

Oniris' open, transparent and merit-based recruitment policy for researchers and teacher-researchers (OTM-R)

In February 2022, as part of its drive to continuously improve the recruitment, careers and mobility of its personnel, Oniris signed up to the European HRS4R (Human Resources Strategy for Researchers) label. This European label aims to increase the School's attractiveness, promote employees mobility and ensure equal treatment in career support.

The institution's practices are constantly evolving in order to implement the recommendations of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers on a daily basis. The implementation of a policy of Open, Transparent and Merit-based Recruitment (OTM-R) is therefore essential.

As a public teaching and research establishment, Oniris applies French regulations to ensure equal access to civil service competitions and equality between men and women.

Oniris offers two types of positions:

- Contract positions, from the State budget or the institution's budget, with fixed-term contracts (CDD) or open-ended contracts (CDI),
- Permanent positions in the state civil service.

Although the recruitment process remains the same, the procedures can be adapted depending on the type of post, whether civil servant, state contract worker or institution contract worker.

The OTM recruitment process:

- Definition of the job profile, selection criteria, timetable and composition of the recruitment panel,
- Advertising: drafting and publishing the job advertisement in French and, for scientific jobs, in English, on the school's website, on the «Choisir le service public» website, on social networks and, for scientific jobs, on Euraxess jobs,
- Registration of applications,
- Selection of candidates in two stages (review of written application and audition of pre-selected candidates),
- Candidates ranked by the recruitment committee,
- Recruitment of the candidate ranked 1st.

Adapting the recruitment process to the type of position involved

Recruitment of civil servant researchers

Lecturers (professors, lecturers) and researchers (research engineers, etc.) are recruited by competitive examination, transfer or secondment, according to the process defined by the Ministry of Agriculture and Food Sovereignty.

Recruitment of contract researchers

The job profiles of contract staff are defined by the management of the departments concerned, in conjunction with the school's management committee, and proposed for recruitment on the basis of a job description to the Human Resources Department (DRH).

OTM principles at every stage of the recruitment process:

1. Job profile definition

Profiles are defined by a group of stakeholders and experts. A process of reflection takes place within the company to assess needs, based on a number of tools:

Definition of recruitment needs:

- The need is identified at the time of the management dialogue for requests to open a position, in consultation with the department and/or laboratory and the human resources department.

For teaching, the collective relies on:

- Mapping of disciplines taught in relation to the teaching model,
- Consumption of teaching model hours,
- Identification of potential teaching and research staff by department, weighting of overtime.

For the research section:

- Original research profile in line with the research unit, differentiating it in a local, national and international context,
- Articulation with doctoral training,
- Discussions and decisions are made by the Management Committee. Job profiles are presented to and approved by the relevant bodies.

2. Advertising and application

In order to lighten the administrative burden for candidates, only regulatory documents will be requested.

As part of the HRS4R action plan (action A.6 - Improving communication on job offers, in particular on Euraxess), job offers are now published on the following websites:

EURAXESS : <https://euraxess.ec.europa.eu/jobs/search>

Choisir le service public : <https://choisirleservicepublic.gouv.fr/> qui rappelle les documents réglementaires.

A publication is also made on the school website and social networks.

Applications are sent electronically. Candidates can find the documents and forms they need to complete their application on the website (or on the Ministry's website in the case of a civil servant position).

3. Selection and recruitment

The composition of the selection panel respects the rules of parity and the presence of independent expert members. It is published on the school's website before the jury begins its work.

- A specific reminder is given on compliance with the rules of impartiality.
- The jury is specifically reminded to respect the rules of impartiality. Selection panels rank applications according to criteria that allow a hierarchy of merit to emerge.

As part of the HRS4R action plan, it is planned to:

- Train all selection panel members. (action 1.5)
- Formalize the recruitment grid (action 1.4)
- Create a new IT tool guaranteeing equal access to public employment (action 1.2)

4. Appointment and integration phase

Oniris systematically informs candidates of the results obtained. In the case of competitions, each application is the subject of a report drawn up by the selection panel, which is made available to candidates who have been ranked (i.e. who have taken part in the final phase of recruitment). Appeal procedures are systematically indicated on official documents.

Researchers and teacher-researchers are appointed by the relevant administrative authority at ministerial or local level. People hired are informed that they then have one year in which to apply to the national body for reclassification (taking into account service rendered prior to their appointment to the corps).

Researchers or teacher-researchers become tenured civil servants after one or two years of probationary period. Tenure is awarded on the basis of a tenure report validated by the Board of Directors.

As part of the HRS4R action plan, it is planned to set up a support and training programme for newly recruited scientists, including, if necessary, the provision of tutoring and/or a reduction in the teaching load (action 4. 4.), as well as systematic training in doctoral supervision for all scientists aiming to take the HDR (action 6.1).