

HR Excellence in Research approach

The Open, Transparent and Merit-based Recruitment approach (OTM-R)

DETAILED PRESENTATION

Evaluation item in the OTM-R reference grid	Situation – H1 2022	Planned action and timetable	Traceability documents and items available or to be prepared	Comments and clarifications
<p>4 – Do we make sufficient use of e-recruitment tools?</p>	<p><i>In addition to the items appearing on the grid for research position competitions:</i></p> <p>A new bilingual website on employment opportunities and advantages of working at INRAE was published in 2020: INRAE Jobs. It lists all of the Institute’s job offers. A search bar on the home page can be used to filter offers by keywords, geographical location or type of contract.</p> <p>A share to social media option accompanies every job offer.</p> <p>Visitors can subscribe to receive email notification when an ad matching their search criteria is published or when an open competition for recruitment is launched.</p>		<p><i>Interface already available:</i> https://jobs.inrae.fr/</p>	
<p>6 - Does our current OTM-R policy encourage external candidates to apply?</p>	<p>Each year, open competitions for recruitment are promoted by extensive communications initiatives involving web media, social media, mailing lists, etc., to advertise the recruitment offer to the widest possible audience.</p>	<p>Advertising campaigns are renewed each year and adjusted according to the target audience of the content and its impact on potential candidates.</p>	<p><i>Documents already available:</i></p> <ul style="list-style-type: none"> - Communication plan - Statistics on applications 	

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<p>7 - Is our current OTM-R policy coherent with policies to attract researchers from abroad?</p>	<p>The entire budget dedicated to advertising competitions to recruit researchers is spent on the purchase of space in international media.</p> <p>INRAE has also established a partnership with the Ministry of Foreign Affairs to ensure the visibility of its offers through French embassies abroad.</p> <p>Information for candidates (advertisements, guides, job profiles, etc.) is available in English for competitions to recruit researchers.</p> <p>A guide to international mobility is available, in the form of a website, to facilitate the arrival and stay of foreign scientists at the Institute.</p>	<p>Publicity aimed at informing potential foreign scientist audiences of INRAE recruitment opportunities have been in place since 2010 and are renewed each year, at the beginning of each campaign.</p> <p>Communications materials are selected on the basis of their impact on candidates. Communication is being stepped up on international socio-professional media platforms such as LinkedIn and ResearchGate.</p>	<p><i>Documents already available:</i></p> <ul style="list-style-type: none"> - Communication plan - Statistics on applications <p>Interface already available: “Guide to international mobility” website: https://guide-accueils-internationaux.inrae.fr/ http://jobs.inra.fr/en/Life-at-INRA/Foreign-Researchers</p>	
<p>9 – Is our current OTM-R policy coherent with policies to provide attractive working conditions for researchers?</p>	<p>Information about the quality of work life at INRAE is included in every job offer to provide as much information as possible about the working environment at INRAE.</p> <p>A section on the INRAE Jobs website, entitled “Convincing you”, outlines the advantages of the working environment at INRAE.</p>		<p>Interface already available https://jobs.inrae.fr/vous-epanouir-au-sein-dinrae</p>	

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11 – Do we have clear guidelines or templates (e.g., Euraxess) for advertising positions?	<p>In addition, a bilingual welcome booklet informs candidates about the Institute and how it operates.</p> <p>The content of job advertisements is standardised to facilitate the advertising of offers.</p> <p>A technical guide for recruiters shows them how to upload their job offers on the INRAE Jobs website.</p> <p>A “Jobs and professions” section on the HR Intranet site offers tips on how to write an attractive job advertisement and publish it in the right places.</p>		Interface already available HR Intranet (not accessible to non-INRAE visitors)	
13 – Do we make full use of Euraxess to ensure a wider audience?	Open competitions to recruit research staff are systematically published on the Euraxess portal.	Encourage INRAE recruiters to publish their offers on Euraxess	<i>Items already available:</i> - Number of INRAE recruiter accounts to date	X
14 - Do we make full use of other job advertising tools?	For competitive recruitment, the communication plan is designed to ensure a dense and complementary network of different media formats, including the dissemination of advertisements and web banners, the purchase of mailing lists, email campaigns targeting schools and learned societies, use of social media, etc.	Communication plans are developed each year to best ensure the visibility of offers. They evolve from year to year based on the audiences of advertising media and to adapt to new media.	<i>Documents already available:</i> - Communication plan	X