

## OTM\_R POLICY OF THE ROUEN NORMANDY UNIVERSITY CONCERNING THE RECRUITMENT OF ITS RESEARCHERS

In the context of the European Research Area, the European Commission has drawn up guidelines aimed at establishing a strategy for the recruitment of researchers, as stipulated in the European Charter for Researchers and the European Code of Conduct for their Recruitment.

The "HR Strategy for Researchers" helps higher education and research establishments, research institutions and funding bodies to integrate the Charter and the Code into their policies and practices. The European Commission awards the title of "HR Excellence Award in Research" to organisations that commit to aligning their human resources policies with the principles of the Charter, based on a tailor-made HR strategy and action plan.

To ensure excellence in research and secure the future of the university, it is essential to have high-quality recruitment and appropriate working conditions. Committing to the European research framework requires a recruitment process that is open, transparent and rigorous for every candidate.

In July 2023, the University of Rouen Normandy (URN) submitted its application to the European Commission (EC) and was successful in obtaining the label.

As part of this process, URN incorporated the various mandatory control points listed by the European Commission (OTM\_R checklist - 23 items). It also carried out an analysis of the university's human resources practices in relation to this list and the principles of the Charter and Code. This analysis revealed areas for improvement in recruitment and selection processes, as well as in working conditions. At its Board meeting on 8 July 2022, URN adopted an initial multi-year action plan for the period 2023-2027.

The OTM\_R policy is based on open, transparent and merit-based recruitment. Human resources procedures have been examined and re-evaluated by the institution, in close collaboration with the departments concerned (Human Resources Department, Research and Development Department) and involving the entire university community, in order to define an action plan.

The main thrusts of the action plan are:

- Reviewing staff recruitment procedures (researchers, teacher-researchers, doctoral students, research support staff) and making them more accessible in accordance with the above principles, in particular by producing recruitment-specific guides and procedures for recruiters and applicants (procedures ranging from defining the job profile, application procedures, skills sought, through to validation of recruitment).
- Updating or writing guides specific to the URN concerning the reception of researchers and life at the university, particularly for foreign researchers.
- Publishing job vacancies on all the necessary sites (ministerial, specialised), in particular the European Euraxess platform, in French and English.

This OTM\_R policy is part of a wider initiative, the HRS4R approach, which is based on the four pillars of the new European Charter for Researchers published in 2023:

- Pillar 1: Ethics, integrity, gender and open science (previously Professional aspects and Ethics)
- Pillar 2: Evaluation, recruitment and career development of researchers (formerly Recruitment and Selection)
- Pillar 3: Working Conditions and Methods (formerly Working Conditions and Social Security)
- Pillar 4: Scientific careers and talent development (formerly Research training and career development)

To implement these actions, the URN reaffirms its commitment to continuous improvement in human resources management. It also insists on simplifying and dematerialising processes, while ensuring compliance with French and European legislation, in particular the European Charter for Researchers.

HRS4R: Human resources strategy for researchers

URN: University of Rouen Normandy

EC: European Commission)