

## **The Université Paris 1 Panthéon-Sorbonne's Charter on Open Transparency Merit-based Recruitment (OTMR)**

### **Preamble :**

The Université Paris 1 Panthéon-Sorbonne was awarded the Human Resources Strategy for Researchers (HRS4R) label in 2021, confirming its human resources management strategy, which was drawn up in accordance with European Commission standards. This strategy guarantees respect for the rights and obligations of researchers and university teachers, as well as promoting scientific excellence. It aims to support researchers and teachers better in their careers, to promote their working conditions and mobility, and to enhance the attractiveness of the University. The University emphasises its mission to promote scientific excellence while respecting diversity and equal opportunities in all its activities.

Following the principles of the HRS4R label, the Université Paris 1 Panthéon-Sorbonne is committed to a transparent recruitment policy, based on the merits and competencies of each candidate.

Such a policy promotes compliant recruitment practices and fosters an attractive working environment for researchers and teachers.

The purpose of this Charter is to reaffirm the principles for implementing this recruitment policy.

## **Article 1 - Objectives of the OTMR policy**

The OTMR policy aims to ensure that candidates are selected on the basis of their competencies and merits, without discrimination of any kind. It also aims to promote transparency and quality in the recruitment process.

## **Article 2 - Scope of application**

The OTMR policy applies to all recruitment by the University, regardless of the status of the position (tenured, fixed-term or permanent employment contracts, doctoral contracts, etc.).

## **Article 3 - Principle of openness**

All job offers from the Université Paris 1 Panthéon-Sorbonne must be disseminated both nationally and internationally, to ensure the widest possible participation of qualified candidates. Dissemination takes place via various channels such as national and European internet job portals, social networks, newspapers, professional networks, etc.

## **Article 4 - Principle of transparency**

The Université Paris 1 Panthéon-Sorbonne reaffirms its commitment to a recruitment process that is as transparent as possible, providing candidates with all the necessary information on the position to be filled and, in particular, the selection criteria as set out in the regulations. The recruitment process must be clearly defined and communicated to candidates, to guarantee the fairness and transparency of the selection process.

## **Article 5 - Principle of merit**

Aside requests for priority transfers (governed by national regulations in France), recruitment is based on the ranking of candidates by peers meeting in selection committees. It is founded on the excellence of academic and professional qualifications, as well as work experience relevant to the position. The Université Paris 1 Panthéon-Sorbonne guarantees respect for diversity and inclusion in its recruitment process, by considering qualified candidates regardless of their origin, gender, age, social status, sexual orientation, family situation, disability, ethnicity or any other discriminatory factor.