

15 PhD/Early Stage Researchers (ESR) positions available

Deadline: May 31st, 2020

The **European Training Network RIBES “River flow regulation, fish BEhaviour and Status”**, funded by the European Commission under the EU Horizon 2020 programme Marie Skłodowska-Curie Actions Innovative Training Network (Grant no. 860800), announces the following **15 positions for Early-Stage Researchers (ESRs)** giving the opportunity of being awarded a Doctoral Degree, with innovative complementary training activities and attractive travel, laboratory and research opportunities.

RIBES ESRs will be trained by international leaders in the interdisciplinary field of Ecohydraulics to [FIND INNOVATIVE SOLUTIONS FOR FRESHWATER FISH PROTECTION AND RIVER CONTINUITY RESTORATION IN ANTHROPOGENICALLY ALTERED RIVERS](#) within a European consortium of universities, research institutions and companies in **Italy, Sweden, Germany, UK, Estonia and Belgium** in an excellent scientific environment with state-of-the-art technologies.

AVAILABLE POSITIONS			
ESR #	Title	Host	Country
ESR01	Quantification of fish response to multimodal signals	University of Southampton	UK
ESR02	Quantification of light pollution as a migration barrier	Leibniz Institute of Freshwater Ecology and Inland Fisheries	GERMANY
ESR03	Quantification of habitat alterations on the fish community	Karlstad University	SWEDEN
ESR04	Biomarker integrated analysis of fish stress	Università degli Studi di Padova	ITALY
ESR05	Hydrodynamics of swimming fish: drag, propulsion, and fish bioenergetics	University of Aberdeen	UK
ESR06	Hydrodynamics of fish habitats in natural streams: implication for fish behaviour	Leibniz Institute of Freshwater Ecology and Inland Fisheries	GERMANY
ESR07	Hydrodynamics of fish at hydraulic structures: scale modelling and similarity principles	Università degli Studi di Padova	ITALY
ESR08	Swimming efficiency of small-sized migratory fish species: the role of turbulence and water temperature	Politecnico di Torino	ITALY
ESR09	Data analysis methods for the evaluation of fish migration paths	SJE Ecohydraulic Engineering GmbH	GERMANY
ESR10	Field monitoring methods to assess fish pass efficiency	Fiskevårdsteknik i Sverige AB	SWEDEN
ESR11	Underwater robotics methods for fish hydrodynamics field measurements	Tallinn University of Technology	ESTONIA
ESR12	Sensor network methods for fish detection and visualization	University of Southampton	UK
ESR13	Spatio-temporal fish migration in an anthropogenically impacted river system	Ghent University	BELGIUM
ESR14	Innovative criteria for enhancing technical solutions for fish passage at hydropower plants	Politecnico di Torino	ITALY
ESR15	Designing new guidance devices to support downstream migrating fish	Norconsult AB	SWEDEN

Applicants may rank up to 3 ESR positions that they would like to be considered for

CHECK MOBILITY RULE, ELIGIBLE DEGREES AND SPECIFIC MANDATORY SKILLS SPECIFIED FOR EACH ESR PROJECT BEFORE APPLYING

RIBES

The 15 ESRs will carry out an innovative research programme within a multidisciplinary and intersectoral Network, including 8 leading European Universities, consultancy companies, public agencies and hydropower industry, encompassing experts in fish biology, river ecology, environmental fluid mechanics and hydraulic engineering.

The 15 ESRs will have access to a number of laboratory and field facilities, modelling techniques, experimental practices and instrumental technologies, **to expand current understanding of fish bio-mechanical, behavioural and physiological processes, and to promote development of novel tools and management solutions in the area of freshwater fish protection.**

The RIBES research activities are structured in **4 Work Packages (WPs)** aimed at:

- **WP1–FISH STRESS AND BEHAVIOUR** (ESR01-02-03-04): quantifying behavioural mechanisms and stress-related responses to anthropogenic disturbances in rivers and related physiological indicators
- **WP2–FISH HYDRODYNAMICS** (ESR05-06-07-08): advancing existing capabilities of observing and modelling flow fields around swimming fish and the bio-mechanics of fish locomotion
- **WP3–TOOLS AND TECHNOLOGIES** (ESR09-10-11-12): innovating currently-adopted technologies related to detection and tracking of fish to gain insights on fish behaviour from field and lab observations
- **WP4–FISH MANAGEMENT SOLUTIONS** (ESR13-14-15): developing fish management tools and novel design of facilities devoted to fish protection and to improve eco-compatibility of hydropower systems

ESRs will be enrolled in specific PhD training programmes according to the rules of 6 host countries and will undertake a network-wide training programme inclusive of research activities in at least 2 EU countries, short courses at 5 Network Schools, and a series of dissemination and public outreach actions, with the fundamental goal of forming a group of young scientists and practitioners who will play a key role in the water sector at the European scale.

REQUIRED PROFILES:

Due to the strong interdisciplinarity characterizing the field of Ecohydraulics, applications are welcome from a wide range of BSc/MSc degrees, such as: Engineering (Environmental, Civil, Hydraulic, Mechanical, Aerospace, Electronic, Software and Bio-Engineering), Biology, Physiology, Ecology, Natural Sciences, Environmental Sciences, Agricultural Sciences, Geosciences, Physical Oceanography, Biotechnology, Informatics, Data Sciences, Computational Fluid Dynamics and related disciplines.

Check eligible Degrees and specific mandatory skills specified for each ESR project before applying.

DURATION:

The positions are offered full-time for **3 years (36-months)**.

For five ESR projects (ESR03, ESR09, ESR10, ESR13 and ESR15) an additional fourth year (total **48-months**) is funded outside the RIBES project by Karlstad University and Ghent University (where the fellows will be enrolled in the Doctoral Schools).

Starting date is negotiable with the host institution in the **second semester 2020** (from June to December 2020). Enrollment in the Doctoral Schools is foreseen by December 2020.

BENEFITS:

The selected candidates will receive a 36-months, full-time employment contract as per Marie Skłodowska-Curie Actions (MSCA) regulations for early stage researchers, with a highly competitive salary, including a generous monthly living and mobility allowance and (if eligible) a monthly family allowance.

The **gross salary** consists of:

- **living allowance: 3.270 EUR/month (39.240 EUR/year)**, multiplied by the country correction coefficient of the country where the researcher is recruited:
 - Italy: 104,4%
 - Sweden: 121,8%
 - Germany: 97%
 - Estonia: 79,4%
 - UK: 139,8%
 - Belgium: 100%
- **mobility allowance: 600 EUR/month (7.200 EUR/year)**
- **family allowance**, if applicable - depending on the family situation at the time when the contract is being concluded: **500 EUR/month (6.000 EUR/year)**. This amount will be paid should the researcher have family, regardless of whether the family will move with the researcher or not. In this context, family is defined as persons linked to the researcher by (i) marriage, or (ii) a relationship with equivalent status to a marriage recognised by the national or relevant regional legislation of the country where this relationship was formalised; or (iii) dependent children who are actually being maintained by the researcher.

The gross salary is subject to compulsory deductions following applicable national regulations of the country in which the researcher is recruited (such as social security contributions and direct taxes).

The selected candidates will be enrolled in the Doctoral Schools with the opportunity of being awarded a PhD Degree. All ESRs will benefit from joint supervision, ensuring the successful completion of their individual research projects according to a specific personal career development plan. In addition to their individual scientific projects, all fellows will benefit from further education including internships and secondments within the RIBES consortium (academic and non-academic partners), a variety of training modules as well as transferable skills courses and active participation in workshops and conferences.

The RIBES consortium supports gender equality, research integrity, open access to research outputs, and outreach activities with the public.

MSCA ELIGIBILITY CRITERIA:

The 15 PhD positions as Early Stage Researchers are **open to applicants of all nationalities** fulfilling the following eligibility requirements (to be carefully checked by candidates before applying):

Early-stage researchers: applicants shall, at the date of recruitment, be in their first 4 years of research career (full-time equivalent research experience measured from the date of obtainment of the Degree entitling enrollment in a Doctoral School either in the country in which it was obtained or in the country in which the researcher is recruited) **and have not been awarded a doctoral degree.**

Please note that candidates not yet graduated by the call deadline (with BSc/MSc Degree foreseen at the latest by July 31st, 2020) can apply to ESR01, ESR04, ESR05, ESR07, ESR08, ESR09, ESR12, ESR13 and ESR14.

Mobility rule: applicants must not have resided or carried out their main activity (work, studies, etc.) in the country of the recruiting institution hosting the ESR project for more than 12 months in the 3 years immediately before the recruitment date. Compulsory national service, short stays such as holidays, and time spent as part of a procedure for obtaining refugee status under the Geneva Convention are not taken into account.

English language: candidates must demonstrate that their ability to understand and express themselves in both written and spoken English is sufficiently high for them to derive the full benefit from the network training. English proficiency of short-listed applicants will be assessed during the selection interview. Specific language requirements may be set by the different Doctoral Schools (check each ESR project description).

Furthermore, usual MSCA eligibility criteria apply and will be verified during the application process. For more information on MSCA, please see: <http://ec.europa.eu/mariecurieactions>

APPLICATION AND SELECTION PROCESS:

To submit your application, please download the **Application Form** available at <https://www.msca-ribes.eu/recruitment> and carefully follow its instructions.

Candidates must fulfil and sign the Application Form, **selecting up to three ESR positions** (ranked in preference order), including the following documentation:

- **Motivation letter:** (max 2 pages, in English) containing research interests, main skills, career plans and the reasons for applying to the selected ESR positions
- **CV:** curriculum vitae in English using [Europass CV format](#) describe candidate's compliance to the specific mandatory and desirable skills specified for the selected ESR position(s)
- **Passport/ID card:** Copy Passport or national ID card
- **References:** Names and email addresses of at least two academics who have agreed to provide a letter of recommendation and/or being contacted by a representative of the network regarding the candidate application
- **Degree:** Copy of your most recent Degree certificate (BSc or MSc) and related academic transcripts. For candidates from EU Countries the [Diploma Supplement](#) is recommended
- **English language** (candidates from non-English speaking countries): copy of English language certificates, if available (e.g. TOEFL or IELTS). If applicable, refer to the specific requirements of the Doctoral Schools of the selected ESR positions
- **Other** (optional): other documentation considered useful to demonstrate your compliance to the specific mandatory and desirable skills specified for the selected ESR positions and your motivation towards research in the Ecohydraulics field

The signed Application Form and all the above documentation shall be produced **as a single PDF document** (*the PDF file name must include the candidate last name and reference to the selected ESR position(s) – e.g. Smith_ESR01-02-12.pdf*)

The PDF file must be submitted by email to the following address **by May 31st, 2020 at 18:00 CET:** recruitment@msca-ribes.eu

Applications including all the required documentation received within the above deadline will be processed by the RIBES Recruitment Committee and submitted to the selection panels set up for each ERS position.

The **selection procedure** carried out by each panel will be based on the following steps:

- preliminary compliance check with the MSCA eligibility criteria and the specific requirements of the ESR project (Degree, Specific mandatory skills, Specific requirements of the Doctoral School)
- screening of all the applications received and candidates shortlisting based on CV, academic transcripts, motivation and relevance with the specific research project
- interviews (Skype or other) of shortlisted candidates
- (optional) contacts with the reference academics indicated by the shortlisted candidates
- final selection of the successful candidate

Prior to recruitment, a final compliance check with the MSCA eligibility criteria and the specific requirements of the ESR project will be carried out. Incorrect or lacking documentation may invalidate the recruitment procedure.

MORE INFORMATION:

This project has received funding from the European Union Horizon 2020 Research and Innovation Programme under the Marie Skłodowska-Curie Actions, Grant Agreement No. 860800.

Details on general rules of MSCA Innovative Training Networks (e.g. implementation, activities, financial aspects, eligibility criteria, etc.) can be found in the [H2020 Programme - Guide for Applicants](#).

Further information for Early Stage Researchers is available in the Information note for MSCA fellows and the European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers available at <https://www.msca-ribes.eu/recruitment>

For more general information about the RIBES project please contact the Project Coordinator Prof. Claudio Comoglio (coordinator@msca-ribes.eu).

For information specifically related to each individual research project, please refer to the contact person(s) highlighted in each ESR project description.