

Guidelines for (open) applications

Electrochemical Flow Systems Lab

Our lab is continuously looking for new talents, and we have almost continuously vacancies (posted or not), so excellent candidates for PhD and postdoc positions are welcome to apply throughout the year. The continuous (and flexible) vacancies allow us to select candidates based on excellence, and about half of the current researchers in the group have been hired after sending an open application.

At the same time, we receive many applications with very little chance for getting accepted, which would be a waste of your and our time. So, hereby a few things to consider before sending an (open) application, and make your application more impactful. By the way, these guidelines probably hold for all groups at top-ranked universities.

- **Most important is that your application is geared towards the vacancy or (for open applications) you have affinity for the group's interests.** In my case, our group is focusing on mass transfer, membrane technology and electrochemical engineering, rather than on material science. I'm open for having a team with diverse backgrounds (innovation is in cross-cutting disciplines), so candidates with different backgrounds are welcome to apply, but then you should at least indicate your interest and how that relates to the group's focus. If our focus doesn't match your interest, then please refrain from sending an application. TU Delft is in the top-ranked universities, and we're never shy in number of applications, so please save yourself the effort of sending a very general application that is out of our focus area without a convincing reason. I read all applications, and applications that take the effort to critically assess whether you fit the group's current work, deserve a well-balanced assessment and a serious reply. Very general applications get a very general rejection or no response at all.
- **For PhD candidates, please be aware of the Dutch PhD system.** Our PhD's are hired for research projects, and can start throughout the year (i.e., we don't have an annually organized PhD programme, like in the US system).
- **For short (summer) internships: we can't accept MSc interns without EU visa,** due to the already large number of own students from TU Delft and due to the work for arranging visa for non-EU interns. Hosting PhD's for an internship, or hosting visiting researchers, may be possible, again dependent on the fit to the group.
- **TU Delft has minimum requirements for the English level for PhD candidates.** The minimum requirement is a TOEFL score of 100 or IELTS of 7.0 per sub skill (writing, reading, listening, speaking). Native speakers are exempt from test requirements.
- **An impactful motivation letter / adjoining e-mail is explaining why your background fits the work of our group, rather than a list of achievements.** Moreover, a motivation letter gives a flavour of your personality: talking for 2 pages about achievements is not giving us the impression that you can listen well.
- **To make most impact, a good CV is usually max. 2 pages, and a motivation letter 1 page.** Given the large number of applications, professors need to get a first impression of your talents and excellence within 5 minutes. More text means we can read less of what you write.

I hope these guidelines help you to make applications that have most impact, and allow us to better judge your application.

Good luck, and looking forward to your application!

David Vermaas