

The logo for Nikhef, featuring the word "Nikhef" in a white, sans-serif font. The letter "i" has a dot, and the letter "h" has a vertical bar. The logo is centered in the upper half of the slide.

Nikhef

The text "Staff meeting - January 18, 2018" is centered in the lower half of the slide, written in a white, serif font. The background of the slide is a dark purple gradient with a complex pattern of white and red lines and dots, creating a sense of depth and movement.

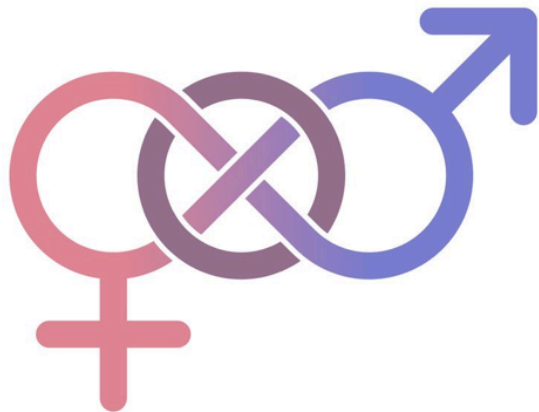
Staff meeting - January 18, 2018

- Report will be presented to NWO on February 7th
 - as said few times: excellent report, well written, valuable recommendations
- Research quality (1)
 - “..put in place mechanisms that enable vigorous pursuit of hosting ET in the Netherlands”
 - “.. join EGO/VIRGO as full members in view of hosting the ET in the Netherlands”
- Relevance to society (1)
 - “...pleased to see considerable and successful effort in this direction and encourages Nikhef to continue and further strengthen such efforts.”
- Viability (2)
 - “..long-term projects, a norm at Nikhef, require allocation of long-term funding. NWO is encouraged to adapt its funding schemes to recognise this nature of Nikhef’s work”
 - “...endorses Nikhef’s plans for the renovation of its buildings to provide more space for performing high quality scientific research”

- PhD programmes
 - “The Committee urges Nikhef to continue its efforts to reduce the duration of the PH.D. research project to the nominal 4 years.”
- Research Integrity
 - “Nikhef should raise more awareness, and further define procedures to follow, in case issues arise concerning research integrity.”
- Diversity
 - “The Committee encourages Nikhef to look at possibilities of mobility post Ph.D., including within Netherlands itself.”
 - “Nikhef is encouraged to write a “Gender Equality Plan” “



Nikhef



Gender Equality Plan

- We have a gender imbalance
 - Awareness at the institute on all levels
 - Always include at least one female staff-member in every selection committee;
 - Actively recruit talented female candidates for positions that are supported by grants and fellowships
 - All scientific staff members - and others who participate in selection of scientific applicants - will be invited to join a workshop, to discover their personal unaware gender biases, and how to avoid these in their daily practice.

	2011				2016			
	M (fte)	F (fte)	total fte	%F	M	F	total	%F
Permanent scientific staff	57,0	3,6	60,6	5,9%	62,1	9,2	71,3	12,9%
PhD students	65,3	15,8	81,1	19,5%	75,4	25	100,4	24,9%
postdocs	23	3,8	26,8	14,2%	20	8,8	28,8	30,6%
Technical/engineering	79,1	4,6	83,7	5%	66,6	3,3	69,9	5%
Management & General support	19,36	7,24	26,6	27,2%	17,5	7,9	25,4	31,1%
Nikhef total	243,8	35,0	278,8	13%	241,6	54,2	295,8	18%

table 1. Development of male/female staff members at Nikhef 2011/2016

- Increasing awareness not straightforward;
 - cannot be imposed and contains a cultural component.
- Concrete action: RDMP
 - *Our focus: find balance between intended result and minimal energy*

Nikhef Research Data Management Policy v03



Nikhef Research Data Management Policy

The Dutch National Institute for Sub-atomic Physics Nikhef, via its mission and through the programmes, projects, and collaborations that it operates and subscribes to, is a significant producer of scientific research data, and transfer of this knowledge to third parties, i.e., industry, civil society and general public, is an integral part of Nikhef's mission. Nikhef is committed to ensuring careful management and optimal exploitation of the research data, both in the short term and the long term, in alignment with the principles on data management of NWO, and in accordance with this Policy¹.

Research Integrity, Nikhef Research Computing
Course

Jeff Templon

<2017-11-27 Mon>



Intellectual Honesty

"Scientists even have formal code of conduct to promote intellectual honesty. They call it "scientific method". You are supposed to look critically at your results, pro-actively try to find problems, not massage your data until they prove what you want them to prove, submit your work for peer-review, welcome replication efforts and calmly accept if you were proven wrong." [Link](#)

"Data Stewardship"

Archive "your data"

- Choices on what to archive and where
- may not be practical to archive everything! References?
- what can you easily regenerate (MC code + versions + input file)

Archive your analysis

- Code is what you did, maybe not what you think you did
- Dependencies on other code (eg numpy): record versions too!

FAIR

Findable, Accessible, Interoperable, Reusable

- Portfolio analysis (2018 - all institutes including KNAW)
 - Main questions
 - 1) To what extent do the institutes offer clear added value for the national knowledge landscape?
 - 2) Is the institutional system sufficiently responsive and dynamic?
 - This will be a paper exercise
- NWO strategy (in concept available)
 - Institutes well positioned - input from ‘white paper’
 - Proces finalised in March 2018
 - Implementation follows -

NWO-instituten

74. De NWO-instituten zijn in veel gevallen het Nederlandse knooppunt in een internationaal onderzoeksnetwerk, *host* van of toegangspoort tot grote (inter-)nationale onderzoeksinfrastructuur en het centrum van een nationaal samenwerkingsverband. De infrastructuur is nauw verbonden met de missies van individuele instituten: zonder infrastructuur kan een instituut zijn missie niet verwezenlijken. Verschillende instituten zijn sterk verbonden met een faciliteit uit de nationale roadmap grootschalige wetenschappelijke infrastructuur en de Europese ESFRI roadmap of landmark, zoals CERN, KM3NeT 2.0, SKA en ITER.

Kader:

AMOLF: is met het Amsterdam NanoCenter onderdeel van de landelijke cleanroom faciliteit NanolabNL.

ASTRON: beheert de radiotelescoop faciliteiten WSRT en LOFAR, coördineert de nationale bijdragen aan het internationale SKA-project, de ontwikkeling van de SKA Science Data Centers en huisvest het NOVA-Optisch/IR lab en het Europese JIVE(ERIC).

DIFFER: beheert Magnum-PSI faciliteit en coördineert de nationale bijdrage aan ITER, EUROfusion en F4E.

Nikhef: coördineert de nationale inbreng en neemt een leidende rol in grote infrastructuren als CERN, KM3net, LIGO/Virgo en in de ontwikkeling van de Einstein Telescoop.

NIOZ: beheert de Nationale Mariene Faciliteit (NMF) en geeft via het Europese OFEG consortium het Nederlandse onderzoek toegang tot zeegaande faciliteiten van andere landen.

SRON: vervult in samenspraak met het Netherlands Space Office (NSO) de rol van thuisbasis voor het wetenschappelijk programma van ESA, en adviseert hierover de minister van OCW.

NWO funding instruments

- Harmonization funding instruments - (not so clear yet)
 - Plan to start in August 2018
 - Uniform through NWO domains
 - Based on categories
 - I. talent,
 - II. bottom-up curiosity driven research; projects and programs
 - III. *thematic research programs*
- Fill 'gap' funding until August
 - Old-style FOM program for OIO/PD positions
 - Nikhef will submit two proposals (call opens March 1st):
 - Dark Matter detection with KM3NeT and XENON
 - Research of Gravitational Waves at Virgo & LIGO

- Call open for proposals:
 - April - September
 - UvA is preparing pre-proposal to obtain 'slot' to submit proposal
- Multi-messenger physics of the extreme universe
 - Based on science questions of multi-messenger
 - Space and time
 - Particle physics of cataclysmic events
 - Astroparticle physics
 - Connected to infrastructures - GW, neutrino's, UHECR, photons
- Serious funding ~20M€
 - University provide 'slots' for applications



- ‘Disciplinekamers’ NWO
 - Advice of NWO-d ENW domain
 - chair: Gijsje Koendering - Nikhef: Jo van den Brand
- Platform Academische Natuurkunde
 - Platform Dutch physics research - universities & institutes
 - Niels van Bakel, Nicolo de Groot, Paul de Jong
- Number of VIP visits to CERN
 - RUG, OCW - MKB - RUN, VSNU, UM+Limburg

- Netherlands industrial return

- ‘poorly balanced’

- Large activity of ILO - Jan V

- Well-balanced > 90%
- Poorly-balanced < 90%
- Very poorly balanced < 30%

- Fellowships & technical students

- Netherlands is under performing

- *make PhD students aware of CERN fellowships*

- *make HBO students aware of technical internships*

- **campaigns started/ongoing to connect better to HBO**
 - information portal - testimonials - social media

Stage en werken op CERN

Wil je een stage lopen op CERN of zoek je een baan op het fascinerende internationale onderzoeksinstituut? Je vindt hieronder een rijkdom aan informatie om erachter te komen of het iets voor jou is!

Heb je naar aanleiding van deze informatie nog vragen, dan kun je contact opnemen met de afdeling **Personneelszaken** van Nikhef, of direct met de afdeling **Human Resources** van CERN.

Video's

[Engineering @ CERN](#)

[Technische studenten](#)

[TTE](#)

[Engineering vacatures playlist](#)

[Computing vacatures playlist](#)

Outreach material

[Downloadable posters/flyers of all programmes](#)

De programma's van CERN worden gepost op cern.ch/jobs, in het bijzonder:

Graduates

[Fellows](#)

[Technician Training experience](#)



Recruitment

FOR ADVERTISING ENQUIRIES, CONTACT CERN COURIER RECRUITMENT/CLASSIFIED, IOP PUBLISHING, TEMPLE CIRCUS, TEMPLE WAY, BRISTOL BS1 6HG, UK.
TEL +44 (0)117 930 1264 Fax +44 (0)117 930 1178 E-MAIL SALES@CERN.COURIER.COM
PLEASE CONTACT US FOR INFORMATION ABOUT RATES, COLOUR OPTIONS, PUBLICATION DATES AND DEADLINES.

National
Institute for
Subatomic Physics

Nikhef

**NIKHEF INVITES APPLICATIONS FOR
senior researcher positions on experimental particle physics
in ATLAS and
in LHCb with focus on detector development**

**Nikhef is the Dutch institute for subatomic physics in Amsterdam hosting
approximately 175 physicists and 75 technical staff members in an open and international
scientific environment.**

The Nikhef groups have strong involvements in the ATLAS and LHCb collaborations at CERN's large hadron collider. Candidates are expected to have several years of postdoctoral experience and take a leading role in international collaborations and in the scientific staff of Nikhef. We have an open position for a candidate to work on data analysis and detector contributions in ATLAS and for a candidate to work on detector hardware physics in LHCb. For both positions the applicant is expected to have proven experience in supervision of postdocs and/or students and to have good communication skills.


The **ATLAS** candidate is expected to lead a high-profile data analysis effort and to take responsibilities in ongoing upgrade activities. The Nikhef ATLAS group has as strong track record in data analysis on Higgs and top quark decays, as well as searches for dark matter, supersymmetry and lepton flavor violation.

Further information on this position can be obtained from prof. dr. Wouter Verkerke (Verkerke@nikhef.nl).

The **LHCb** candidate is expected to work on advanced particle detector systems and have extensive knowledge on particle detection technology. The Nikhef LHCb group has strong involvements in the construction of the upgrade VELO pixel detector and the scintillating fiber tracker.

Further information on this position can be obtained from prof. dr. Marcel Merck (Marcel.Merck@nikhef.nl).

For more information and applications, please consult the Nikhef portal www.nikhef.nl/en/vacancies/
The deadline for applications is 11 Februari 2018.
All qualified individuals are encouraged to apply.



We announce the opening of a full professor position

**PROFESSORSHIP (W3)
IN THEORETICAL PARTICLE PHYSICS**

in the Physikalisches Institut of the Department of Physics and Astronomy of the Faculty of Mathematics and Natural Sciences at the University of Bonn.

Candidates should have an outstanding research profile in theoretical elementary particle physics. This position forms a bridge between mathematical physics and more phenomenological particle and astroparticle physics. Possible areas of research are: beyond the Standard Model physics, astroparticle physics and cosmology, as well as formal aspects of theoretical particle physics. The successful candidate is expected to play a leading role in the excellence cluster proposal "Computational Sciences for Complex Systems (CASCADE)", and to take over the directorship of the Bethe Center for Theoretical Physics.

Teaching according to state regulations is mandatory.

Formal requirements are regulated by § 36 HG NRW. The University of Bonn is an Equal Opportunity Employer.

Applicants are invited to send the usual documents (curriculum vitae, summary of research interests, list of publications, copies of all university certificates) until 15.02.2018 electronically to the Chairperson of the Department of Physics and Astronomy: fachgruppe@physik-astro.uni-bonn.de.



GEORG-AUGUST-UNIVERSITÄT
GÖTTINGEN

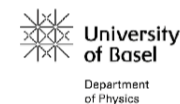
The Collaborative Research Center CRC 1073 "Atomic scale control of energy conversion" at the Georg-August-Universität Göttingen and collaborating institutions invite applications for a PhD Position (Salary group 13TV-L, at least 50 %, i.e. 19.9 h/week) in project B03 "Relaxation, thermalization, transport and condensation in highly excited solids". The position will start at the earliest by April 1st 2018 and is limited to three years.

You will drive research in fundamental mechanisms of energy conversion in complex materials down to the atomic scale. You will work in a team of highly motivated researchers from different scientific disciplines and contribute to the development of an improved microscopic understanding of elementary steps of energy conversion in materials with tunable energy levels.

The structured doctoral program of the CRC and to enjoy an international collaborative research environment. Website: www.sfb1073.uni-goettingen.de

the project B03 (group) is open for excellent PhD candidates with an above-average university degree in physics or theoretical physics. You know English very well both in writing and speaking. Good German language skills are desirable. You are enthusiastic about the subject and interested in understanding scientific mechanisms in detail. You like developing codes and numerical approaches to Theoretical Physics. You are a team-worker and you possibly possess the appropriate prior knowledge in quantum many-body theory or programming. Please send your application either in electronic form or via mail – only in copies – by 31 January 2018 to the Georg-August-Universität Göttingen, SFB 1073 – Office, Friedrich-Hund-Platz 1, 37077 Göttingen, eMail: SFB1073@ump.gwdg.de.

PhD Excellence Fellowships



at the
**Department of Physics,
University of Basel, Switzerland**

The PhD School "Quantum Computing and Quantum Technologies" (QCQT) of the Physics Department (<https://physik.unibas.ch/>), University of Basel, is announcing several PhD excellence fellowships. We are looking for outstanding candidates with MSc degree in quantum science (or related field). Applications are accepted at any time throughout the year; the selection committee will evaluate candidates and award fellowships four times per year, after deadlines set for April 1st, July 1st, October 1st and January 1st. The Excellence Fellowships provide full funding for up to four years to complete a PhD thesis. The official language of the PhD School program is English.

The QCQT PhD school brings together over 13 research groups from both theoretical and experimental quantum science and quantum technology at the University of Basel and EUCOR – the European campus. Together, we are offering an excellent graduate program covering basic courses, advances seminars, summer/winter schools and workshops, performing research at the forefront of quantum science and quantum technology. Further, the program also provides soft skill courses, industry contacts, and an international, interdisciplinary and thriving environment in strong exchange with partner programs and centers such as the NCCR QSIT. We are aiming at attracting outstanding PhD students from in- and outside of Switzerland and providing training at the forefront of QCQT research.

The main areas of research are quantum computing, quantum measurements, spintronics and quantum magnonics, quantum sensing, quantum optics and cold atoms, quantum transport and nanoelectronics, topological properties of condensed matter systems, and quantum communication. To learn more about each of our research groups please visit our website (<https://phdschoolqcqt.unibas.ch/en/people/>).

To apply for an excellence fellowship, submit the following via the online-portal (<https://academicjobsonline.org/ajo/jobs/9444>)

1. Curriculum vitae.
2. Official transcripts MSc, BSc, diplomas etc. with grades, from all relevant institutions of higher education (all in English or German).
3. Statement of objectives/Motivational letter. A short statement of your research interests and how they relate to the work of our department. To increase your chances to be accepted to the PhD school, we encourage you to contact one of the professors of our department and secure their support for your application.
4. List of publications, if available.
5. One to three recommendation letters. The referees should upload their recommendation letters directly to the portal. It is your responsibility to contact your referees and to check that the recommendation letters are uploaded before the deadline.
6. Masters thesis (pdf).

Please address your questions to Dr. Thilo Glatzel: thilo.glatzel@unibas.ch

hrightrecruits.com

CERN courier - edition January-February

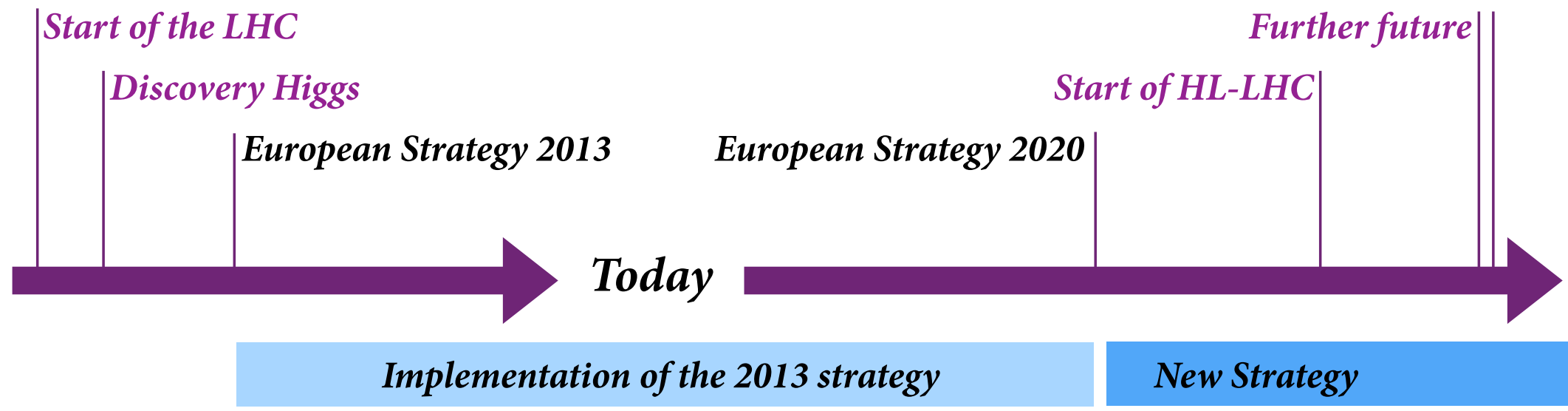


The jobs site for physics and engineering

Opening new (tenure) staff positions

- Physics Data Processing group
 - Getting the most physics out of modern computer processors
 - Deadline for applications passed
- ATLAS
 - All-round experimental physicist
 - Deadline for application: February 11
- LHCb
 - All-round experimental physicist with emphasis on detector development
 - Deadline for applications: February 11

2013 European Strategy



2020 European Strategy



- Approval of process (council - now)
- Official launch of Strategy Update (September 2018)
- Collect input (end 2018)
- Open meeting (april-may 2019)
- Closure meeting (EPS 2019)
- Drafting Strategy Document Update (early 2020)
- Conclusion of the process (May 2020)

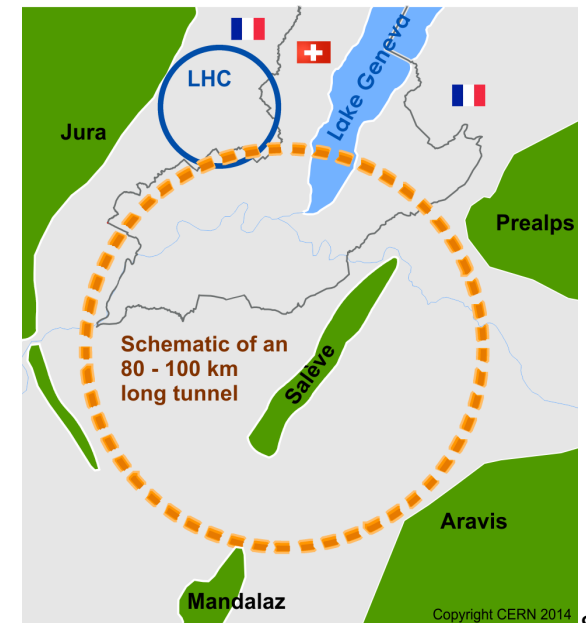
European Particle Physics Strategy Update
H. Abramowicz (chair), K. Ellis (SPC),
J. d'Hondt (ECFA), L. Rivkin (Lab directors)

Collect input from Nikhef in 2018



- Beurs van Berlage - April 9-13
 - Finalise the machine CDR
 - CDR summary volumes will be available by end 2018,
 - input for European Strategy Update 2019/20
- Please sign up for this event

Local organisation
Bob van Eijk
Herman ten Kate
Sascha Caron
Alessandro Grelli
Patrick Koppenberg
Tristan du Pree
SB



- Nikhef provides business cards
 - All staff plus interested persons
- Invitation to get your card
 - Send by email soon
 - To provide personal information

