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- **Utiliser le chat** pour les questions ou **les poser oralement** à la fin de la présentation

Coaching Doctoral Networks : Atelier Recrutement

Septembre 2023 - Partie 1: Ateliers thématiques

Point de Contact National Horizon Europe pour les Actions Marie Skłodowska-Curie



Rdv sur slido: #DN_recrutement



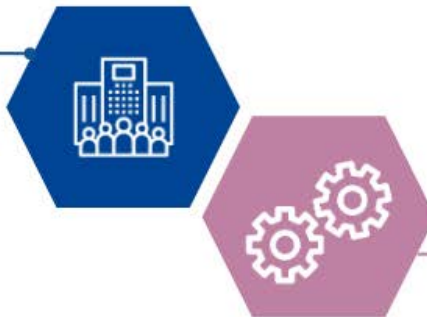


Extraits du Grant Agreement Horizon Europe :

- **Article 6.1 & 6.2: General and Specific eligibility conditions**
- **Article 18: Specific rules for carrying out the action**
- **Specific rules for implementing the action are set out in Annex 5 of the GA.**

Doctoral Candidates (DC)

- ✓ Ne pas être en possession d'un doctorat à la date de recrutement
- ✓ Pas condition de nationalité
- ✓ Inscrit dans un programme doctoral dans au moins un pays membre ou associé à HE (au moins deux dans le cadre des JD)
- ✓ Recrutement de 3 à 36 mois (48 mois pour les JD)



Règle de mobilité

- ✓ Ne pas avoir résidé ou exercé son activité principale (travail, études..) dans le pays du bénéficiaire qui recrute pendant plus de **12 mois sur les 36 derniers mois** à la date de recrutement

Les **procédures** et les **principes de sélection** et de **recrutement** doivent être décrits dans le consortium agreement. Il faut pour la proposition, démontrer aux évaluateurs que ces processus sont déjà discutés au sein du consortium et vont être mis en place rapidement dès le début du projet.

Dates des recrutements et secondments à anticiper : **GANTT**

Secondment: max 1/3 du recrutement – chez autres bénéficiaires et/ou associated partners dans le cadre des DN Standard (pas de limite pour JD et ID)

Recrutement par les bénéficiaires

Décrire les plans personnels de formation et les plans de carrière des doctorants (chacun ayant son projet individuel)



Extrait du template : ⚠ *The following sections of the European Code of Conduct for the Recruitment of Researchers refer specifically to recruitment and selection:*

- Transparent
- Equitable
- Ouvert à l'international
- Impartial
- Il faut expliquer dans la proposition que ces processus seront respectés

Recruitment

Employers and/or funders should establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised.

Advertisements should give a broad description of knowledge and competencies required, and should not be so specialised as to discourage suitable applicants. Employers should include a description of the working conditions and entitlements, including career development prospects. Moreover, the time allowed between the advertisement of the vacancy or the call for applications and the deadline for reply should be realistic.

Selection

Selection committees should bring together diverse expertise and competences and should have an adequate gender balance and, where appropriate and feasible, include members from different sectors (academic and non-academic) and disciplines, including from other countries and with relevant experience to assess the candidate. Whenever possible, a wide range of selection practices should be used, such as external expert assessment and face-to-face interviews. Members of selection panels should be adequately trained.

Publication des offres au niveau international (EURAXESS Jobs portal)

Conseils:

- Centraliser la sélection des candidats
 - Mettre en place des structure de recrutement: recruitment board, recruitment comity
 - Une plateforme commune pour les recrutements
 - Proposer un seul lieu pour effectuer les recrutements (short listed candidates)
-

La stratégie de recrutement doit tenir compte:

1/ du cadre de l'UE

- Différentes règles (mobilité,...),
- Charte européenne du chercheur et code de conduite pour le recrutement des chercheurs (C&C, 2005) Droits et obligations du jeune chercheur clairement définis, conditions de travail confortables, durée de la formation doctorale limitée...
- Label HRS4R des bénéficiaires ?: reconnaissant les institutions engagées dans l'amélioration continue de leurs pratiques RH dont le recrutement
- MSCA Green Charter

2/ des profils recherchés

Expliquez clairement les critères qui seront appliqués à tous les candidats lors du recrutement par le jury de sélection (et composition, implication de tous les bénéficiaires?)

• Part B1

2.1 Contribution to structuring doctoral training at the European level and to strengthening European innovation capacity, including the potential for:

b) Developing sustainable (= lasting) elements of doctoral programmes after the end of the DN funding, this could include (non exhaustively):

- sustainability of training programmes and transferable skills training offered at local or network-wide level,
e.g., will these training programmes be open to doctoral students outside the consortium?
How will these training courses continue to be available and running after the end of the project?
- sustainable cooperation/long lasting collaboration and secondment opportunities,
e.g., how will the consortium partners continue to publish together, complement their research work and exchange research visit and doctoral students after the end of the project?
- sustainability of researcher's recruitment according to the code of conduct for the recruitment of researchers,
e.g., will the partners endeavour to adapt their doctoral student recruitment policy after the end of the project?

• Part B1

3.1 Quality and effectiveness of the work plan, assessment of risks and appropriateness of the effort assigned to work packages

Required sub-headings:

- Work Packages (WP) List (please include Table 3.1a);
- Description of Work Packages (please include Table 3.1b);
- Deliverables List (please include Table 3.1c);
- Milestones List (please include Table 3.1d);
- Recruitment Table per beneficiary (please include Table 3.1e);
- Individual Research Projects, including secondment plan (please include table 3.1f);
- Progress monitoring and evaluation of individual research projects;
- Implementation Risks (please include Table 3.1g);
- Recruitment strategy (including how the project will strive to adhere to the Code of Conduct for the recruitment of researcher);
- For DN-JD, joint admission, selection, supervision, monitoring and assessment procedures (if not applicable, please remove).


- Part B1

3.1 Quality and effectiveness of the work plan, assessment of risks and appropriateness of the effort assigned to work packages

TABLEAU 3.1.1 - DELIVERABLES LIST

<i>Scientific Deliverables</i>							
Number ¹⁰	Deliverable Title	Short description	WP No.	Lead Beneficiary Short Name	Type ¹¹	Dissemination Level ¹²	Due Date (in months)
<i>Management, Training, Recruitment¹³ and Dissemination Deliverables</i>							
Number	Deliverable Title	Short description	WP No.	Lead Beneficiary Short Name	Type	Dissemination Level	Due Date (in months)

Ex : publication des offres, CDP, livrables de formation


The deliverables should be divided into scientific deliverables and management, training, recruitment and dissemination deliverables. Scientific deliverables have technical/scientific content specific to the action. The number of deliverables in a given Work Package must be reasonable and commensurate with the Work Package content. Note that during implementation, the submission of these deliverables to the REA will be a contractual obligation.

- Part B1

Table 3.1 e Recruitment Table per Beneficiary

Researcher No.	Recruiting Participant (short name)	PhD awarding entities	Planned Start Month 0-45	Duration (months) 3-36
1.				
2.				
3.				
...				
Total				

If a Doctoral Candidate is recruited by more than one beneficiary, please indicate this in the table accordingly.

- Quelles **conditions de travail** offre le bénéficiaire?

Ex: aide service EURAXESS (visa, logement), cours de langue du pays, infrastructures ?

- Aide à l'intégration du doctorant ?
- Tableau des **risques** : que se passe-t-il en cas de licenciement ou de démission d'un doctorant en cours du projet?
- Décrire les **plans personnels de formation** et les **plans de carrière** des doctorants dans le **Personal career development plan (PCDP)**



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Questions ?

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