



Recruitments

Amy Loutfi, Co-director recruitment coordination



WASP Recruitments aim to:

- Recruit top international researchers in strategic areas
- Provide attractive career paths for promising junior researchers
- Build-up strong and attractive hosting research environments
- Offer postdoc opportunities in Sweden and repatriation opportunities
- Promote diversity and inclusion in recruitments and appointments

Overview of the Recruitments

Different Recruitments within WASP

- *Strategic Recruitments and recruitment packages*
- *NEST & Project Recruitments*
- *Industrial Ph.D*
- *WASP Postdocs*
- *Guest Professorships*
- *And more..*

Strategic Recruitments

9 Chairs & Guest Professors

34 Strategic Recruitments each in:

- MLX (11)
- Math (12)
- Autonomous Systems & Software (11)

42 Post-docs

364 Active Ph.Ds



Diversity and Inclusion Group (DIG)

Diversity and Inclusion Group

WASP Diversity and Inclusion Group was formed in 2021 with the purpose to increase the gender balance and to improve diversity in WASP. The group includes both members from the WASP community and external experts.



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The goals

- **Build up a WASP culture of inclusiveness**
 - Make WASP members fully aware about principles and culture of inclusion and diversity
 - Make WASP processes inclusion-aware and gender-balance proactive
- **Improve WASP practices in the diversity, inclusiveness and gender equality**
 - Be proactive in improvements within WASP in the processes (such as decision processes, activity planning, special efforts in recruitment), and structures (in the governance, distribution of WASP researchers and PhD students)
- **Make WASP a role model for diversity inclusion and gender equality**
 - Support WASP participants to be active in the scientific communities related to diversity and gender balance.

Later today:

- **LUNCH**
- **12:20 Newly recruited faculty**
Chair: Amy Loutfi
- **13:10 WASP Diversity and Inclusion Group Lecture**
Chair: Ivica Crnkovic, Chalmers
- **Ericka Johnson, LiU: Implicit bias in practices in technology research and overcoming them**
- **Break**
- **14:00 ISAB: Perspectives on WASP**
Bart de Moor, KU Leuven
- **15:00 Concluding remarks**

Working with Recruitments – at all phases.

Before joining WASP

- Attracting talent via calls and recruitment packages

During WASP

- Workshops and information for new staff
- Dedicated groups for different career steps

After WASP

- Alumni
- Network and open activities

DIG

