



TALENT Kick-off Meeting 16.1.2012

Venue: CERN

Date: 16.1.2012

Time: 9-16.45

9:15 Welcome Address

By Sergio Bertolucci

No questions, no comments

9:30 Welcome TALENT Goals and Partners

By Heinz Pernegger

No questions, no comments

10:15 ITN Management, Recruitment, and experience dealing with the EU

By Seamus Hegarty

1. What happens if we don't have enough applicants?

We can extend deadlines, but the ESRs have to start by M13. The ESRs on TALENT all have 36-month contracts and they should start their employment by the first day of M13 as we will lose money otherwise (the Commission would say that we will not be maximizing the contribution to the ITN).

We have to do a lot of advertising for the positions. Everyone needs to use all the possible channels for advertising the positions. When you go to conferences and meetings talk to people and tell them that we are recruiting. We have money to advertise so if you want to advertise, say in printed press, it's entirely possible.

In the event of recruitment difficulties, it is possible to convert an ER into an ESR, however the Commission will expect us to have made good efforts to overcome the difficulty before allowing such a conversion. Conversion from ESR to ER is unlikely to happen as (a) the ER is more expensive and (b) the ITN is set up to favour the ESRs (hence the 20% limit of recruited ER months on an ITN). It is also possible to move a position from one partner to another (not recommended though, as it will involve moving budget between beneficiaries).

2. If we delay the start date of the researcher is that a problem?

No this is not a problem, but the recruiting still needs to be done in time. Every effort should be made such that the researcher starts before M13. Seamus will prepare a "to-do" list to summarize the step-by-step necessary items during the recruitment for all partners

3. What are the limitations for associated partners?
As the associate partners do not recruit, they will not receive money from the EU. They can, however, receive money for training.
4. What about mobility for associated partners?
Mobility only applies to partners that recruit. Associate partners can however host researchers.
5. Is it always necessary to use CERN recruitment system even if the applicant is applying to one of the partners' position?
TALENT is using the CERN e-recruitment system for all applications to positions at all of the beneficiaries. Applications can be shared from the CERN database if there are applications that seem like a good match for different position in TALENT. This is a service of CERN to the TALENT network. The recruitment remains the responsibility of the beneficiary, who recruits the fellow.
6. Can you tell us how the recruitment in CERN happens in practice?
At CERN, we will interview the applicants and ask them to spend a day at CERN. It's good both for the ESR and the host. It is a long contract so we want to make sure that we get the best people for the jobs. Partners can do the same. You have the money to invite the researchers and have them over for a day to make sure that you have found the right person.
When we get the applications, what we first do is we pull out the ineligible ones (common reasons for ineligibility; researchers are applying to country where they live, or it has been too long since they received their MA degree). When we get to the application deadline we will see how many (eligible) applicants we have and see what to do.

10: 35 Coffee break

11:00 ITN Financial Management

By Gregory Cavallo

1. Do the researchers have to pay taxes?
That depends on the rules of the country in question.
2. Does the flat rate set by the Commission include social security, pension, and other employer costs?
Yes, the allowance set by the Commission is the gross salary.
3. Can I pay the researchers more than the flat rate set by the Commission?
Yes, the flat rate is a minimum. However, you cannot claim the additional payments back to the EC.

4. Do we do subcontracting?
We do not do subcontracting in the network (explicitly mentioned).
5. Can the fixed rate of 1800€ be used also for internal training for researchers? If it can, how do we document the usage of money?
When you organize training, you can use this money category. You have to summarize the training event in the management report (basically what it is that you have done). In case of an audit, the training event is checked.
6. Can I use the fixed rate of 1800 € per researcher month to pay for recruitment costs (publication, organizing interviews, etc.)
Yes.
7. So to make it clear, does administrative training also count?
Yes, you have to prepare the ESR for the job so you can provide training concerning the administrative issues as well (career development plan). The EC wants us to do complementary training and this includes also management training, language courses etc.
8. What about administrative and scientific work done by partner (staff)? They also need to use their time for these matters. To which columns do these costs fall?
This is part of your duty as a supervisor and therefore you cannot claim it. Overheads can be used to cover these costs.
9. How do you pay the cost of training for associate partners?
An invoice is issued. Associate partner cannot claim money directly from the EC, they invoice the beneficiary or coordinator instead. The fixed cost is 1800€ (times man/month) for the beneficiary so this is also the maximum that can be compensated for the associate partner in one month.
10. Training allowance – is it restricted to the ESR or can others use it as well?
In this year's system the costs are not divided between ESRs and network. So it is not restricted. 1800€ (times the number of man/month) is given no matter how much of it you use.
11. When do we submit the cost statements?
The first one needs to be submitted in two years and another at the end of the project, in M48. The money we have received now, should allow you to start
The EC will not pay more than 85% of the entire budget before the end of the project

11:25 ITN Consortium Agreement

By Karen Ernst

1. Is Karen Ernst the main contact in IPR?

Yes, she is.

2. Who signs the CA in the partner organizations?
It depends on the institution. It is often the CEO. The signatory has to be legally authorized representative of the organization. In case of CERN it will be the CERN DG.

11:40 TALENT Project Office, Project Administration

By Hanna Juujarvi

1. Do we use the ATLAS EDMS or will a new system be created?
We will use the ATLAS IBL EDMS system for all technical documentation relevant to the IBL. We have the possibility to create a TALENT EDMS structure in addition for non-IBL relevant TALENT content.

12:15 Lunch break

13:30 Atlas Technology Lab (ATLAB)

By Markus Nordberg

Discussion on participation of a public organization.

14:00 Network, common Training Programme and Outreach

By Antti Heikkila

1. What is Researchers' Night?
Researchers' night is an open door event where people get together to promote research careers. It is usually held in September. The event is funded by EC.
2. If we advertise Talent, is there for example a template or something else we can use?
As mentioned before, we are happy to help. If you have any ideas just drop us a line and we will come up with something that can be used for advertising TALENT. Material can definitely be created and handed over to partners. We have already designed a template for the Power Point presentations that you have seen in some of the presentations today. This template can be found now on Indico and later on TALENT website.
Also, when you have recruited your researchers look at their strengths and put them to use. For example, if they have teaching background, you can use that to reach out to younger audience, if they are good at writing, ask them to write about TALENT. There are a wide range of things that can help the network.

Remember that outreach is something that is also assessed by the EU. We definitely want to be seen in conferences so send the researchers to present their work.

14:45 TALENT Scientific and Technical program

14.45 Introduction to agreed plan of ESRs positions and secondments

By Mar Capeans Garrido

1. Will the ESRs located in CERN go somewhere for a secondment?
The ESRs located in CERN will also be sent to secondments in partner organizations. Industrial partners are an especially good place for the ESRs that have spent most of their time in academia. It gives them an opportunity to experience a different kind of a world, a different way of working and this for sure is very important when it comes to their career development.
2. Is the table of secondments final?
We have tried to find places for researchers that would benefit their work as much as possible but this can all still be changed. We should also take the interests of the fellows into account and this can be done only after the recruitment process is done.

15.00 WP2, research objectives and positions

By Heinz Pernegger

1. Will we plan and execute a special dedicated meeting for the WP2?
Yes, that is a good idea. We should do it relatively soon.

15.15 WP3, research objectives and positions Nigel

By Norbert Wermes

No questions, no comments

15.30 WP4, research objectives and positions

By Nigel Hessey

1. What is the IBL benefit?
The IBL will still benefit from the CO2 work done in TALENT, e.g. for all specification of the plant, construction and tests on boiling channel and overall

CO2 cooling experience. The composite work done by TALENT has a strong impact and relevance for HL_LHC upgrade.

15.45 WP5, research objectives and positions

By Ole Rohne/Didier Ferrere

Comments:

The qualification for the person that will be hired in Geneva should probably be physics rather than engineering.

We have three positions with rather similar profiles. Over the next months we will develop the individual career development plan, which of course should also take into account the interests of the actually recruited fellow.

16.00 WP6, research objectives and positions

By Peter Keinz

No questions, no comments