

## THE UNIVERSITY OF ROUEN NORMANDIE'S OTM\_R POLICY REGARDING THE RECRUITMENT OF ITS RESEARCHERS

In the context of the European Research Area, the European Commission has proposed the guiding principles of a strategy for the recruitment of researchers in the European Charter and Code for researchers (C&C).

The "HR Strategy for Researchers" supports research institutions and funding agencies in implementing the Charter and Code in their policies and practices. The European Commission presents the "HR Excellence Award in Research" to institutions that make progress in aligning their human resources policies with the 40 principles of the Charter and the Code, based on a bespoke HR strategy/action plan.

Quality recruitment and appropriate working conditions are necessary to ensure research excellence and the future of the university. Being part of the European research scheme therefore requires open, transparent and rigorous recruitment for all candidates.

In this context, the URN has taken on board the various mandatory checkpoints listed by the EC (checklist OTM\_R - 23 items) and has carried out an analysis of the university's human resources practices in relation to this list and the C&C principles. This analysis highlighted areas for improvement in the recruitment and selection processes, as well as in working conditions. URN adopted a multi-annual action plan for 2023-2027 at its board meeting on 8 July 2022.

The basic principles of the OTM\_R policy are based on open, transparent, merit-based recruitment to research positions. Human resources processes have been reviewed and analysed by the institution in close collaboration with the departments (Human Resources Department, Research and Development Department) and by involving the entire university community in drawing up the action plan.

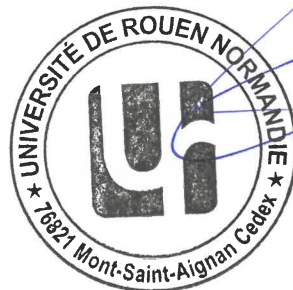
The main areas of focus in the action plan are:

- Revising staff recruitment procedures (researchers, teacher-researchers, research support staff) and improving their accessibility in accordance with the above-mentioned principles, in particular by producing recruitment-specific guides for recruiters and applicants (procedures ranging from defining the job profile and selection criteria to validating the recruitment).
- Updating or writing guides specific to the URN to help with the onboarding of researchers and welcoming them to life at the university, particularly foreign researchers.
- Publishing jobs on all necessary websites (ministerial, specialised), in particular the European platform Euraxess, in French and English.

This OTM\_R policy is integrated into the more general HRS4R policy, which includes the four C&C themes (ethics and professional aspects, recruitment and selection, working conditions, training and development) and the Gender Equality Plan. In order to carry out its actions, URN is pursuing its commitment to continuous improvement in human resources management, while maintaining a desire to simplify and dematerialize procedures, in compliance with French and European legislation.

Laurent Yon

President of the university



C&C: The European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers.

HRS4R: Human resources strategy for researchers

URN: University of Rouen Normandy

EC: European Commission