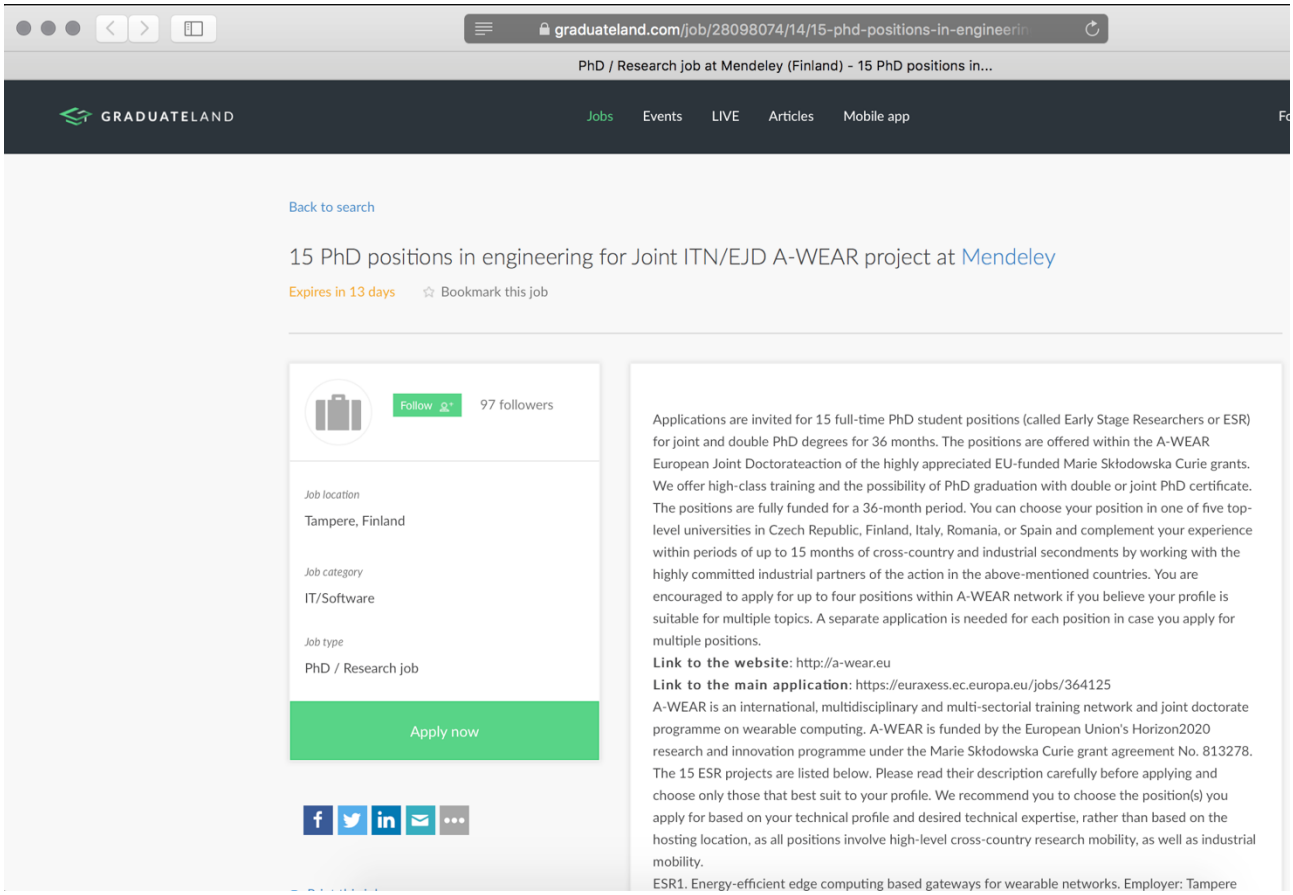

8.1.2.9. HiPEAC

https://www.hipeac.net/jobs/10627/15-jointdouble-phd-degree-positions-in-a-wear-network/

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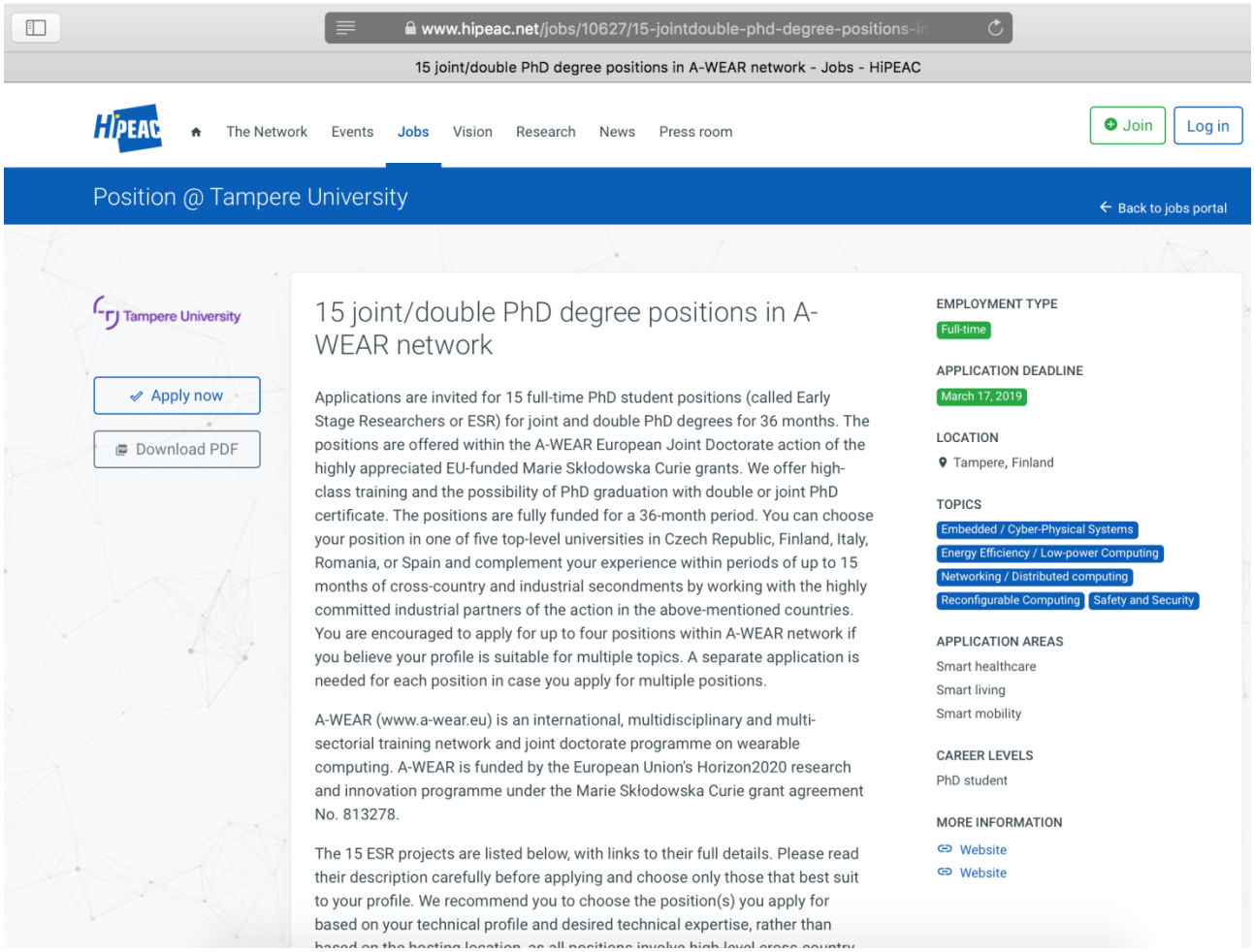

8.1.2.9.1. EURASIP Job Board

https://jobs.eurasip.org/jobs/238/15-phd-job-openings-fully-funded-for-3-years/

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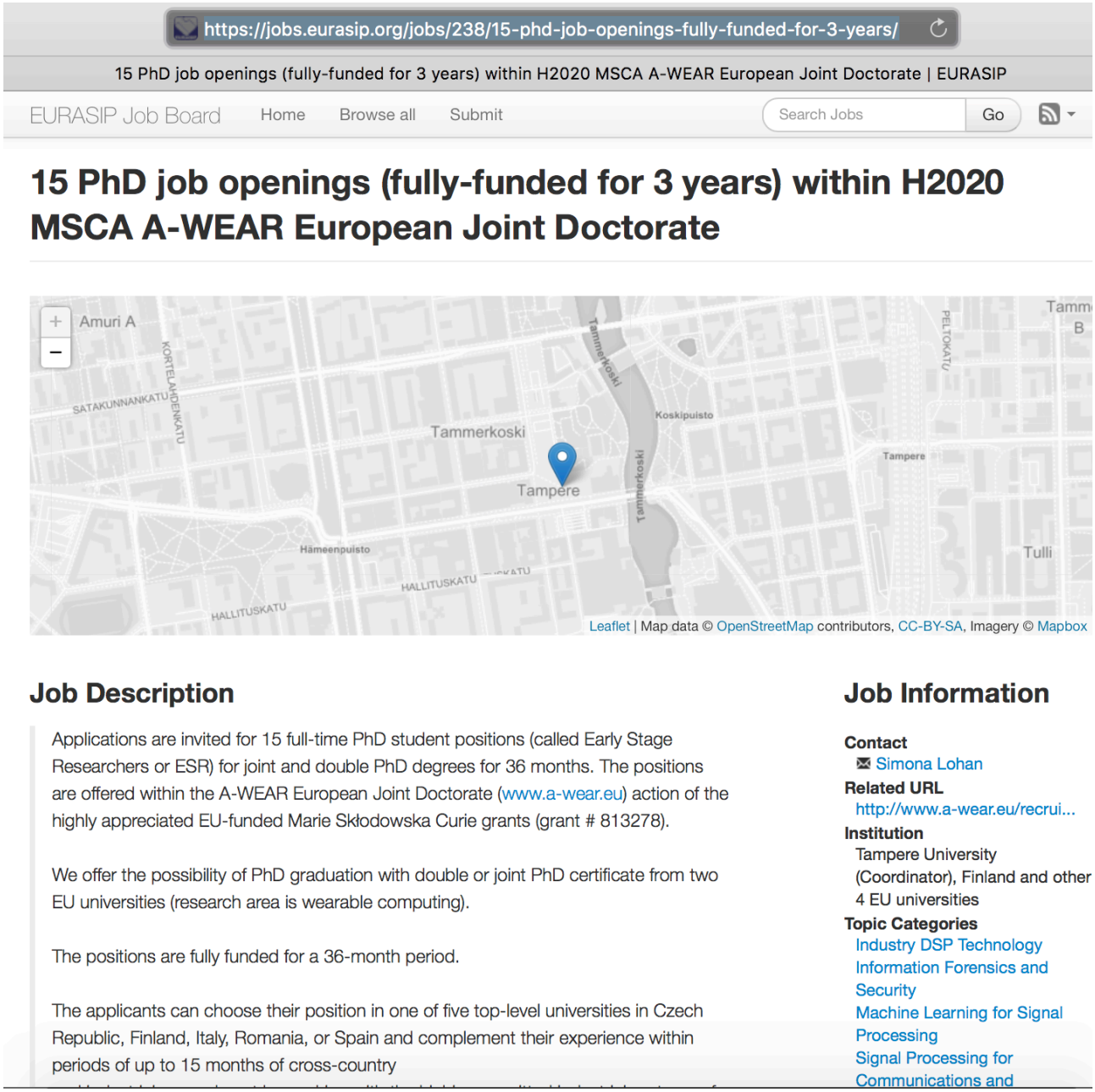

8.1.2.10. Marie Curie Alumni Association

https://www.mariecuriealumni.eu/jobs/15-phd-graduation-positions-early-stage-researcher-esr-positions-within-msca-ejd-wear

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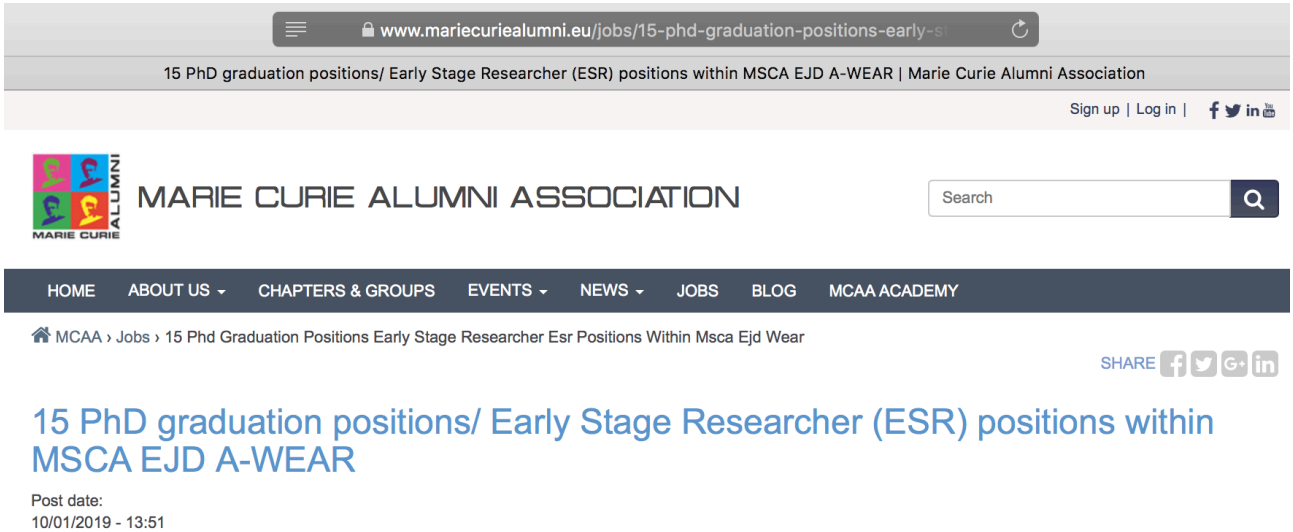

www.mariecuriealumni.eu/jobs/15-phd-graduation-positions-early-s

15 PhD graduation positions/ Early Stage Researcher (ESR) positions within MSCA EJD A-WEAR | Marie Curie Alumni Association

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MCAA › Jobs › 15 Phd Graduation Positions Early Stage Researcher Esr Positions Within Msca Ejd Wear

SHARE

15 PhD graduation positions/ Early Stage Researcher (ESR) positions within MSCA EJD A-WEAR

Post date:
10/01/2019 - 13:51
Application deadline:
28/02/2019
Job Description:
Applications are invited for 15 full-time PhD student positions (called Early Stage Researchers or ESR) for joint and double PhD degrees for **36 months**. The positions are offered within the **A-WEAR European Joint Doctorate** action of the highly appreciated EU-funded Marie Skłodowska Curie grants. We offer high-class training and the possibility of PhD graduation with double or joint PhD certificate. The positions are fully funded for a 36-month period. You can choose your position in one of five top-level universities in Czech Republic, Finland, Italy, Romania, or Spain and complement your experience within periods of up to 15 months of cross-country and industrial secondments by working with the highly committed industrial partners of the action in the above-mentioned countries. You are encouraged to apply for up to four positions within A-WEAR network if you believe your profile is suitable for multiple topics. A separate application is needed for each position in case you apply for multiple positions.

A-WEAR (www.a-wear.eu) is an international, multidisciplinary and multi-sectorial training network and joint doctorate programme on wearable computing. A-WEAR is funded by the European Union's Horizon2020 research and innovation programme under the Marie Skłodowska Curie grant agreement No. 813278.

The 15 ESR topics, eligibility crieria, and selection criteria are described in detail at www.a-wear.eu/recruitment or https://euraxess.ec.europa.eu/jobs/364125

Contact email if additional information is needed: info@a-wear.eu

8.1.2.11. GeoInformatics.upol.cz

http://www.geoinformatics.upol.cz/a-wear-project-15-full-time-phd-student-positions

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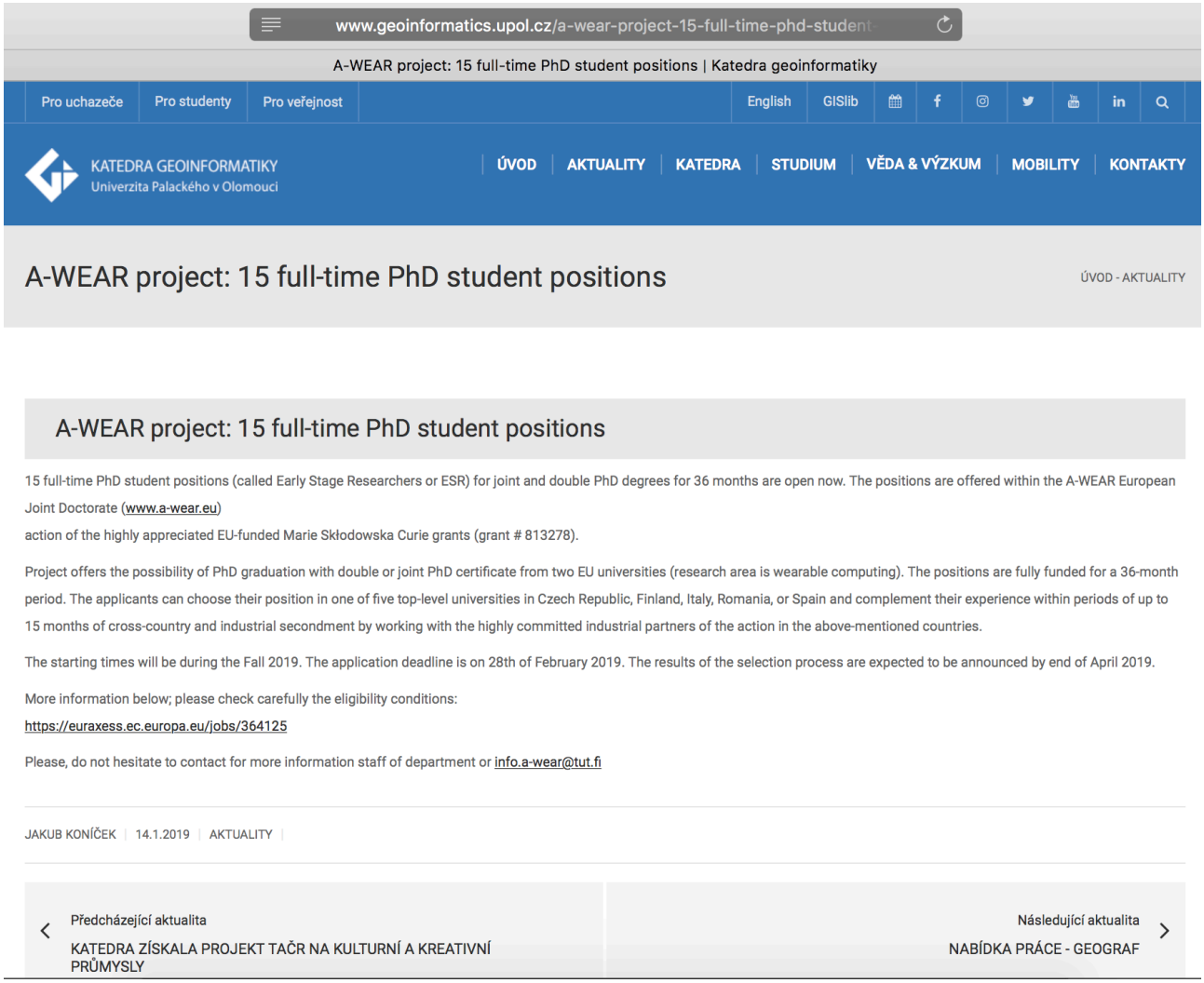

8.1.2.12. US Handshake portal:

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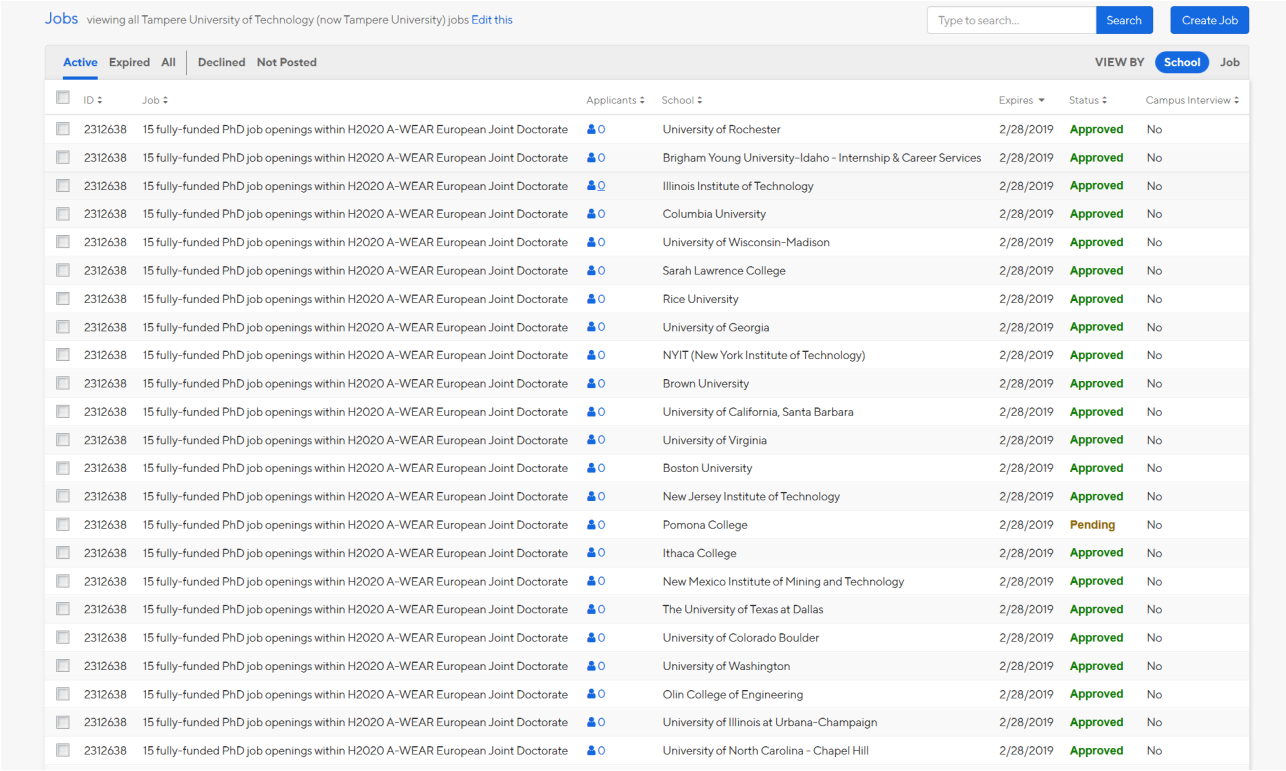

Jobs viewing all Tampere University of Technology (now Tampere University) jobs Edit this

Type to search... Search Create Job

Active Expired All | Declined Not Posted VIEW BY School Job

ID	Job	Applicants	School	Expires	Status	Campus Interview
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	University of Rochester	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	Brigham Young University-Idaho - Internship & Career Services	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	Illinois Institute of Technology	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	Columbia University	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	University of Wisconsin-Madison	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	Sarah Lawrence College	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	Rice University	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	University of Georgia	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	NYIT (New York Institute of Technology)	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	Brown University	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	University of California, Santa Barbara	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	University of Virginia	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	Boston University	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	New Jersey Institute of Technology	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	Pomona College	2/28/2019	Pending	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	Ithaca College	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	New Mexico Institute of Mining and Technology	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	The University of Texas at Dallas	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	University of Colorado Boulder	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	University of Washington	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	Olin College of Engineering	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	University of Illinois at Urbana-Champaign	2/28/2019	Approved	No
2312638	15 fully-funded PhD job openings within H2020 A-WEAR European Joint Doctorate	0	University of North Carolina - Chapel Hill	2/28/2019	Approved	No

8.1.2.13. Internal Databases:

- **Aalto.fi:** https://www.aalto.fi/collaboration/recruit-a-student
- **Rug.nl:** https://www.rug.nl/next/werkgevers/nieuwe-werkgevers
- **Politecnico Milano:** http://www.careerservice.polimi.it/en-US/Companies/Advertisement/FindAds/
- **BUT:** https://www.fekt.vutbr.cz/o_fakulte/aktualita/181398

8.1.3. Paid platforms

We have selected two paid platforms for content dissemination mainly based on the feedback received from fresh PhD students: LinkedIn and FindAPhD.

8.1.3.1. LinkedIn Advertisements

TAU HR has created a number of advertisements on LinkedIn:
Advertisement 1:
https://www.linkedin.com/jobs/view/1139442338/?eBP=NotAvailableFromVoyagerAPI&refId=77ea9b79-7218-4ec0-9f80-7e14b6dcaefb&trk=d_flagship3_search_srp_jobs

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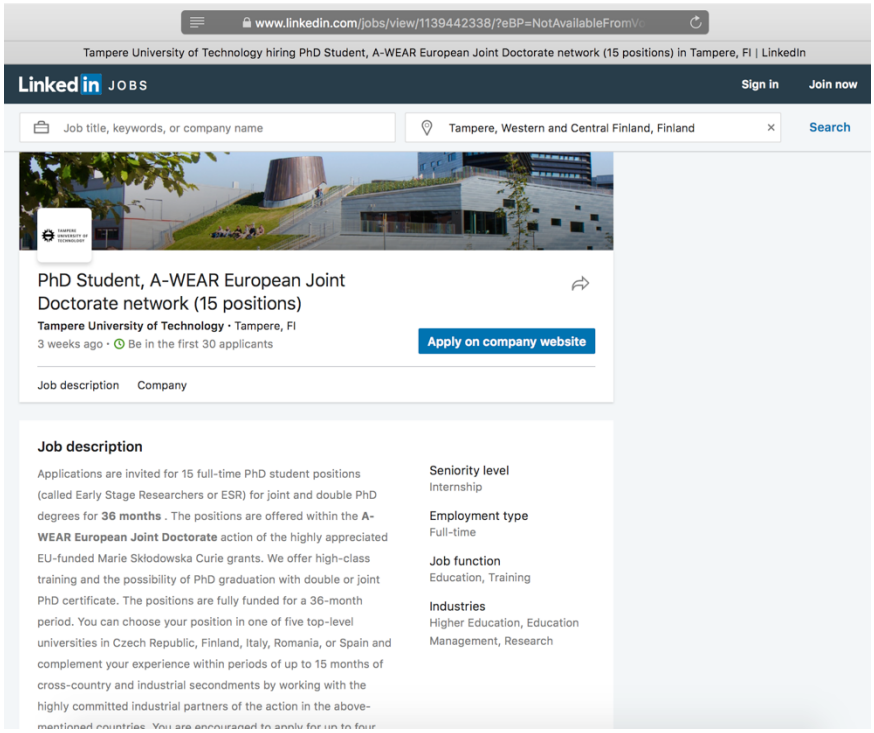
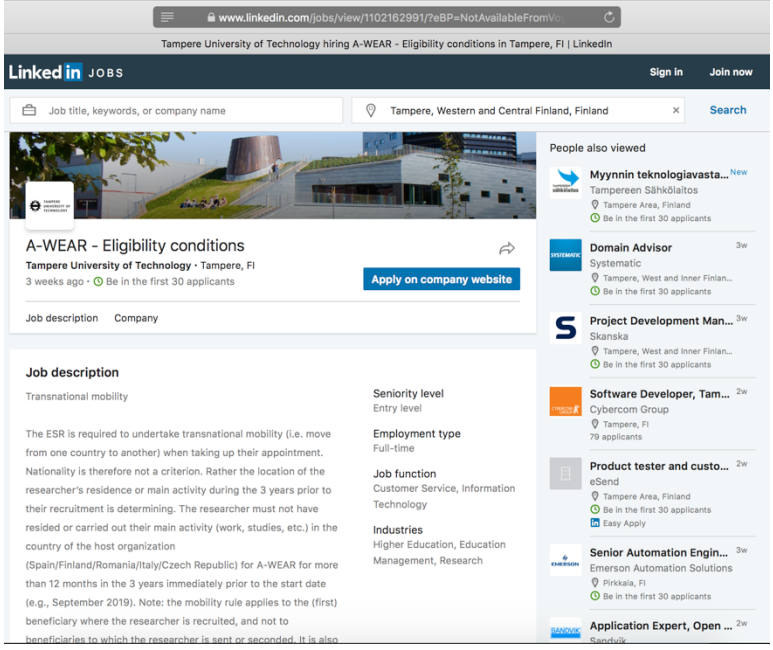


Advertisement 2:
https://www.linkedin.com/jobs/view/1102162991/?eBP=NotAvailableFromVoyagerAPI&refId=77ea9b79-7218-4ec0-9f80-7e14b6dcaefb&trk=d_flagship3_search_srp_jobs



Advertisement by Mendeley (taken from LinkedIn):
https://www.linkedin.com/jobs/view/1129875484/?eBP=NotAvailableFromVoyagerAPI&refId=77ea9b79-7218-4ec0-9f80-7e14b6dcaefb&trk=d_flagship3_search_srp_jobs

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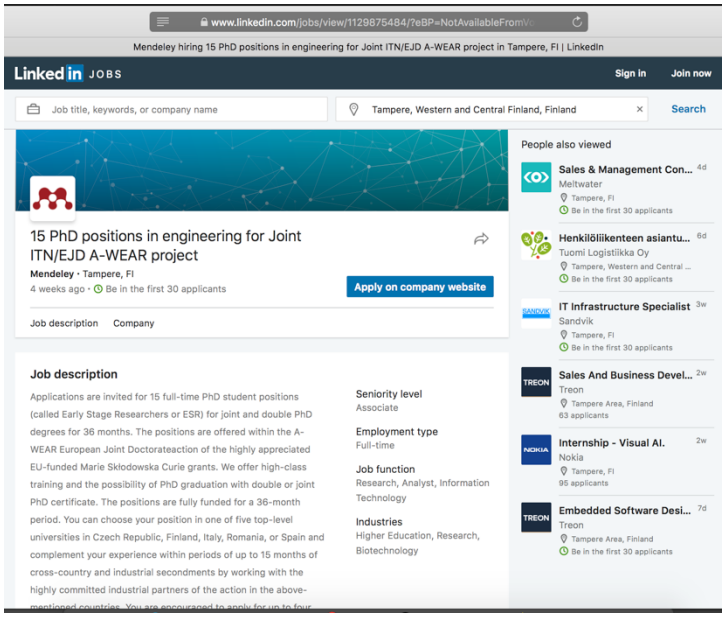
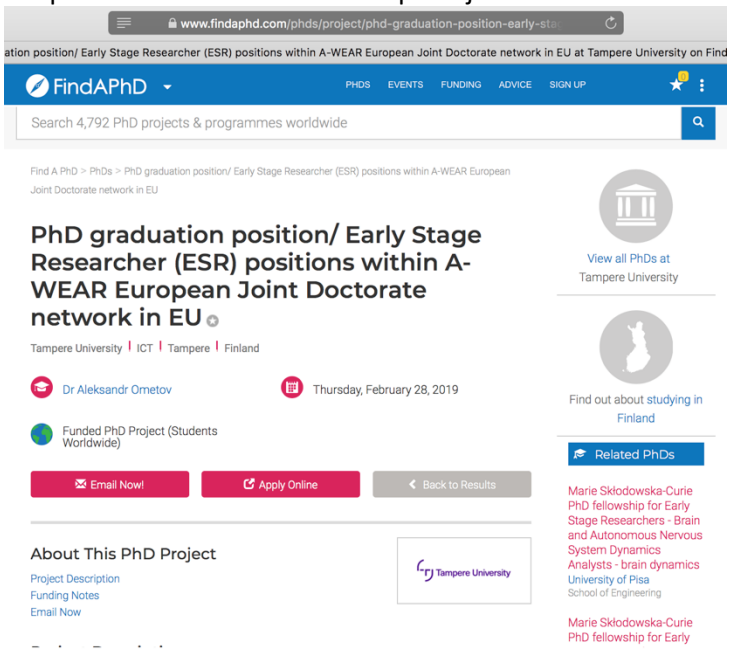


8.1.3.2. FindAPhD advertisements

Another paid selected platform for advertisement is FindAPhD.

Advertisement: https://www.findaphd.com/phds/project/phd-graduation-position-early-stage-researcher-esr-positions-within-a-wear-european-joint-doctorate-network-in-eu/?p106628



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