

## **An Open, Transparent, Merit-based, Recruitment Policy for Researchers and Lecturer-Researchers.**

*Open Transparent Merit-based Recruitment (OTM-R)*

*The masculine form has been utilized in this document by reason of ease of reading, but it equally fully incorporates the feminine.*

In order to ensure research excellence, the University of Haute Alsace is committed to and involved in the strategic improvement of its human resource policies in advancing its candidature for the Excellence in Research HR label.

Based upon the guiding principles of the European Charter for Researchers, this label seeks to render more attractive careers for researchers and lecturer-researchers in favouring mobility and ensuring equal opportunities for all.

### **1 – Open and transparent recruitment.**

University personnel with tenure or operating on a contract basis are recruited with the utmost respect for the major principles of recruitment within the public sector which seek only to take account of candidate quality. The university is engaged in applying the ways and means necessary to combat discrimination and to promote male-female equality in all aspects of its recruitment processes.

Each year, the presidents of the selection committees are informed and advised concerning matters of partiality and in relation to rules of deontology as well as regarding the equality of treatment of candidates paying particular attention to avoidance of stereotyping.

#### **1.1 Publication of offers of posts**

The university seeks to ensure the best possible diffusion of post offers, both internally and externally be it in France or internationally in order to facilitate equality of access.

Concerning the recruitment of lecturers and lecturer-researchers, all information pertaining to posts, to candidates and to results are available for consultation on the ministry's website: <https://www.galaxie.enseignementsup-recherche.gouv.fr/ensup/candidats.html>

The university is equally attentive to the recruitment of researchers on contract (notably those with post-doctoral status) and is seeking to provide a common recruitment platform principally in the context of the Research Programming Law (LPR). It monitors the publication of offers via the Euraxess portal.

#### **1.2. Offer Content.**

In order to ensure the homogeneity and clarity of offers diffused, the faculties, laboratories and services are using a common recruitment process handbook which includes a description of recruitment terms and conditions and details of the level of experience expected of candidates as well as working conditions.

### 1.3 Recruitment and selection.

The composition of the committees charged with recruitment and selection respect regulations relating to parity and membership of independent experts. It is made public before work commences. The boards and committees of selection are charged with classing candidates according to criteria which enable a merit-based hierarchy to emerge.

## 2. Working Conditions.

The university is particularly attentive to conditions relating to working conditions offered to young researchers (*first-timer's* contract for early career lecturer-researchers, mentor-supported training packages) and to the entire community of research staff (male-female professional equality, professional career support). Quality of life at work (QVT) is a part of the strategic aims and objectives of this establishment. A survey of all staff and students will enable a multi-year plan to be developed which will emphasise work-life balance (a well-reasoned equilibrium taking into account hours relating to work on-site, working from home, right to disconnect etc) and risk prevention relating to physical and psychosociological health.

Joining and induction formalities have been well-thought through in advance. From the moment of his arrival, the new recruit will receive a welcome handbook and an ICT 'passport' providing access to digital resources (institutional email address, digital work environment, intranet etc).

Every year the President of the university invites all newly-appointed personnel to a Welcome Day in which university organisation, support services and key points of contact are presented.

New recruits are offered training opportunities to support them in the taking up of their functions and to help them acquire new competencies appropriate to the carrying out of their current or future functions.

The establishment offers its staff the possibility to benefit from career mentor support by means of a dedicated service within the Department of Human Resources (professional appraisal, career development training).

Particular attention is devoted to the welcome and integration of researchers from abroad who come from countries where academic freedoms are threatened, notably through the PAUSE programme (National Programme for the Express Welcome of Scientists in Exile).

Doctoral students on a contract benefit from a welcome and a dedicated form of support relating to their particular path within the doctoral school. A doctoral school day is organised once a year linked to the doctoral college, specific training is delivered by the respective doctoral school (particular training and techniques) and the doctoral college (inter-disciplinary and professional training with a particular focus upon support towards the development of a professional career).

Several packages of measures have been put in place to support doctoral staff and students all the way through the PhD; the doctoral charter, study conditions and the PhD supervision team.