



The open, transparent and merit-based recruitment policy at the Université Le Havre Normandie

Since 2021, the Université Le Havre Normandie (ULHN) has committed to the "Human Resources Strategy for Researchers" (HRS4R) approach in order to be granted by the "HR excellence in Research" label. This commitment marks ULHN's desire to fully integrate the two founding texts of the HRS4R approach, the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, into its organisation and values.

As obtaining this label depends mainly on our recruitment and research policy, the ULHN has carried out an important introspection in order to identify the areas in which we can still improve our procedures in the interests of candidates for recruitment, research-related staff and, more generally, research.

The aim of this document is to clarify our recruitment policy (and to improve it through a continuous process of introspection and feedback) in order to meet the expectations of researchers and future researchers, within the framework of the European Higher Education and Research Area.

Open, transparent and merit-based recruitment

Open, transparent and demanding recruitment of research staff is absolutely essential to guarantee excellence in research and the future of the Université Le Havre Normandie. Based on the guiding principles of the European Charter for Researchers (C&C), the university's human resources strategy, which places people at the heart of the system, is a response to this crucial issue. Committed to supporting and promoting excellence in human resources for research and teaching, the university is developing a human resources strategy for research, with the aim of developing its practices in line with the values of the institution :

- excellence at the service of educational innovation and research,
- transparent and accountable governance

Excellence at the service of educational innovation and research

The université Le Havre Normandie's HR strategy aims to make the careers of its researchers more attractive, to encourage their mobility and to ensure that everyone has equal opportunities. In order

to put this in place, the institution specifically assessed its recruitment practices, which led to the development of a dedicated section in its HRS4R action plan. From the advertisement and application phase to the appointment phase, the university is committed to proceeding transparently, in compliance with clear rules that are known both to the staff in charge of recruitment and to the candidates, rules that base recruitment on the merit of the candidates.

Our policy aims to attract the best candidates, including foreign researchers and under-represented groups, and to offer them attractive working conditions and career prospects. Particular attention is paid to welcoming foreign researchers, with whom we have established strong partnerships.

It also encourages its research and training structures to adopt a multi-year approach to recruitment and to adopt a proactive approach to identifying recruitment pools in order to increase its attractiveness.

Transparent and responsible governance

The ULHN regularly reviews its recruitment practices. For example, every year a meeting is held with the presidents and vice-presidents of the selection committees to update the internal guide to the operation of selection committees and to discuss best practice in a spirit of continuous improvement.

The ULHN also raises awareness of the risks of discrimination and gender equality among the presidents of selection committees and panels. Its Multiannual Plan for Professional Equality includes actions to strengthen equal treatment of staff, from their application to their working conditions once recruited.

At an individual level, all those involved in the various recruitment phases are trained in transparent and fair recruitment procedures and practices. On a collective level, The ULHN aims to respond to societal challenges and thus seek to attract the best researchers in fields where its expertise is recognised. For example, the ULHN has included in its objectives, resources and performance contract the orientation of its research work and teaching in fields relating to societal issues such as sustainable development and the ecological transition, or sectors in short supply in the area of Le Havre. This policy will result in the recruitment of doctoral and post-doctoral students on innovative subjects. The ULHN is particularly attentive to the working conditions offered to these young researchers (training for supervisors, action against harassment, etc.) and to all research and research support staff (multi-year action plan for professional equality, support for career paths, implementation of forward-looking management of staff numbers, jobs and skills).