



Election of Physics Group Leader

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Procedure for election

- Procedure approved at the ISCC February 2020 (see minutes)
 - April 2020: CERN to open a Limited Duration position (3 years)
 - Mid-September 2020: Deadline for applications
 - October 2020: Short list of candidates for interview prepared by the search committee (ISCC Chair, ISOLDE Group Leader, INTC Chair)

Steps in the process

- May 5, 2020: GN informs department head about ISCC decision to open call for a new GL – request to start process
- May 2020: GN is requested to prepare the call with HR
- June 3: call published – application deadline Sept. 30
- June 3: Announcement sent to the ISOLDE mailing list, put on NuPECC job site, CERN Courier, etc...
- July 7: meeting of research board, invite candidates to apply
 - 5 people invited (3 male/2 female, nationalities: 3 German, 1 Spain, 1 UK)
 - Only 1 positive reply
- July-August: potential candidates contact the search committee members for further information

Steps in the process

- September 30:
 - 15 applications received
 - HR considers 8 with a suitable profile, 7 are rejected
 - ✓ 2 candidates have a technical profile, no experience with RIB experiments or physics
 - ✓ 6 candidates are physicists from our field
- October 6: search committee selects 4 candidates for invitation to ISCC
 - Selection based on criteria set in the call
 - CV of candidates
 - Motivation Letter of Candidates

Qualifications requested

- Experience:
 - ✓ Demonstrate an outstanding research record in low energy nuclear physics using radioactive isotopes.
 - ✓ **Track record in research leadership position(s).**
 - ✓ **Demonstrated experience with leading radioactive beam experiments in Europe or worldwide.**
 - ✓ Having worked at the ISOLDE facility and/or knowing some of its physics program *would an asset*.
- Technical competencies:
 - ✓ Organisation, planning and control.
 - ✓ Project management.
 - ✓ Knowledge of nuclear physics and/or nuclear applications.
 - ✓ Knowledge of beam production techniques.
- Behavioural competencies:
 - ✓ Managing self.
 - ✓ Demonstrating flexibility.
 - ✓ Optimising resources.
 - ✓ Communicating effectively.
 - ✓ Solving problems.
 - ✓ Building relationships.
 - ✓ Setting direction.
 - ✓ Leading with strength and credibility.
- Language skills:
 - ✓ Spoken and written English. Ability to draw-up technical specifications and/or scientific reports and to make oral presentations.
 - ✓ Ability to understand and speak French will be an advantage.

Today

- Candidates (alphabetical) – country of institution / nationality
 - Giacomo de Angelis – IT / IT
 - Sean Freeman – GB / GB
 - Georgi Georgiev – FR / BG-FR
 - Zsolt Podolyak – GB / GB

 - Potential conflict: if a GB candidate is chosen, KF is willing to resign from the position of ISCC chair (not to have both from GB). To be discussed after election finished.

 - Declaration of potential conflicts of interest by search committee members with candidates
 - GN was PhD supervisor of GG
 - KF is a colleague of SF
 - KF is from same country as ZP
- ➔ Marek will chair selection session (10+10+10 per candidate)

Voting procedure

- AIM: obtain $> 50\%$ of the votes
 - 9 votes (if all 16 voters participate)
 - 8 votes (if 15 and 14 members vote)
 - 7 for 13 or less (unlikely)

- How many people go to the next round ?
 - If the 2 highest scores are the same --> keep only those two
 - If all votes are different --> keep only the two candidates with highest scores
 - If there are two (second best) with similar scores ---> keep 3 candidates. Might need 3 rounds in this case.
 - If 4 candidates get 4 votes each: rediscuss each candidate with pro's and con's for being GL – revote for all.