

Université PSL Charter of Academic Recruitment

Recruitment charter for researchers, professors, and research professors at Université PSL – OTM-R Policy

Preamble

The principles of open, transparent, collaborative, merit-based recruitment are fundamental to Université PSL. As such, they apply to all recruitment for any position, although this version of the charter focuses on faculty recruitment.

The quality of recruitment for researchers, professors, and research professors is crucial to guarantee the excellence and future of Université PSL in terms of both education and research.

All of the University's component schools have committed to this by adhering to the principles of the European Charter for Researchers and the code of conduct for the recruitment of researchers by adopting the Human Resources Strategy for Researchers (HRS4R).

While recruitment and human resources management fall directly within the jurisdiction of each school, the principle of subsidiarity enshrined in its statutes, Université PSL defines the human resources strategy and is responsible for its quality. To this end, the University coordinates the actions of its schools and institutes by offering a shared framework and initiatives to promote openness, transparency, collaboration, and non-discrimination in selection processes.

This charter, which binds Université PSL and its component schools, lays the foundation for that framework. Each institution is responsible for adapting the charter to reflect its own unique characteristics.

It is naturally designed to respect the regulatory frameworks applicable to each corps and each school.

The charter applies to recruitment for all permanent researchers, professors, and research professors (referred to in this text with the generic term "researcher"), regardless of their status or contract type.

1. Open and Transparent Recruitment

1.1. Publishing Job Announcements

Université PSL wishes to disseminate its job openings as widely as possible, both internally and externally, in France and internationally, to facilitate access to them for everyone.

To achieve this, it uses a shared portal, PSL Recruitment, to centralize job announcements at the University and its component schools. All openings published via this tool are automatically transferred to and disseminated via the European site for research positions, [Euraxess](#) .

Thesis and PhD assignments are published via ADUM.

These tools do not replace the other usual communication channels used by recruiting schools (media, job market, researcher networks), but rather enhance them.

1.2. Content of Job Announcements

To ensure that published job announcements are consistent and easy to understand, Université PSL and its component schools have agreed to use a shared recruitment template that was jointly developed and approved. It includes a description of the recruitment process, the skills and experience expected of candidates, and the working conditions. It is available in French and English. Recruiters are expected not to write descriptions that are so specialized or exacting that they may discourage eligible candidates.

The period between an announcement being published and the application window closing must be long enough to allow candidates to apply. A minimum of three weeks is recommended.

2. Selection and Evaluation: Merit-Based Recruitment

2.1. Recruitment Committees and Entities

The recruitment committee or entity at each school or institute must, in keeping with the applicable regulatory framework, represent a wide variety of experiences and skills and reflect an appropriate balance of men and women, regardless of the type of job opening (tenured or contract position). As much as possible, they must also follow prevailing peer recruitment methods for Associate Professors [MCF] and Professors [PR], as specified in the [operating guide for selection committees in higher education](#). Its members must be sufficiently informed about applicable procedures and regulations.

2.2. Evaluation Criteria

2.2.1 Formalization

Clear evaluation criteria must be formalized by the members of the selection committee or entity, in keeping with the requirements of their discipline and school, to guarantee merit-based recruitment of candidates. This could take the form, for example, of an assessment grid to help guide the decisions of recruiters.

2.2.2 Assessing Experience

The selection process must consider all experience acquired by candidates, not only evaluating the quality of their scientific career history (in this area, bibliometric indicators should be considered a tool rather than a substitute for experts), but also taking into account other factors (diversity of career experiences, including activities such as teaching, thesis supervision, responsibility or management of entities, projects, or teams, knowledge transfer and scientific outreach activities).

2.2.3 Variations in Career Chronology

Interruptions or variations in the chronological order of a career path shall not penalize candidates, but may be considered a potentially valuable contribution to the professional development of researchers within the context of a diversified career path.

2.2.4 Recognition of Experiences in Mobility

Mobility in all its forms (between countries, schools, sectors, or disciplines) shall also be recognized and appreciated within the candidate selection process.

2.2.5 Seniority

The levels of qualification required must reflect the needs of the position and not be defined as an obstacle to entry. Recognition and assessment of qualifications shall focus on the candidate's accomplishments and not on the status or reputation of the institution at which they were achieved. Lifelong learning must also be recognized and included in this evaluation.

3. Recruitment without Discrimination

Université PSL and its component schools wish to promote diversity, equality, and inclusion within their communities.

No discrimination based on sex, age, ethnicity, national origin, social background, skin color, religion or beliefs, sexual orientation, native language, disability, political opinion, social or economic background shall affect the recruitment of a candidate.

2020 02698 Moreover, special attention shall be paid to treating men and women equally both at hiring and throughout their career, without giving preference to this concern over quality- and skill-based criteria, as PSL strives for a representative gender balance across all levels of the University.

To achieve this, a systematic program to raise awareness of cognitive bias in selection shall be offered to stakeholders in the recruitment process, in a format tailored to the characteristics of each school or institute.

Gender statistics shall be produced by the recruitment committee or entity at each stage of the process: pre-selection, choice of candidates for interviews, choice of finalists. This communication will facilitate discussions and allow recruiters to give an informed opinion.

4. Following the Principles of the Charter

To ensure that the principles set forth in this charter are followed, Université PSL and its component schools wish to set up an observer mechanism within their recruitment procedures.

This mechanism does not affect the regulatory framework of the processes implemented, which prevails, nor does it call into question the sovereignty and independence of recruitment committees and entities within Université PSL.

To this end, it calls for recruitment committees and entities to freely appoint one or two of their members (ideally a woman and a man), at the start of the recruitment procedure, to serve as observers.

They will be responsible, throughout the selection process, for monitoring adherence to the principles of non-discrimination, gender balance, and fair assessment of candidate experience and merit, as set forth in this Charter.

For this purpose, they will rely on the statistical indicators mentioned above and on the Charter, which will be systematically distributed to all those involved in the recruitment process.

