

Open, Transparent and Merit-based Recruitment (OTM-R) Approach at the University of Toulouse

Our Commitment

The University of Toulouse is actively participating in the European strategy aimed at developing a European research area where the mobility of doctoral candidates, post-doctoral researchers, and scholars is facilitated. This commitment is demonstrated through the university's involvement in the HRS4R (Human Resources Strategy for Researchers) labeling process. The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers were adopted by Michael Toplis, President of the University of Toulouse, officially marking the university's labeling process.

This commitment aligns with the construction project of the University of Toulouse, aspiring to implement a continuous improvement approach in the recruitment, welcoming, and support of its personnel (doctoral candidates, post-doctoral researchers, scholars). The adoption of the Charter and the Code guides us in establishing recruitment processes that are open, transparent, and merit-based (OTM-R - Open Transparent and Merit-based Recruitment). The University of Toulouse extends this commitment to all staff, not just the scientific community.

In accordance with its HR strategy outlined in the Human Resources Orientation Letter, the University of Toulouse, its founding institutions, and national research organizations reaffirm their commitment to inclusive recruitment, promoting diversity, gender equality, and developing a multi-year plan for disabilities. The exchange of best practices is integrated into the roadmap of the Vice-Presidents for Resources and Institutional Transformation and Environmental and Societal Transitions.

"In 2024, particular attention will be given to the recruitment and working conditions of researchers in accordance with the HRS4R label (Human Resources Strategy for Researchers). An exchange of best practices will be established for institutions already engaged in labeling to identify actions that could be undertaken jointly. For other institutions, coordination of labeling efforts is being implemented. This may also address national research organizations engaged in labeling." (excerpt from the Human Resources Orientation Letter for 2024) An annual assessment is conducted and presented to the University of Toulouse's governing bodies (academic senate and board of directors).

Implementation of our OTM-R Policy

Publication of Job Openings (Open)

The recruitment of doctoral candidates, post-docs, chair holders, and other research personnel complies with regulatory obligations and is validated based on relevance and within budgetary constraints. Job postings and project calls are published on the official website of the University of Toulouse: <https://univ-toulouse.fr/>. Each entity subsequently disseminates relevant postings through appropriate channels. For instance, the ANITI Institute for Artificial Intelligence publishes on its website: <https://aniti.univ-toulouse.fr/> and on <https://euraxess.ec.europa.eu/> for international postings. In the same way, TIRIS disseminates its recruitment offers through active communication on online social networks, in particular LinkedIn.

Postings may also be made on:

- Doctoral School websites;
- Laboratory websites;
- Member institution websites.

Transparent Recruitment: Publication of Recruitment Procedures

As part of obtaining the HRS4R label, the University of Toulouse will publish on its websites the recruitment procedures for researchers, post-doctoral researchers, and doctoral candidates, enabling internal and external candidates to understand the recruitment process. These procedures will be supplemented with instructions on the steps to follow for each recruitment (guidance for applying during an employment campaign or procedures for spontaneous applications).

Merit-based Recruitment: Selection Criteria for Candidates

For ANITI, recruitment of chair holders follows a chair call, making it open and transparent. Selection is based on defined criteria of excellence in scientific research, ensuring merit-based selection. An international jury of 15 scientific experts selects the candidate, ensuring no conflicts of interest. The recruitment process for TIRIS by the University of Toulouse is currently under development.

Recruitment of doctoral candidates and post-doctoral researchers for ANITI is the responsibility of the supervisor overseeing their research. Job postings are disseminated through relevant scientific channels in the respective discipline(s) as well as on the University of Toulouse website. The supervisor proposes the candidate and selection criteria to the scientific committee, which approves the recruitment based on merit and alignment with the research project. Awareness sessions on OTM-R



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principles will be conducted for these researchers to support them in the recruitment process.

The TIRIS recruitment process for doctoral or post-doctoral students is subject to double evaluation by both researchers from the Toulouse site and researchers from outside the site with a commitment to no conflict of interest. The decision is made by the TIRIS Executive Committee bringing together all the heads of academic establishments on the Toulouse site after consulting the relevant Program Committee and the TIRIS Operational Committee.

Communication

A dedicated career website showcasing employment opportunities and the advantages of the University of Toulouse is nearing completion. It will centralize all recruitment offers and facilitate their dissemination across various channels (LinkedIn, APEC, Indeed, Pole Emploi). A search banner will allow filtering announcements by keywords, geographic location, and contract type.

Monitoring

The Steering Committee (COPIL) for HRS4R ensures the implementation of action plans developed as part of the labeling process. It will meet at least once a year to oversee and prioritize action deployment.