

## OTM-R system(Open, Transparent, Meritbased,- recruitment), June 2021

QUESTIONS	Open	Transparent	Meritbased	Implementation	ANSWER
Have we published a version of our OTM-R policy online (in the national language and in English)?	x	x	x	-/+ Yes partially	Regulations are defined at the state level on recruitment websites ( <a href="https://www.galaxie.enseignementsup-recherche.gouv.fr">https://www.galaxie.enseignementsup-recherche.gouv.fr</a> , <a href="https://www.place-emploi-public.gouv.fr">place-emploi-public</a> ) in which we already apply OTMR principles
Do we have an internal guide setting out clear OTM-R procedures and practices for all types of positions?	x	x	x	-/+ Yes partially	The OTMR policy will be defined through the researcher's guide currently being prepared and which will be produced during the implementation phase, as a complementary proposal to produce a guide to scientific careers and research.  They will be published on our website,
Is everyone involved in the process sufficiently trained in the area of OTM-R?	x	x	x	-/+ Yes partially	Professional training is planned for researchers and should be developed for other staff.
Do we make (sufficient) use of e-recruitment tools?	x	x		+/- Yes substantially	Job postings on national ( <a href="https://www.galaxie.enseignementsup-recherche.gouv.fr">https://www.galaxie.enseignementsup-recherche.gouv.fr</a> , <a href="https://www.place-emploi-public.gouv.fr">place-emploi-public.gouv.fr</a> ) and local ( <a href="https://www.pantheonsorbonne.fr/universite/travailler-a-luniversite/">https://www.pantheonsorbonne.fr/universite/travailler-a-luniversite/</a> ) platforms. It will be developed for Euraxess in the future.
Do we have a quality control system for OTM-R in place?	x	x	x	-- No	The HRS4R action plan includes a complementary action on this matter..
Does our current OTM-R policy encourage external candidates to apply?	x	x	x	-- No	Job postings are open to all candidates who meet the specific requirements matching the profession and status in question.
Is our current OTM-R policy in line with policies to attract researchers from abroad?	x	x	x	++ Yes completely	Applications are open to candidates from abroad for researcher positions as well as for administrative permanent and non-permanent staff positions.
Is our current OTM-R policy in line with policies to attract underrepresented groups?	x	x	x	++ Yes completely	The University has established a blueprint on disability inclusion and is ensuring that recruitment is in line with legislation regarding discrimination.
Is our current OTM-R policy in line with policies to provide attractive working conditions for researchers?	x	x	x	+/- Yes substantially	A national salary scale determines the salaries of researchers and all permanent staff. The University has established a salary scale for other categories of staff, approved by the Board.

Do we have means to monitor whether the most suitable researchers apply?				-/+ Yes partially	Yes, but this is only possible for specialized fields at the moment
<b>Advertising and application phase</b>					
Do we have clear guidelines or templates (e.g., EURAXESS) for advertising positions?	x	x		+/- Yes substantially	Researcher job descriptions are published on the National HERI recruitment platform and the University website. The job descriptions for other categories of staff are published on the National Civil Servants recruitment platform, the University website and Euraxess for European projects.
Do we include in the job advertisement references/links to all the elements foreseen in the relevant section of the toolkit?	x	x		-- No	This will be done before 2023.
Do we make full use of EURAXESS to ensure our research vacancies reach a wider audience?	x	x		-/+ Yes partially	Only job postings for European projects personnel are currently published on Euraxess (such as post-doctoral fellows).The implementation of the label will allow us to develop this point.
Do we make use of other job advertising tools?	x	x		+/- Yes substantially	Yes but it depends on the position in question: the positions attached to research contracts or European contracts are also published on specialized networks (for ex.: correspondant Europe, Réseau Curie, etc.)
Do we keep the administrative burden to a minimum for the candidate?	x			++ Yes completely	Processes are almost entirely digital.
<b>Selection and evaluation phase</b>					
Do we have clear rules governing the appointment of selection committees?		x	x	+/- Yes substantially	For researchers, the processes followed by the selection panel are in compliance with national legislation. As for the other categories of personnel, permanent staff is hired via competitive examination. Temporary staff is hired through less formal processes.
Do we have clear rules concerning the composition of selection committees?		x	x	+/- Yes substantially	The members of the selection panel and professional examination jury are determined by national legislation. Processes may vary for temporary staff, depending on the position in question.
Are the committees sufficiently gender-balanced?		x	x	+/- Yes substantially	The selection panel and professional examination jury abide by national regulations on parity.
Do we have clear guidelines for selection committees which help to judge 'merit' in a way that leads to the best candidate being selected?			x	-- No	These rules exist but need to be written explicitly
<b>Appointment phase</b>					

Do we inform all applicants at the end of the selection process?		x		+/- Yes substantially	Candidates are notified via a national candidacy website. Hiring procedures for other categories of staff still need to be improved. The implementation of the label will allow us to develop this point.
Do we provide adequate feedback to interviewees?		x		++ Yes completely	Yes
Do we have an appropriate complaints mechanism in place?		x		++ Yes completely	The processes are set depending on the recruitment process. It should be noted that the decision of professional examination juries is final.
<b>Overall assessment</b>					
Do we have a system in place to assess whether OTM-R delivers on its objectives?				-/+ Yes partially	Selection panels and professional examination juries write a report at the end of recruitment campaigns.