

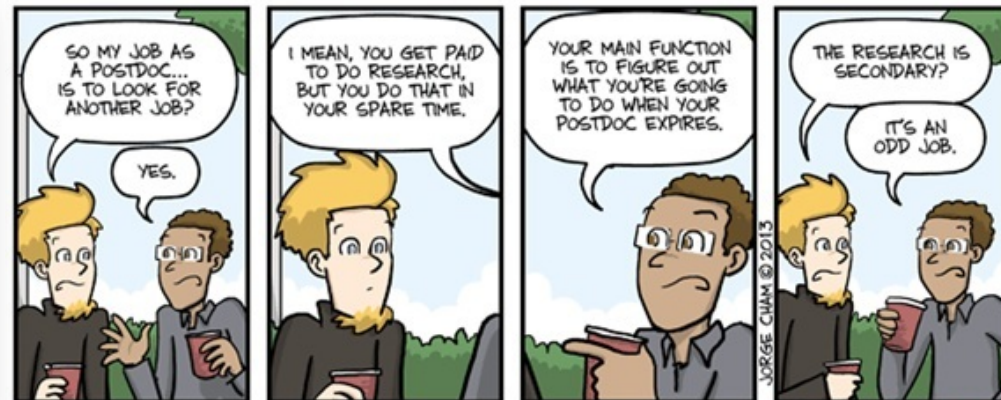
Post-docs recruitment and survey procedures

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Réunion du Comité de Pilotage/steering Committee



The 2012/2013 campaigns

⇒ STEP1: Call for Projects:

2012/2013 call for proposal of subjects from groups ~1 month

⇒ STEP2: Projects selection:

Then a special presentation day is organized + closed session

- **Oct 11 '12: 10 subjects/5 positions offered.** Currently under the process of examining a possible prolongation for a 3rd year: C. Delaunay (LHC Higgs physics LAPTH), C. Gabadón Ruiz (ATLAS LPSC), A. Remoto (SuperNemo LAPP), D. Sanchez (HESS-CTA LAPP), N. Tomasi (AMS LPSC). We just received memos from postdocs and supervisors (being scrutinized).
- **July 12 '13: 5 subjects/3 positions offered:** ATLAS LAPP (A. Rummier starting July 14), Planck LPSC (C. Combet → CR2 IN2P3 CN01 oct 2014) , STEREO LPSC (postdoc not yet identified, people investigating) + 1 Virgo LAPP (T. Adams starting August '14)

⇒ STEP3: Recruitment

- Once retained ~6 months (allowing flexibility) the groups who won the position have the full responsibility to find/select the candidates
- Write a short report on selection process (see next slide)

The 2012/2013 campaigns



Post-Doc Recruitment process 2014 campaign (starting June 2014)

Laboratory of LABEX Involved :

Project leader :

Project Title:

- Astro-particle and cosmology
- Higgs search and New Physics & accelerators
- Neutrinos
- Other

1. Publication of the position

How the position was advertised

2. Candidates

How many answered, from where ...

3. Selection process

Selection committee, interview...



The 2012/2013 campaigns

Call for applicants (will be kept)

Applicants should have a PhD thesis, obtained at least 3 months prior to the start of the position. Additional Postdoctoral experience might be requested for some positions.

Applicants must contact the group proposing the selected research programs which will be listed by mid-September. They will have to provide:

- a summary of the Ph.D. thesis, with the jury composition (mandatory) and appreciation and reports (if available).
- a letter explaining the motivation of the candidate to join this specific project
- a curriculum vitae, including a description of the work and scientific production during the postdoctoral positions (if any) and the academic ...
- 2-3 Recommendations letters (mandatory).
- a list of people ready to provide additional reference letter or answer questions about the candidates

The salary will depend upon the experience of the candidate and determined according to the French Labor regulations. **Typically the salary proposed is 2000 € per month** (net, before income tax) for PhD candidates with 1-4 years experience after the thesis defense. → **This should depends on the available money and profile requested**

The physics groups will organize the process of selection among the applicants. The results, after a validation by the ENIGMASS management, will be timely communicated to the candidates.

→ Will not hesitate to pay for advertisement in CERN courier, Symmetry magazine, AcademicJobsOnline.Org, de.physnet.net, jobs.physicstoday.org, www.eurosciencejobs.com, (...) & Not only in collaborations and Inspirehep.net !



The 2012/2013 campaigns

❖ **2012** After the selection process, 5 postdoctoral position have been open.

All them have been fulfilled, starting to examine a possible 3rd year prolongation :

- **AMS02** Nicola Tomassetti (INFN, Perugia)
- **Phenomenology of the Higgs** Cédric Delaunay (CERN Fellow)
- **SuperNemo** Alberto Remoto (PhD Subatech Nantes)
- **Upgrade of the ATLAS Trigger** Carolina Gabaldón Ruiz (CERN Fellow)
- **High Energy Gamma Astronomy (HESSII et CTA)** David Sanchez (PostDoc MPI Heidleberg)

❖ **2013** selected 3 projects +1 for a postdoc position this year :

- STEREO (LPSC, 2+1 years) → not yet found,
- ATLAS (LAPP, 2+1 years) → found,
- Planck (LPSC, 1+1 year) → already started last year but just one year (CNRS CR2),
- VIRGO (LAPP) → found.

The new 2014 campaign

3 positions are open this year with possible different profiles (different maturity required, allow some very attractive position for long-term careers)

→ Should remember about multi-messengers analysis Astro-Part

The new 2014 campaign

What is different ?

⇒ Revisit the STEP 2: no more special presentation day!

- Selection of subjects is based on applications forms filled by the LABEX groups.
- the examination is performed offline and blindly by referees (2 per application : one external referee and one internal).
- A 1,5 h phone meeting of an advisory committee of the referees is organized to decide what project to select based on the application quality (ENIGMASS LABEX scientific policy and science, postdoc tasks description & foreseen outcomes).
- Then a ranked proposal/recommendation list is sent to the LABEX Management Board to decide/validate the ranking.

→ What is this application form ?

→ What is this advisory committee & Who are the referees ?

→ What is the referee report form ?

→ The ranking after the above process of examination by an advisory committee sent to the ENIGMASS LABEX Management Board.

The new 2014 campaign **What's different ?**

What is this application form ? (1/2)

The header page



Post-Doc Project application form for 2014 campaign (call ending 07 May 14)

Laboratory of LABEX Involved :

Project leader :

Project Title:

- Astro-particle and cosmology
- Higgs search and New Physics & accelerators
- Neutrinos
- Other (precise the research field)

Project summary

About the project leader/contact

Name: LAB :

Phone:

Email:



The new 2014 campaign **What's different ?**

What is this application form ? (2/2)

The form Body

Project description (3-4 pages max)

I. Background & positioning of the project

1. State of the art/scientific context

The physics case, International status, Collaborations, Bibliography, reference talks...

2. Fitting the ENIGMASS LABEX

How this maps the LABEX science policy and vocation, inter-groups/labs?

II. Scientific description of the project

1. Work description of the post-doct

2. Structuration and manpower of the project

Group collaboration, working group/Time-lines of the project (including manpower/money/technical limitations)

3. Aim and expected outcome:

Publications, conferences talks, international/Collaboration, visibility, Leadership, expertise of the local LABEX groups, scientific lock broken/challenge overcome

The new 2014 campaign

Applications

received	Project Field			Name /description	project leader	Labs
	Astro&Cosmo	Higgs, NP&Accel	neutrinos			
28/04/2014	✓			A multi-messenger approach approach to quantum gravity	A. Barrau	LPSC/LAPP/LAPTh
02/05/2014	✓			ASTRO-GAMMA-DM (probing the nature of Dark Matter with γ rays)	G.Lamanna	LAPP/LAPTh
07/05/2014		✓		Interpretation of LHC results for NP and DM models	G.Belanger	LAPTh/LPSC
07/05/2014		✓		Spin of Scattering Bosons (SOSB)	E. Sauvan	LAPP
07/05/2014		✓		Search fo NP High mass diphotons evts at 14 TeV with ATLAS	F.Malek/J.Stark	LPSC
07/05/2014	✓			MIMAC-CYGNUS	D. Santos	LPSC
07/05/2014			✓	dev of double phase Larg detector for future LBNO exp	D.Duchesneau	LAPP/LSM
07/05/2014		✓		Kinematic Tool for the Brother of Higgs	D.Guadagnoli	LAPTh
07/05/2014		✓		A model-Indep search of NP in the Minv spectrum of 2 electrons (M2E) with ATLAS 2015-2016 data	T.Berger-Hryn'ova	LAPP/LPSC
07/05/2014		✓		Measurement of the Higgs bosons properties using LHC RUN II data with ATLAS	M.Delmasto I. Wingerter-Seez	LAPP

The new 2014 campaign **What's different ?** **What is this advisory committee ?**

44% local/ 56% external members

The local members (balance in between ENIGMASS labs):

- V.T. (chairman as work package coordinator)
- + 1 LPSC **Juan Macias-Perez cosmo**
- + 1 LAPTh **Diego Guadagnoli theory**
- + 1 LAPP **Pablo Delamo Sanchez Neutrinos**

can't be the physics WP coordinators (the advisors are different from the deciders of the Management Board)

The external 5 members (nominated from proposals of the LABEX Management, respecting equilibrium):

Arnaud Ferrari (ATLAS Uppsala), Benjamin Fuks (CERN TH/CMS IPHC), Emmanuel Gangler (LSST LPC) Nicolas Leroy (Virgo LAL), Viola Sordini (IPNL Lyon CMS)

- Doors are kept open to possible external expert(s) in case of exotic subjects

The Referees are the members of that committee and the projects to be evaluated are distributed by myself (blindly for the committee before the phone meeting). The Internal Referees don't examine a project of their labs. The reports were secrets until the meeting.

The new 2014 campaign **What's different ?** **What is the referee report form ? (1/2)**



Post-Doc referee evaluation form for 2014 campaign (deadline June 2nd 14)

Laboratory of LABEX Involved : Astro-particle and cosmology

Project leader : Higgs search and New Physics & accelerators

Project Title: Neutrinos

Referee: Other

EVALUATION

Grades must be accompanied by comments.

A: +excellent/ very good / - good - B: + medium / - to be improved - C: inadequate

Evaluation Criterion	A	B	C	Discussion:
1. Adequacy Project / LABEX Science Policy <i>Various labs of the LABEX involved</i>				
2. Scientific and technical quality of the project <i>Scientific excellence - innovative - risk taking</i>				
3. methodology <i>Scientific/technical feasibility - project structuration – Collaboration - manpower</i>				
4. Overall impact of the project <i>Publications, conferences, dissemination of results -applications/perspectives – International visibility</i>				



The new 2014 campaign **What's different ?** **What is the referee report form ? (2/2)**

SWOT summary of the project:

- **Strengths :**
- **Weaknesses:**
- **Opportunities :**
- **Threats :**

Summary of the project in a few words:

The general overview and the referee's recommendation must be consistent with the overall impression that emerges from the project.

Overall rating – Conclusions & recommendations

Overall evaluation A: Select - B: to be discussed - C: forget

The new 2014 campaign TIMELINES

- projects submission by groups: from April 10 to May 7 at 16:00
- Referees working
- Advisory Committee meeting: Held on June 6 at 14:00 and ranking list sent to the management board right after (1, 2, 3 2 ex-aequo, 5 2 ex-aequo)
- Official decision by the Management Board → asap
- Recruitment