



Recruitment

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Summary

In this deliverable, D1.1, we report on the recruitment process and the recruitment results within the Privacy&Us project.

The Privacy&Us recruitment process was overall very successful and the project consortium is very pleased with the result where 12 out of 13 ESR positions are filled. The remaining challenge, with regards to recruitment, is to succeed in recruiting a new candidate for position ESR8 at TAU.

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1 Introduction

In this deliverable, D1.1, we report on the recruitment process and the recruitment results within the Privacy&Us project.

The ability to attract and recruit the right skills is crucial for the success of the Privacy&Us project. In order to achieve a successful recruitment we have based the recruitment principles on the following main characteristics.

- We advertise broadly and through various channels to get as many qualified applicants as possible.
- We strive for a broad competition among applicants.
- We advertise nationally and internationally.
- We have a clear profile picture with qualifications and assessment requirements for the positions.
- It is the applicant's responsibility to submit the documents of such a quality that a full assessment of the merits can be made.
- We carefully obey data protection rules during the application and selection process.
- We strive for a gender balance and are careful to ensure that any form of discrimination does not occur. The merit evaluation is neutral in relation to people's different backgrounds, gender and cultural expression.

2 Recruitment process

2.1 Joint advertisement

The recruitment process is a joint effort among the beneficiaries with a joint announcement and advertisement of the 13 ESR positions available within the project. See Appendix for the joint announcement.

The advertisement of the open positions was made broadly via different channels, both nationally and internationally. The main channels were:

- EURAXESS (international)
- Academicpositions.eu (international)
- The Privacy&Us project website www.privacyus.eu (international)
- Individual beneficiaries' websites (national & international)

The advertisement was also distributed via mailing lists related to the research topics of Privacy&Us, such as:

- PET (Privacy Enhancing Technology Community list)
- SOUPS (Usable Security & Privacy list)
- FOSAD (Formal Security Research list)
- IFIP TC11 (IFIP Security & Privacy list)
- FBSEC (German Security list)
- SWITS (Swedish Security list)
- NORDCHI (Nordic Human Computer Interaction list)

As well as to lists of EU projects related to security and privacy, including the completed or ongoing projects:

- PRIMELIFE
- A4CLOUD
- SmartSociety
- PRISMACLOUD
- CREDENTIAL.

Applications for ESRs were to be sent directly to the recruiting beneficiaries that were announcing these ERSs.

The joint advertisement efforts resulted in the following number of applicants:

| ESR No. | Recruiting Beneficiary | Tot number of applicants | Female | Male |
|---------------------|------------------------|--------------------------|--------|------|
| ESR1, ESR2 | KAU | 62 | 15 | 47 |
| ESR3 | WU | 10 | 2 | 8 |
| ESR4 | USE | 18 | 5 | 13 |
| ESR5 | GUF | 16 | 3 | 13 |
| ESR6 | ULD | 18 | 5 | 13 |
| ESR7 | UNI | 15 | 8 | 7 |
| ESR8 | TAU | 8 | 1 | 7 |
| ESR9 | TAU | 7 | 2 | 5 |
| ESR10 | UNI | 17 | 8 | 9 |
| ESR11, ESR12, ESR13 | UCL/VDS | 54 | 10 | 44 |

2.2 Joint selection process

While candidates applied directly to the recruiting beneficiaries and the first evaluation of applications was primarily the responsibility of each beneficiary, the selection process was still a joint one, as interviews for joint applications were synchronised, applicants were transferred to other beneficiaries if suitable, and the overall decisions for selecting candidates was made in telcos of the Supervisory Board.

For the selection process, we defined the following deadlines:

- 20th March: Joint application deadline for all positions (to be sent directly to the recruiting beneficiaries)
- 10th April: Evaluation of the received applications and first selection of candidates by the recruiting beneficiaries
- 18th April: Supervisory Board telco for discussing the selection of candidates, on how to proceed with joint applications and on transferring candidates between partners.
- 30th April: All candidates should be selected.

The joint selection process enabled the possibility to exchange candidates within the consortium as well as process candidates that applied at more than one place. The following rules were applied:

- Each beneficiary should immediately check for the non-eligible candidates (e.g., Swedish residents for the KAU position) whether they could be very suitable for other places that need more candidates.
- For the eligible candidates, each beneficiary has the first round of interviews in order to decide who are the top candidates that the partner could transfer to other places and who the partner would like to keep.
- If candidates applied for more than one place, the interviews should be synchronized with the other respective partners.
- Informed consent by the candidates is needed if their applications are forwarded, either for allowing the co-supervisors of secondments to review them, or for transferring the candidates to another partner.
- The secondary supervisors should also at some point of time be involved in the candidate selection, and preferably also the secondment partners should be asked (again, the candidates should be asked for consent before any application data are exchanged).

- For all candidates that applied for more than one place, a decision shall be made on the 18th April, who of the partners would like to offer such a joint candidate a position. If the candidate gets more than one offer, he/she should then be able to choose.

In the end, two candidates that applied at KAU could successfully be transferred to USECON (ESR4) and UCL (ESR 12).

3 Recruitment results

3.1 ESR positions

| ESR No. | Name | Gender | Recruiting Beneficiary | Supervisor | Co-supervisor |
|---------|---|------------|------------------------|------------|---------------|
| ESR1 | Patrick Murmann | M | KAU | KAU | WU |
| ESR2 | Agnieszka Kitkowska | F | KAU | KAU | TAU |
| ESR3 | Esther Görnemann | F | WU | WU | KAU |
| ESR4 | Poornigha Santhana Kumar | F | USE | UoS | UCL |
| ESR5 | Majid Hatamian | M | GUF | GUF | TAU |
| ESR6 | Alexandr Railean | M | ULD | UBO | KAU |
| ESR7 | Juan Quintero | M | UNI | FAU | WU |
| ESR8 | <i>(The recruited candidate withdrew from Privacy&Us)</i> | <i>(F)</i> | TAU | TAU | KAU |
| ESR9 | Luiza Santiago Rezende | F | TAU | TAU | FAU |
| ESR10 | Lamya Abdullah | F | UNI | FAU | EWT |
| ESR11 | Alexandros Mittos | M | UCL | UCL | UBO |
| ESR12 | Mark Warner | M | UCL | UCL | TAU |
| ESR13 | Andreas Gutmann | M | VDS | UCL | GUF |

3.2 Gender

From the 13 recruited ESRs, 6 were females and 7 males. One of the recruited female applicants however withdrew. This means that of the 12 appointed ESR positions, there are currently 5 (42%) female ESRs and 7 (58%) male.

Each partner applied gender and equal opportunity policies at their local organisations for evaluating, selecting and interviewing candidates. Besides, we also tried to transfer highly qualified females that applied to one beneficiary, but were not listed as the number one candidate, to other beneficiaries (and in one case, this transfer was also successful).

3.3 Eligibility

The eligibility of all the recruited candidates was verified by the recruiting organization and the project coordinator. All the recruited candidates, at the time of recruitment, were in the first four years (full-time equivalent research experience) of their research careers and have not been awarded a doctoral degree hence qualifying as Early-Stage Researchers. Also, they all undertake transnational mobility, and have carried out their main activities outside the country of the recruiting organization for more than 24 months in the three years immediately prior to their recruitment.

3.4 Deviations from original plan

The position ESR8 was offered to a candidate, who initially accepted and was about to begin the contract, but had to withdraw due to personal reasons. This means that the Privacy&Us project has currently filled 12 out of 13 ESR positions and position ESR8 at TAU is still vacant. The position is currently being advertised again and the aim is to fill the position shortly.

According to plan, the ESRs should start their positions by 1st August 2016. This was achieved in nine cases. Three ESRs have a later starting date due to earlier obligations:

- ESR4, starting 1st September 2016
- ESR10, starting 5th August 2016
- ESR12, starting 26th September 2016

Nonetheless, ESRs 4 and 10 were present at the 1st Training Event in Karlstad, and ESR 12 attended most of the event remotely via videoconference.

4 Final remarks

The Privacy&Us recruitment process was overall very successful and the project consortium is pleased with the recruitment result where 12 out of 13 ESR positions are filled. The remaining challenge, with regards to recruitment, is to succeed in recruiting a new candidate for position ESR8 at TAU.

Appendix

13 PhD positions in the EU Horizon 2020 Marie Skłodowska-Curie Innovative Training Network Privacy & Usability (MSCA ITN Privacy & Us)

<https://privacyus.eu/>

The Privacy & Usability (Privacy & Us) EU H2020 MSCA ITN (project 675730) will fund 13 PhD studentships with a duration of 36 months, starting August 2016.

Important dates and facts:

Application deadline: **20th March 2016**

Each student will have to start on **1 August 2016**, so prospective applicants should plan ahead of time if they want to apply.

About Privacy & Us

With the rapid accumulation and processing of personal data by numerous organizations, it is of paramount importance to protect people from adverse uses of their data, while allowing them to enjoy the benefits the use of these data can possibly provide. This is the question of protecting citizens' privacy, while enabling them to make informed decisions regarding their actions with privacy implications.

The Privacy & Us innovative training network will train thirteen creative, entrepreneurial and innovative early stage researchers (ESRs) to be able to reason, design and develop novel solutions to questions related to the protection of citizens' privacy, considering the multidisciplinary and intersectoral aspects of the issue. ESRs will be trained to face both current and future challenges in the area of privacy and usability. Privacy & Us offers a combination of research-related and transferable competence skills that will enhance the career perspectives of the ESRs in both the academic and non-academic sectors.

The ESRs will receive comprehensive training and engage in intersectoral and multidisciplinary collaboration. Through this collaborative effort, the project will make a significant contribution and impact to the ESRs future careers. It will also contribute to shaping future privacy policies and practices in Europe and will significantly advance the state of the art in privacy and usability research.

Consortium (Host organisations of the ESRs)

- Karlstad University (KAU, Sweden) – Coordinator
- Goethe Universität Frankfurt (GUF, Germany)
- Tel Aviv University (TAU, Israel)
- Unabhängiges Landeszentrum für Datenschutz (ULD, Germany)
- Unicon Universal Identity Control GmbH (UNI, Germany)
- University College London (UCL, UK)
- Usecon Usability Consultants GmbH (USE, Austria)
- CRONTO Limited/Vasco (VA, UK)
- Wirtschaftsuniversität Wien (WU, Austria)

Partner Organisations

- The Austrian Data Protection Authority (DSB, Austria)
- Preslmayr Rechtsanwälte OG (PRE, Austria)
- Friedrich-Alexander University Erlangen (FAU, Germany)
- University of Bonn (UBO, Germany)
- Bavarian Data Protection Authority (LDA, Germany)
- EveryWare Technologies (EWT, Italy)
- Sentor MSS AB (STR, Sweden)

Eligibility

Studentships are not restricted to EU citizens, however, applicants cannot have resided for more than 12 months over the past 3 years in the country of the host organisation by August 2016. For example: if you have studied in Sweden for the past 12 months, you cannot apply to the positions announced by KAU (but you are eligible to all others); if by August 2016 you have been living in the UK only for the last 9 months, you are eligible to positions available at UCL.

Studentships are restricted to Early Stage Researcher (ESR), defined as candidates that are at the time of recruitment in the first four years of their research careers, which is measured from the date when they have obtained their degrees, which entitle them to enroll for a PhD program.

Candidates should demonstrate high ability to understand and express themselves very well in both written and spoken English in order to derive the full benefit from the network training.

Secondments

All ESR positions also involve secondments (i.e., internships) of 8-10 months to other academic and non-academic Privacy & Us host organisations or partners to broaden the students' training and enrich their skills and experiences.

Salary & Benefits

Students will receive an attractive monthly salary (with the specific amount depending on the hosting organisation) and competitive financial support including monthly living and mobility allowance, plus 500 EUR/month family allowance (when applicable) and the coverage of expenses related to the participation in the secondments, research and training activities.

Applications

Applications will be collected and processed by each institution. Look for **Application links** next to each studentship description for deadlines and details. Each student will have to start on **1 August 2016**, so prospective applicants should plan ahead of time if they want to apply.

Application Deadlines: **20th March 2016**.

The available 13 positions

Position 1: Privacy Indicators in Smartphone Ecosystems (GUF)

Investigate methods to support informed decision-making, by helping users to understand benefits and potential privacy consequences of smartphones apps using data flows and crowd-source comments.

Host institution: Goethe Universität Frankfurt, Germany
Supervisors: [Kai Rannenberg](#), [Jetzabel Serna](#)
Secondments: TAU, UNI, STR
Application link: <https://m-chair.de/index.php/chair/career>

Position 2: Usable Transparency (KAU)

Research and explore HCI techniques for designing usable user interfaces that enhance transparency and help users to control the personal big data traces that they leave online.

Host institution: Karlstad University
Supervisors: Simone Fischer-Hübner, Melanie Volkamer
Secondments: USE, WU, ULD
Application Link: <https://kau.mynetworkglobal.com/en/what:job/jobID:87493/where:26/>

Position 3: Measuring and Manipulating Privacy-related Attitudes and Behaviors (KAU)

Further the understanding of users' privacy-related decision-making process with the overarching goal to minimize the current attitude-behavioral gap for privacy-related behaviors.

Host Institution: KAU
Supervisors: Leonardo Martucci, Erik Wästlund
Secondments: TAU, USE, WU
Application Link: <https://kau.mynetworkglobal.com/en/what:job/jobID:87493/where:26/>

Position 4: Modeling Responses to Privacy-related Indications (TAU)

Develop models of user responses to privacy-related indications from systems or other information sources and validate these models with empirical research to generate effective privacy notifications and information.

Host institution: TAU
Supervisor: Joachim Meyer
Secondments: GUF, STR, KAU
Application Link: <http://toch.tau.ac.il/wp-content/uploads/2016/01/PrivacyUS-Positions-announcement-20160113-1.pdf>

Position 5: Informed Consent in Privacy: Functionality, Usability, and Legality (TAU)

Analyze legal and technological paradigms of consent in privacy, develop new models of consent that can be effectively applied to contemporary information systems, and assess how users respond and make use of these new models.

Host institution: TAU
Supervisors: Eran Toch, Michael Birnhack
Secondments: UCL, LDA, UNI

Application Link: <http://toch.tau.ac.il/wp-content/uploads/2016/01/PrivacyUS-Positions-announcement-20160113-1.pdf>

Position 6: Usable Privacy in the Internet of Things and Smart Spaces (ULD)

Research and explore the legal setting as well as usable mechanisms that support privacy protection goals such as unlinkability, transparency, and intervenability. Guiding principles are "privacy by design" and "privacy by default".

Host Institution: ULD
Supervisors: Delphine Reinhardt (née Christin)
Secondments: UNI; KAU, USE
Application Link: <http://datenschutzzentrum.de/artikel/1006-.html>

Position 7: User Acceptance of the Sealed Cloud Concept (UNI)

Investigate and improve the usability and user acceptance of the privacy applications, such as anonymous web surfing and secure file storage and sharing, that are based on the Sealed Cloud concept, a novel tamper-proof execution environment for cloud computing.

Host institution: UNI
Supervisor: Felix Freiling, Zinaida Benenson
Secondments: KAU, WU, USE
Application Link: <https://www1.informatik.uni-erlangen.de/vacancies>

Position 8: Adaptive Data Privacy for Smart Environments (UNI)

Critically appraise current privacy preserving solutions for smart homes and other smart indoor environments, and develop new privacy enhancing software components that are compatible with the emerging commercial solutions for smart spaces and enable semi-automatic adjustment of users' privacy preferences.

Host institution: UNI
Supervisor: Felix Freiling, Claudio Bettini
Secondments: TAU, GUF, USE
Application Link: <https://www1.informatik.uni-erlangen.de/vacancies>

Position 9: Privacy-Preserving Personal Genomic Testing (UCL)

Investigate how to securely and efficiently store genomic data, design and implementing privacy-preserving genomic testing, as well as support user-centered design of secure personal genomic applications.

Host institution: UCL
Supervisor: Emiliano De Cristofaro
Secondments: LDA, UBO, UNI
Application link: <https://www.prism.ucl.ac.uk/#!/?project=155>

Position 10: Privacy of Personal Health Data (UCL)

Better understand and support individuals' decision-making around healthcare data disclosure, weighing up personal and societal costs and benefits of disclosure.

Host institution: UCL
Supervisors: Ann Blandford and M. Angela Sasse
Secondments: UNI, TAU, KAU
Application link: <https://www.prism.ucl.ac.uk/#!/?project=155>

Position 11: Privacy and Security in Commercial Transactions and Interactions (USE)

Investigate and evaluate novel designs and develop scalable and robust interfaces for establishing trust in commercial transactions using a combination of human computer interaction techniques, security and privacy.

Host institution: USE
Supervisors: Manfred Tscheligi, Michael Bechinie
Secondments: GUF, UCL, VDS
Application Link: <http://www.usecon.com/phd-position-h2020>

Position 12: Privacy-preserving Transaction Authentication for Mobile Devices (VA)

Explore techniques for privacy-preserving authentication, then extend these to develop and evaluate innovative solutions for secure and usable authentication that respects user privacy.

Host institution: VA
Supervisors: Steven Murdoch, Emiliano De Cristofaro
Secondments: USE, GUF, FAU
Application link: <https://www.prism.ucl.ac.uk/#!/?project=155>

Position 13: Psychological Ownership of Personal Data (WU)

Explore how psychological ownership for personal data can be developed, its consequences in people's attitudes, and the influence of transparency mechanisms' to 'Explore how ownership perceptions for personal data can be developed as means to strengthen privacy behavior.

Host institution: WU
Supervisors: Sarah Spiekermann, Sabrina Kirrane
Secondments: DSB, KAU, ULD
Application Link: <http://www.wu.ac.at/structure/servicecenters/hr/current-job-openings/en/>