

OTM-R policy of the University of Angers (UA) and HRS4R strategy

Preamble

In accordance with the national laws defining recruitment and careers in French research, the European charter for recruitment and the university policy defined by the establishment project drawn up in 2016, the new establishment project 2022-2027 of the University of Angers confirms its open, transparent and merit-based recruitment policy and the objectives pursued within the framework of HRS4R.

The university aims for excellence in research and training, and organises its recruitment policy to attract the best skills. Already organised with this objective in mind, it is now engaged in an incremental process aimed at completing and improving its operations in order to move forward on the road to excellence. Actions to improve the quality of recruitment are already underway, or will be implemented as part of the HRS4R strategy and action plan ([link to HRS4R page](#))

1 - Information on positions

The university provides clear and transparent information on research and teaching-research positions to be filled, engineering and technical positions. This information contained in the job descriptions includes, among other things, the diplomas required, the skills sought, the characteristics of the job, the host search team, and the working and salary conditions.

HRS4R Enhancement : The AU systematized and standardized the information available, which sometimes varies between components and laboratories. It also wishes to make its information more accurate and complete, for example on career prospects. Particular attention has been paid to the recruitment of contract staff. (Action No. 3)

2 - Communication on vacancies

The University of Angers publishes its job offers as widely as possible, in particular by using its website and the website of the Ministry of Higher Education and Research (positions as civil servants), and in coordination with other partner institutions such as CNRS, INSERM, INRAE, their laboratories present on the sites, and the Doctoral Schools.

HRS4R Enhancement : The AU developed the use of EURAXESS for the partial moment whenever necessary, and with this development the improvement of its information in English for international recruitment. (Action No. 5)

3 - Use of digital technology

Applications are made online. Candidates can find on the site (or that of the Ministry in the case of a state civil servant position) the documents and forms

needed to compile their file. The AU is continuously monitoring the accessibility of these documents. The AU undertakes to request only the documents strictly necessary for recruitment.

HRS4R Enhancement : The AU systematized the use of digital technology by creating links to guidance documents where appropriate. (Action No. 10)

4 - Information on recruitment and grading procedures

The recruitment procedure corresponding to the position type is clearly defined and is available with the job description (link to procedure section). Each candidate therefore knows what technical aspects are expected, particularly for recruitment interviews, whether face-to-face or remote interviews.

Juries and selection committees rank applications according to criteria that allow a hierarchy to emerge based on merit.

HRS4R Enhancement : The AU ensures that the classification criteria for positions are made explicit through the published job description, which should enable any candidate to understand what is expected. This work of permanent improvement is based on an analysis of the recruitments made and the introduction of feedback for the following years. On the other hand, the AU is working on a greater precision intended in particular for candidates who are not familiar with the usual recruitment procedures of French universities. (Action No. 2)

5 - Composition of recruitment committees and juries.

The composition of the juries and committees is defined by law for positions of incumbents subject to competitive examinations. It is known and disseminated on the AU website.

HRS4R Enhancement : The already effective publication of the composition of commissions, committees and juries for national positions is systematically introduced for contract positions. (Action No. 2)

6 - Setting up committees and juries for a fair and transparent recruitment process

Recruitment is carried out by juries and selection committees that ensure fairness between candidates. They are composed in accordance with rules of competence, integrity and gender balance. The AU is careful to inform and train the members of the juries and selection committees in order to ensure a perfect mastery of the regulatory procedures of recruitment as well as the ethical framework. This component has been an ongoing action of the AU for years, both on technical and regulatory issues, but also on stereotypes to be combated on important themes such as gender equality (Equality Scheme), non-discrimination or disability (Disability Scheme).

HRS4R improvement: make it systematic to control all aspects of recruitment through ongoing training for commissions and juries, particularly for the recruitment of contract staff. (Actions Nos. 1 ; 6 ; 18 ; 19 ; 20 ; 24)

7 - Recruitment results

The AU systematically informs candidates of the result achieved. The competitive examinations are the subject of a report made available to those taking part in the final phase of recruitment. The means of appeal are systematically shown on official documents.

8 - Synthetic guides

The entire recruitment process should be formalised in guides for committee and panel members, as well as all types of researchers and lecturers applying for AU positions, and is a cross-cutting objective within the HRS4R process to which the AU is committed. (Action No. 11)

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