



Innovative Training Networks (ITN)
H2020-MSCA-ITN-2015/675530



ITN Best Practices

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ANSWER project

H2020-MSCA-ITN-2015/675530

**ANTibiotics and mobile resistance elements in
Wastewater Reuse applications:
risks and innovative solutions**

10 Beneficiaries and 8 Partner Organizations

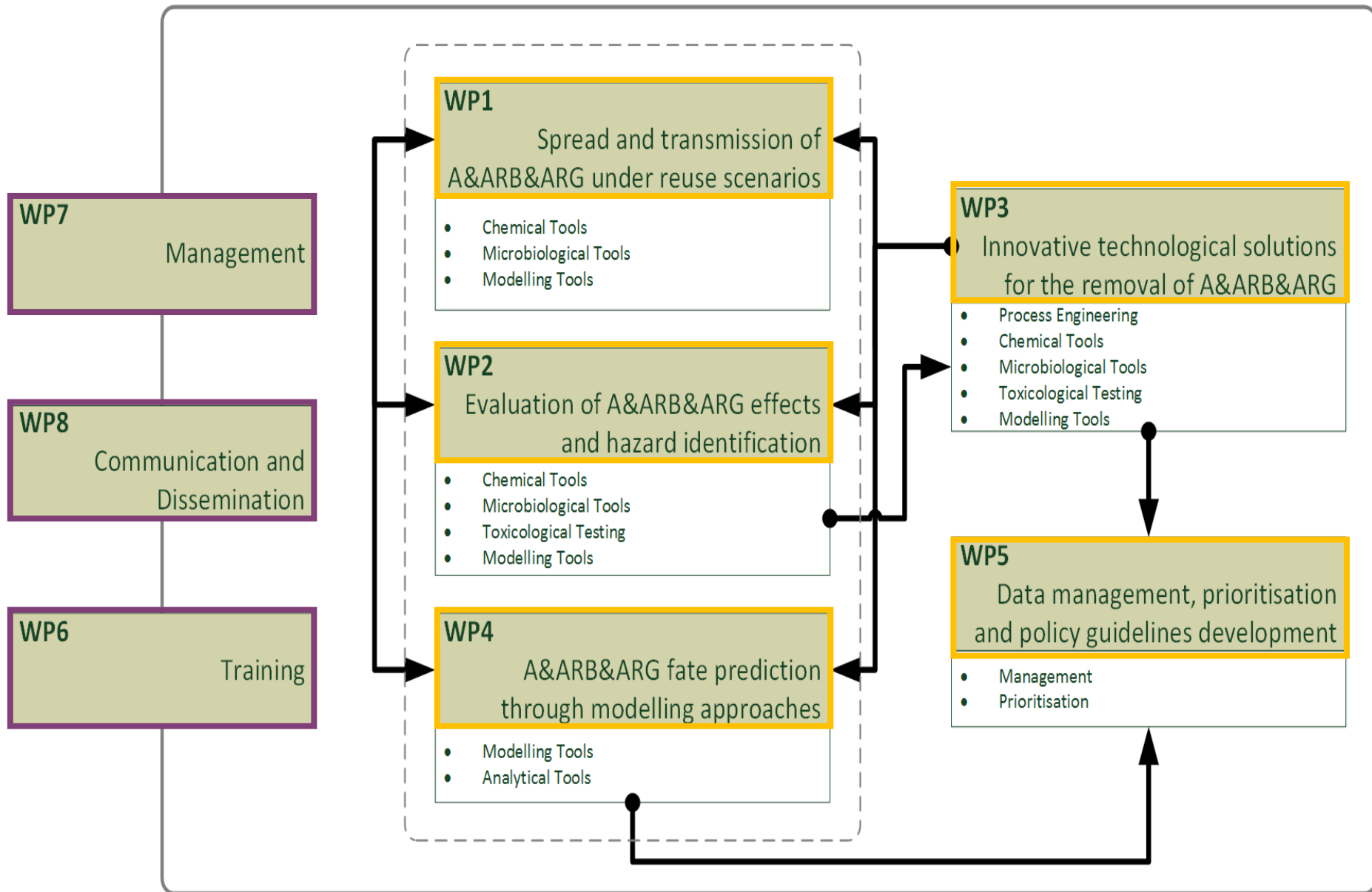


**6 Universities
5 Research Centers
7 Private/Industrial Entities**

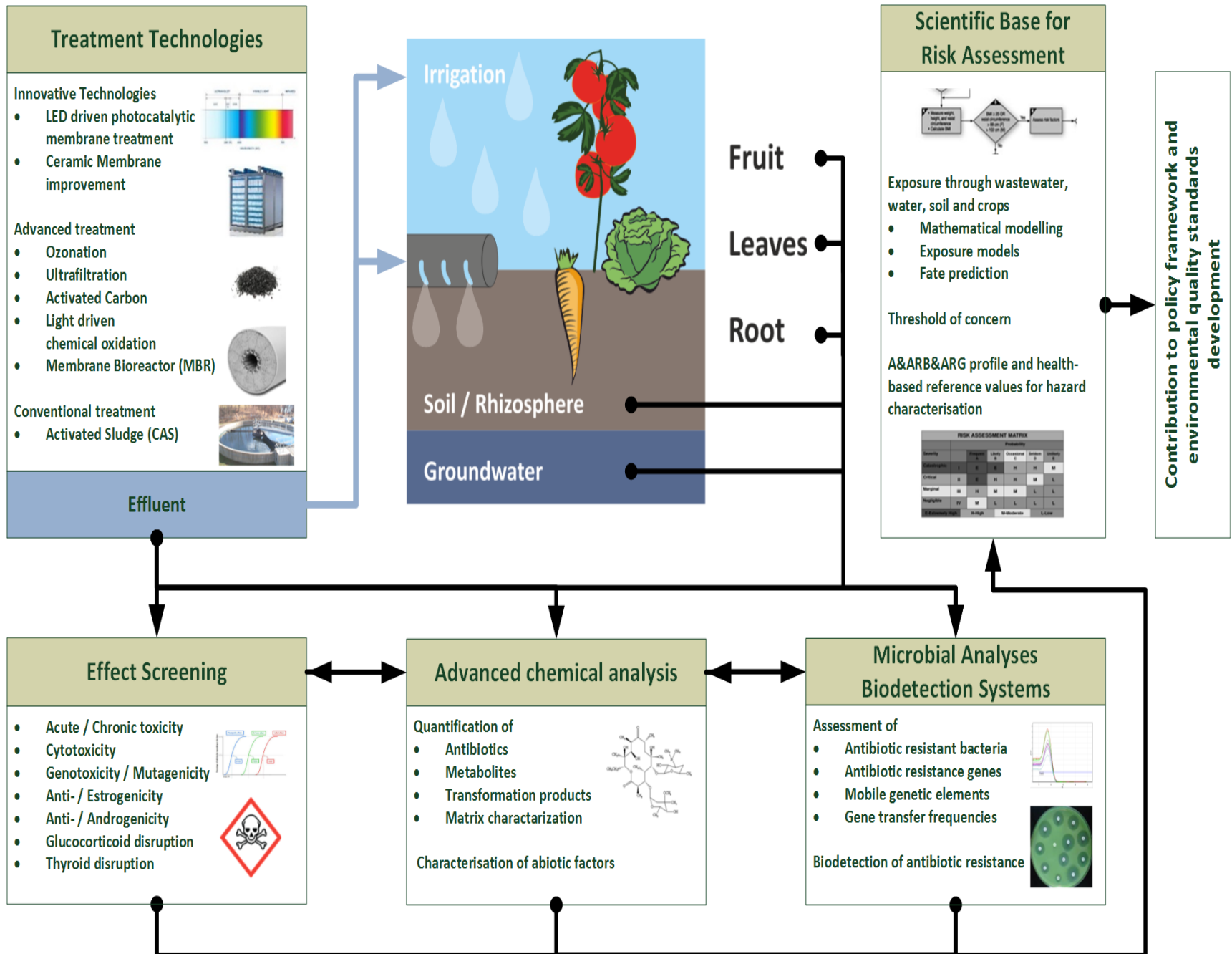


**from
9 Countries**

WPs and Training Areas



Conceptual Framework



To tackle the ITN complexity... implementation of best practices is of utmost importance



- ▶ Management structure
- ▶ Consortium Agreement
- ▶ Recruitment
- ▶ Transferable skills training
- ▶ Dissemination and Public Engagement
- ▶ Contacts and Synergies
- ▶ Tackling the scientific complexity of the ITN



Coordinator (CO)



Project Managers

Scientific Manager
Dissemination & Outreach Manager
Financial & Administration Manager

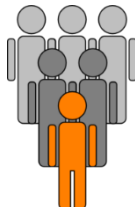


Directors of Scientific Training (DST)

Directors of Research (DR)

Directors of Complementary Skills and Personal Career Development (DCS&PCD)

Equal Opportunities and Ethical Leader (EOEL)



Supervisory Board

- All supervisors
- 1 representative from each beneficiary and partner
- DST, DR, EOEL, DCS&PCD Directors
- **2 representatives from ESRs**



Advisory Board



► Physical meetings:

- All Beneficiaries every six months
- During the Training Events
- During various events/conferences



► Telephone and teleconference calls:

- When necessary



► Emails:

► Almost on a daily basis discussing:

- Scientific issues
- Dissemination issues
- Administrative issues
- Financial issues



► With the partners: When necessary for secondment arrangements

► Strong cooperation of partners beyond the ANSWER project:

NEREUS COST Action ES1403, StARE Water JPI, NORMAN Network, etc.



- ▶ The Consortium Agreement outlines the **role and responsibilities** of both **Beneficiaries and Partners** in our **project**.
- ▶ It also tackles issues as redistribution of budget, conditions of access rights to background and foreground data, management structure, decision making, IPR issues, etc.



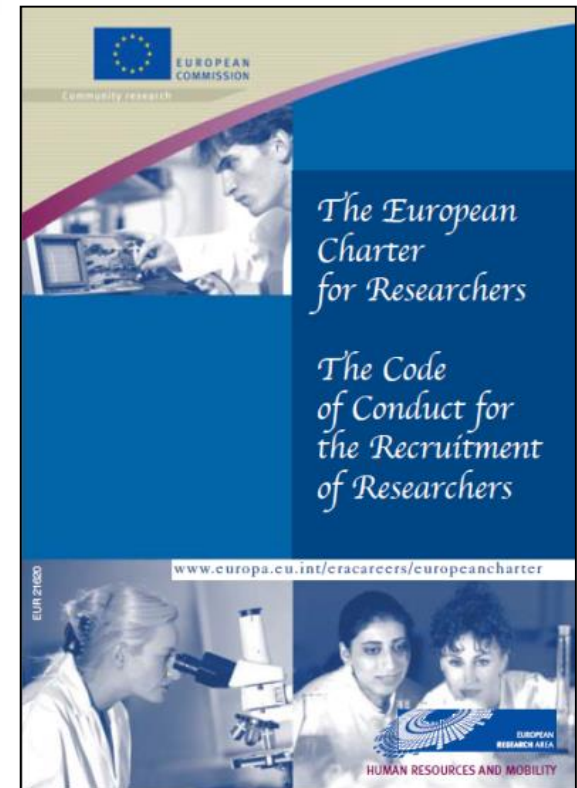


RECRUITMENT

Open, transparent, impartial
and **equitable** recruitment
procedure of researchers

The recruitment strategy:

- ▶ strictly followed the **European Charter for Researchers (The Code of Conduct for Recruitment of Researchers)**
- ▶ **This guaranteed worldwide access and a fair and competitive selection of fellows by the host institutions in accordance to gender equality and minority rights.**





Recruitment guidelines were prepared by the **project coordinator** and distributed among the **beneficiaries**



Establishment of three-member Selection/Evaluation Committees for each **ESR position** (partners from **academic** and **non-academic sector**)



Advertisements of the open positions were prepared and distributed well in advance



Skype interviews and **face-to-face interviews** were used during the selection process (in various cases University committees were formed for the selection)



The eligibility criteria of ANSWER ESRs, according to the rules of MSCA regarding ITN and the needs of the project were collected by the **Coordinator** and distributed among all project Beneficiaries in order to finalize them, and further proceed on the dissemination/announcement of the 15 ESR positions.

Name of Candidate:		
ESR position:		
Eligibility Criteria		
Candidates are, at the time of recruitment by the host organization, in the first four years (full-time equivalent research experience) of their research careers and have not been awarded a doctoral degree	<input type="checkbox"/>	YES
	<input type="checkbox"/>	NO
Candidates have not resided or carried out their main activity (e.g. work, studies, etc.) in the country of their host organization for more than 12 months in the 3 years immediately prior to their recruitment	<input type="checkbox"/>	YES
	<input type="checkbox"/>	NO
Fluency in English language	<input type="checkbox"/>	YES
	<input type="checkbox"/>	NO
Satisfactory qualifications (scientific background and grades)	<input type="checkbox"/>	YES
	<input type="checkbox"/>	NO
Relevance of the scientific background of the applicants to the position	<input type="checkbox"/>	YES
	<input type="checkbox"/>	NO
Recommendation letters	<input type="checkbox"/>	YES
	<input type="checkbox"/>	NO
Previous relevant experience in reference to the ESR description as this appears in the ANSWER project Grant Agreement	<input type="checkbox"/>	YES
	<input type="checkbox"/>	NO
Published journal manuscripts (relevance, journal, number of publications, first author)	<input type="checkbox"/>	YES
	<input type="checkbox"/>	NO
General Comments:		

- ▶ **Advertisements** were published **via a variety of internet recruitment portals** (e.g. EURAXESS, Euro*Science Jobs, studyportals, Eurojobs, national science societies and the home webpages of the consortium) to guarantee a **widespread distribution**. The advertisements included:

- ▶ a broad description of knowledge and competencies required
- ▶ working conditions
- ▶ a broad description of ESRs positions
- ▶ eligibility criteria
- ▶ salary



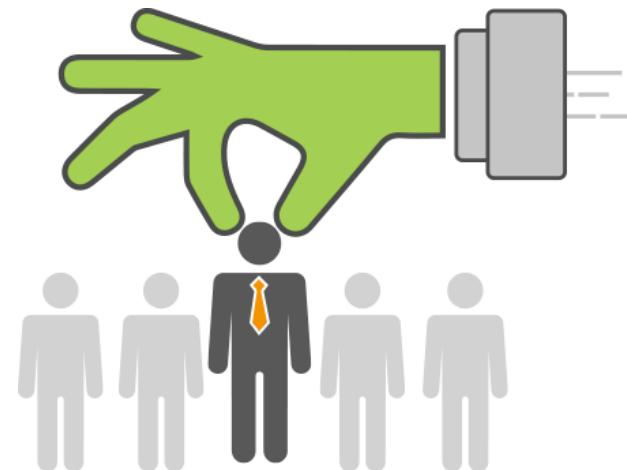
- ▶ The open positions were promoted via **e-mail lists to national and international cooperatives**.
- ▶ The open positions were disseminated by the project beneficiaries through their **local and national portals** (e.g. job and student portals, press, Career Services Offices of local universities, etc.).
- ▶ For any problems and questions: Coordinator and **National Contact Point**

► The **short listed eligible candidates** were invited to an **interview** (with physical presence or via skype), where :

1. the candidates were asked to present in English language their **research background, interests** and **future scientific plans**
2. a **discussion was followed**, where a series of questions were asked and answered; providing thus the Evaluation Committee' members with important information about the candidates **background, work experience, personality, ethics, character** and **future plans**.



- After that, the members of the Evaluation Committee were able to **select the successful candidate for each ESR position**.



Official acceptance e-mails/letters were sent by the supervisors of each position to the selected candidates, on behalf of the whole Evaluation Committee.



Rejection e-mails were sent personally to **all ineligible and not selected candidates** for each ESR position, explaining the reasons for not been selected.



15 ESRs Calls

- ▶ Total Number of applicants: **338**
- ▶ Applicants from **51** Countries:
 - Argentina, Austria, Bangladesh, Belgium, Brazil, Bulgaria, Canada, China, Colombia, Cyprus, Czech Republic, Ecuador, Egypt, Ethiopia, France, Germany, Ghana, Greece, Hungary, India, Iran, Italy, Jordan, Latvia, Lebanon, Malaysia, Malta, Nepal, The Netherlands, Nigeria, Norway, Pakistan, Philippines, Poland, Portugal, Romania, Russia, Serbia, Slovakia, Slovenia, Somalia, Spain, Sweden, Tunisia, Turkey, Uganda, Ukraine, United Kingdom, Uruguay, Uzbekistan, Vietnam



- ▶ Gender of applicants: **141 female**   **196 male**

TRAINING

Specialized Training Courses that provide professional and personal development opportunities beyond what ESRs are generally exposed to in the course of their PhD training

Complementary/soft skills courses, such as writing and publishing research, preparation of research proposals and project management, entrepreneurship/commercial exploitation of research results, presentation skills, ethics, IPR, gender balance in research, etc.

Local Scientific Training Courses

Strong interaction with private sector
(e.g. via ESRs' secondments)

Trainings are adapted to researcher's **specific needs** (**Personal Career Development Plan**, updated every year)



Scientific dissemination activities:

- Journal publications
- Conferences/workshops
- Book Chapters
- Publication in Scientific Newsletters
- Patents
- Seminar talks
- Scientific talks

Dissemination tools/materials:

- Website
- Social media
- Newsletters
- Brochure
- Flyers

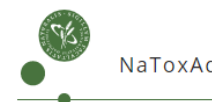


Public engagement activities:

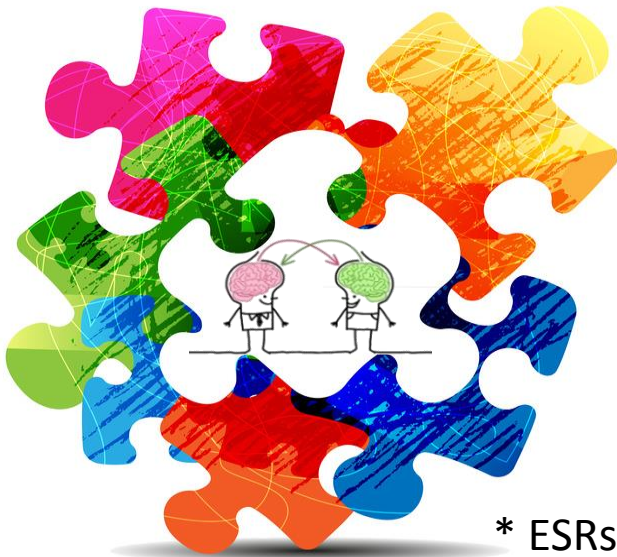
- Press articles
- Visits to schools/universities
- Radio/TV talks
- Visit to end-users/public
- Video/audio clips
- Café Scientifique
- Open/Info Days
- Science Festivals/weeks

ANSWER beneficiaries are actively seeking and exploring **synergies**, **partnerships** and **collaborations** with other initiatives/projects/organizations, in order to identify new opportunities for further knowledge transfer/training, and to be fully up to date concerning new developments in the field of wastewater treatment/reuse and antibiotic resistance.

Project Title/Association Name
Ecology from Farm to Fork Of microbial drug Resistance and Transmission (EFFORT) <i>FP7, FP7-KBBE-2013/613754</i>
New and emerging challenges and opportunities in wastewater reuse (NEREUS) <i>COST Action, COST Action_ES1403</i>
Stopping Antibiotic Resistance Evolution (StARE) <i>Water JPI</i>
NORMAN Association Working Group 5: Wastewater Reuse and Contaminants of Emerging Concern
AcceLerate Innovation in urban wastewater management for Climate change (ALICE) <i>Horizon 2020, MARIE Skłodowska-CURIE ACTIONS, H2020-MSCA-RISE-2016/734560</i>
Water Reuse Europe <i>Industry not-for-profit Association</i>
Natural Toxins and Drinking Water Quality - From Source to Tap (NaToxAq) <i>H2020-MSCA-ETN-2015/722493</i>
Efficiency of different disinfection processes in the removal of antibiotic resistance determinants in experimental pilot systems and full-scale WWTPs (MEG) <i>Bilateral Italy-China, PGR00793</i>
Swine manure manure upgrade for a sustainable agriculture (VALPUR) <i>Spanish national project funded by the Ministry of Economy and Competitiveness, TRA2009_0279</i>
Identification and prevention of the chemical risk in irrigated agriculture. Holistic impact of the environmental quality on the uptake of contaminants at full-scale crops (RACE) <i>Spanish national project funded by the Ministry of Economy and Competitiveness, AGL2014-59353-R</i>
Promoting One Health in Europe through joint actions on foodborne zoonoses, antimicrobial resistance and emerging microbiological hazards (One Health EJP) <i>H2020-SFS-2016-2017 (Sustainable Food Security - Resilient and resource-efficient value chains), 773830</i>
The European Innovation Partnership on Water (EIP Water)



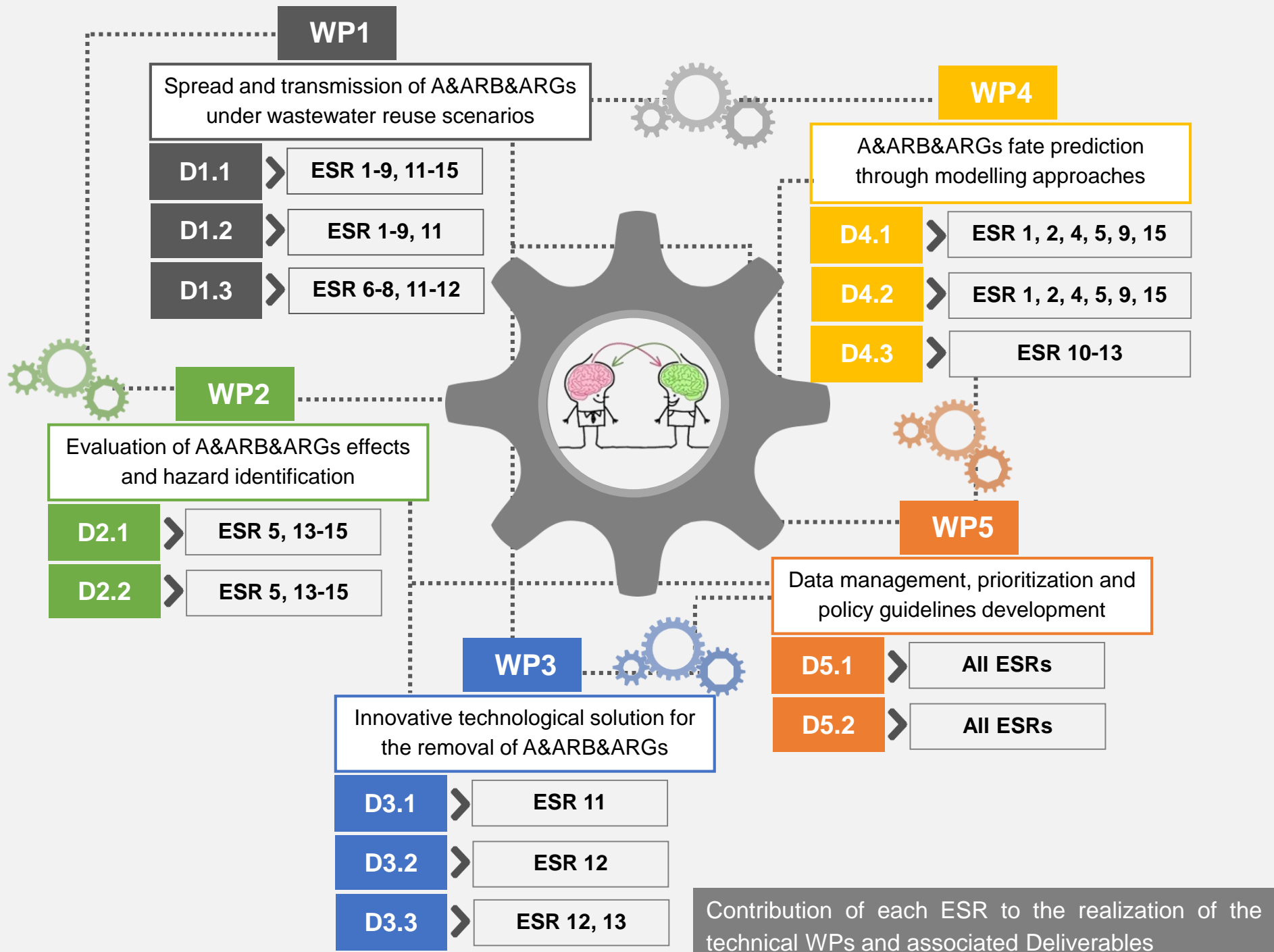
ANSWER scientific activities form **5 technical WPs**, interlinking **15 ESRs**, supported by **6 training areas**: (1) **microbiological tools**, (2) **chemical tools**, (3) **toxicological tools**, (4) **modelling tools**, (5) **process engineering**, and (6) **data management and prioritisation**. The scientific goals of the project cannot be achieved without a strong interfacing among the 6 training areas.



The overall scientific work of the project is strongly **interrelated**, and **synergies**, **complementarities** and **linkages** among all the ESRs' projects exist*.

Strong relation to the **technical Work Packages/Deliverables** of the project.

* ESRs also meet during secondments. An effort was made to have the ESR of the host institution present when the ESR of another institution visited on secondment,





Crucial meeting for the successful project implementation



... gathered together all the ESRs to get to know each other and create a strong platform/basis for working together throughout the project

- **Presentation of the individual scientific projects**
| objectives/activities, secondments |
- **Identification of the synergies among the ESRs' projects**
- **Contributions to the scientific WPs and deliverables**
- **Discussion of the scheduled training/dissemination activities**
- **Presentation of the role/obligations of the ESRs in the project**



Our website:

<http://www.answer-itn.eu>

ACKNOWLEDGMENTS:  ANSWER



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