

## Recruitment

### 12. Recruitment

Employers and/or funders should ensure that the entry and admission standards for researchers are clearly specified, particularly for those starting out in their career. They should also facilitate access for disadvantaged groups or for researchers who are returning to their career as a researcher, including for teachers (of all levels) returning to a career in researching. When posting or recruiting researchers, employers and/or funders should adhere to the principles outlined in the code of conduct regarding the recruitment of researchers.

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Article L. 952-6 French Education Code Articles 9, 9-1 and 9-2, 22 to 31 and 42 to 49-3 of decree n° 84-431 of 6 June 1984	The admission policies for doctorates are specified by each doctoral school. In compliance with the regulations, secondary school teachers preparing for their doctorate may receive permission to take sabbatical leave.	+/-	Efforts could be made for teachers who wish to pursue a career as a researcher after completing their thesis within the institution.	The admission criteria for doctorates into the doctorate school ( <i>école doctorale</i> , ED) should be published on the ED's website. Furthermore, there are plans in place for a policy to provide support for primary level teachers when preparing for a doctorate.

### 13. Recruitment (announcing posts)

Employers and/or funders should establish open, effective, transparent and positive recruitment procedures similar to those seen on the international level and adapted to the specific posts announced. The job advertisements should provide a comprehensive description of the knowledge and skills required and should not be specialised to the point of discouraging eligible candidates. Employers should include a description of working conditions and rights, including career development prospects. Furthermore, the period between making a job offer, or calling applications, and the date by which a response is required should be realistic.

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Article L. 952-6 French Education Code	The rules surrounding the simultaneous publication of posts are beyond the institution's control. When a post is announced as it becomes available, it is the institution's responsibility to set the opening and closing dates for applications, to ensure that it has already been announced on Euraxess and to ensure that job profiles have been translated into English. The description of the working conditions on these notices can be brief. The profiles of PAST (selected and associated research professors) posts open for recruitment are not always published on the University's website.	+/-		Ensure that the publication dates of posts announced as they become available, ATER posts (temporary teaching and research assistant positions) and post-doctoral posts are open for a sufficiently long period. Revise the description format for posts to include a satisfactory description of the working conditions. Plan for the systematic publication of PAST job profiles open for recruitment.

### 14. Selection

Selection committees should pool diverse expertise and skills, reflect a good gender balance and, if necessary and possible, include members from different sectors (public and private) and disciplines, coming primarily from different countries and with experience suitable for evaluating candidates. In so far as possible, a wide range of selection practices should be used, such as assessment by external experts and face-to-face interviews. Members of selection committees should be suitably trained.

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Articles L. 952-6-1 and L. 952-15 of the Education Code. Articles 9, 9-1 and 9-2 of decree n° 84-431 of 6 June 1984	The composition of selection committees complies with the documents and deliberations of Cac (administrative co-ordination committee). The presidents of the selection committees receive a guidebook prepared by the HRD to help them with their task.	+ / -		The CAP 2025 (Clermont Auvergne Project) and its "talent policy" programme makes it possible to finance the participation of international experts in the selection committees' work.
<b>15. Transparency</b> Prior to selection, candidates should be provided with information about the recruitment process, the selection criteria, the number of posts available and career development prospects. At the end of the selection process, candidates should also receive feedback regarding the strengths and weaknesses of their application.				
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Article 4 of decree n° 2013-908 of 10 October 2013	Research professor posts are announced on Galaxie; ATER posts are announced on Altair; potential doctoral contracts are announced on the doctoral school's website;	- / +		Feedback is provided at the end of the selection process (strengths and weaknesses of the application) for candidates who applied for research professor posts. For ATER posts, the way in which candidates who were not selected will be contacted remains to be determined.
<b>16. Evaluating merit</b> The selection process should take all of the experience acquired by the candidate into account. While focusing on their overall potential as researchers, the process should also consider their creativity and degree of independence. This suggests that merit should be equally judged from qualitative and quantitative factors, placing emphasis on any noteworthy achievements accomplished during a diverse professional career and not merely on how much they have published. Thus, bibliometric indicators should be adjusted appropriately to incorporate a larger range of evaluation criteria, such as experience of teaching, supervision, teamwork, sharing of knowledge, management of research, innovation and public awareness work. Regarding candidates from the industrial sector, particular attention should be paid to contributions towards patents, development work and inventions.				
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Articles 22 to 24 and 43 to 45 of decree n° 84-431 of 6 June 1984; Decree n° 92-70 of 16 January 1992 on the National Council of Universities	The selection committees act as a competition jury. The procedures that enable them to test the equivalence of candidates' experience are set by the Education Code.	+ / -		The guidebook for the presidents of the selection committees will include a section emphasising the importance of considering candidates' overall experience.
<b>17. Changes to the chronology of curriculum vitae</b> Career breaks or changes to the chronology of curriculum vitae should not be penalised, but rather should be considered as enhancements to a career and therefore as a potentially valuable contribution to the researchers' professional development, resulting in a multidimensional professional career. Candidates should therefore be permitted to submit curriculum vitae based on these provisions, reflecting a representative set of accomplishments and qualifications suitable for the post advertised.				
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Article L. 952-2-1 of the Education Code	Applications for a contract for a doctoral post made by students with a non-linear progression will not always be considered;	- / +		During the recruitment of post-doctorates, candidates should be able to provide a letter of recommendation from a socio-economic actor; doctoral schools should ensure they do not prevent candidates who are only completing their first work experience from being granted a contract

<p><b>18. Recognition of mobility experience</b>  All experience involving mobility should be considered as a valuable addition to the researcher's professional development. This could include periods in other countries/regions or in other research institutes (public or private), or a change of discipline or sector, whether in the context of initial research training or the final stages of a researcher's career, or even a virtual mobility experience.</p>				
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				A follow-up of the profiles of those recruited into new position by the university and the portion of those who have international experience should be conducted; a project involving international mobility as part of CRCT (leave devoted for research and subject changes) projects should be checked (this may be irrelevant if the focus is solely on recruitment).
<p><b>19. Recognition of qualifications</b>  Employers and/or funders should ensure that all researchers' university and professional qualifications are evaluated appropriately, including informal qualifications and especially concerning international and professional mobility. They should remain up to date and have a comprehensive understanding of the regulations, procedures and standards governing the recognition of these qualifications. Thus, they should thoroughly study domestic law as well as the conventions and specific regulations relevant to the recognition of these qualifications through every possible means.</p>				
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	The HRD network provides all the necessary information when considering all the regulations concerning recognition of qualifications.			
<p><b>20. Seniority</b>  The level of qualifications obtained should correspond to the requirements of the position and should not be defined as an obstacle to admission. When recognising and evaluating qualifications, it is essential to judge the applicant's achievements rather than their current situation or the reputation of the institution where they earned their qualifications. Since professional qualifications may be acquired at the start of a long career, it is equally important to recognise the lifelong professional development model.</p>				
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	An awareness of the absence of an age-limit for recruitment appears necessary, notably for post-doctorates;			
<p><b>21. Postdoctoral nominations</b>  Institutes that appoint researchers with a doctorate degree should establish clear and explicit rules and guidelines for the recruitment and appointment of post-doctorate researchers, including the maximum duration and objectives of these postings. These guidelines should take into consideration any time spent in previous post-doctorate positions in other institutes and the fact that the post-doctorate status is temporary, with the aim of offering further professional development prospects for a career as a researcher as part of the prospect of promotion in the long-term.</p>				

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	The duration of post-doctorate positions is always specified on the offer; certain laboratories (The Magmas and Volcanos Laboratory, or <i>Laboratoire Magmas et Volcans</i> , LMV, for example) provide two levels of payment for post-doctorates depending on their seniority in their career.			The establishment of a salary scheme according to seniority for all post-doctorates in the institute; the implementation of support to help prepare for the EPST (preparatory school for sciences and technologies) courses for post-doctorates.