

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.

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 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 automaticyUniversité



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 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



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.

