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<http://wdaqua.eu>

## Report on recruitment completion

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# Introduction

The current report summarizes the recruitment strategy that has been followed by the beneficiaries of WDAqua ITN and presents statistics on the distribution of the candidates during the selection phase.

## 1. Recruitment strategy

### Advertisement of ESR positions

In order to ensure that we are selecting from a large, international reservoir of high-quality candidates, and to achieve uniformly high selection standards, we advertised the positions widely but tried to select the ESRs in a small time window. All partners advertised their positions through the following internationally visible online portals and mailing lists:

- [EURAXESS](#) (also using the [Science for Refugees](#) option)
- Job portals such as [Indeed](#) (some partners)
- Research communities and mailing lists such as [ACM](#), [DBworld](#), [Semantic Web journal](#), [Semantic Web mailing list](#), [Linked Open Data mailing list](#), [Description Logics mailing list](#), [Web Ontology Language \(OWL\) mailing list](#).

Additionally, the partners used local channels for announcing the ESR positions.

Furthermore, one 1.5 hour session of the WDAqua kick-off meeting in January 2015 was devoted to an open information event for attracting potential candidates. This event had three participants from Germany, Belgium, and the Netherlands; two of them successfully applied for an ESR position.

### Process of recruitment

Each WDAqua partner was responsible for advertising their ESR positions and recruiting their dedicated ESRs. All project partners, though, followed a similar process for advertising and filling the ESR positions, following a strict equal opportunity policy.

1. After a first evaluation of the applications (according to their English proficiency, motivation letter, university grades, research plan, experience in research and development, etc.), taking into consideration gender and disability equality, a few candidates were shortlisted. At this stage, the beneficiaries collaborating most closely were asked for further advice regarding the selected candidates.
2. The first round of interviews led to a pre-selection of the ESRs which was finalized through a second round of interviews. Strong candidates that would qualify for other ESR positions offered by partners were recommended to these. Also, Fraunhofer and University of Bonn followed a common process for recruiting the ESRs.
3. In case a single beneficiary received more high-quality applications than available positions, it informed the unsuccessful candidates of the remaining vacancies of the other beneficiaries and encourage them to apply there.

## 2. Selected ESRs

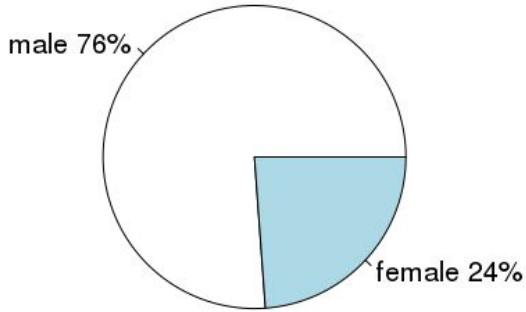
### Distribution of applicants

For the 15 ESR positions of WDAqua project the beneficiaries received 260 applications in total (198 male, 62 female). As the positions were advertised through international channels, the big majority of the applicants came from non-European countries (mainly from Asia and Africa) such as India, Pakistan, Iran, Ethiopia, etc. From these applications, 53 candidates (40 male, 13 female) were shortlisted and interviewed by the corresponding beneficiaries. This led to 15 hirings (11 male, 4 female). One of the hired ESRs is a person with disabilities. The following table presents the number of candidates per beneficiary. The following table and figure present the distribution of candidates among the partners and according to the candidate gender respectively.

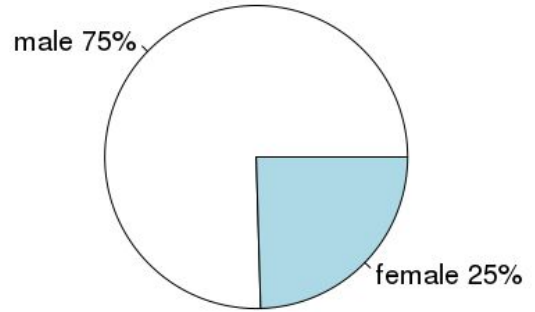
Partner	Applications received		Shortlisted applications		Selected applications	
	m	f	m	f	m	f
Fraunhofer/ UBO	99	28	21	3	4	1
ODI	2	18	2	6	0	2
SOTON	15	0	6	0	3	0
UJMS	42	11	7	2	3	0
UoA	40	5	4	2	1	1
<i>Total</i>	198	62	40	13	11	4

*Distribution of candidates for the ESR positions*

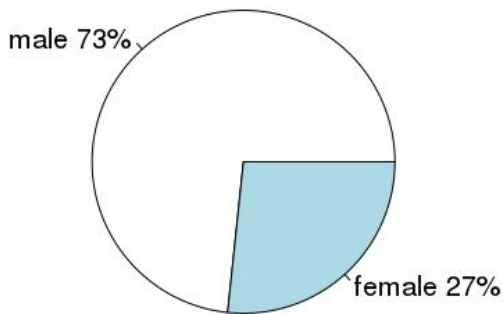
**All applicants**



**Shortlisted applicants**



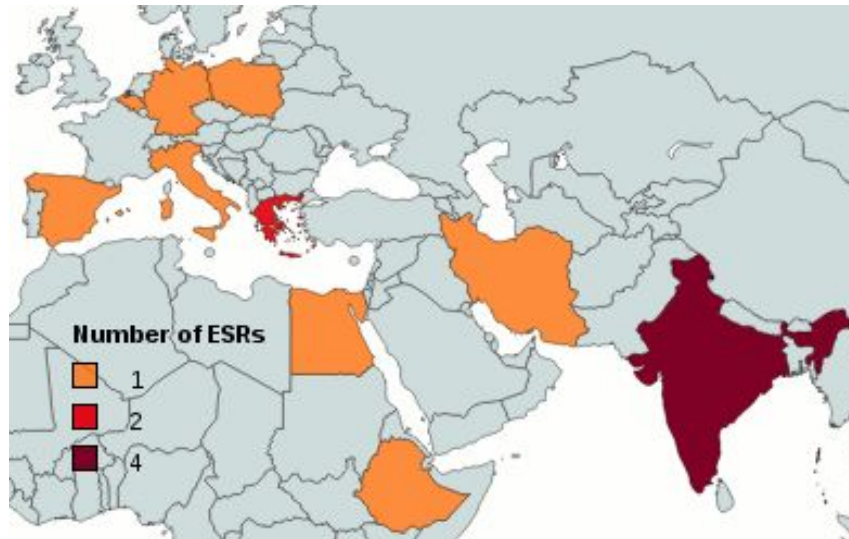
**Selected applicants**



*Distribution of male/female candidates during the selection process*

The selected ESRs have the following nationalities:

- India (ESR2, ESR3, ESR8, ESR9)
- Greece (ESR10, ESR13)
- Austria (ESR15)
- Germany (ESR7)
- Ethiopia (ESR1)
- Belgium (ESR6)
- Spain (ESR4)
- Iran (ESR12)
- Italy (ESR14)
- Poland (ESR11)
- Egypt (ESR5)



Nationalities of the ESRs (created with <http://mapchart.net>)