



H2020-ITN-2017 Coordinators Info Day 11 December 2017

RECRUITMENT

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- 1. Eligibility of researchers**
- 2. Recruitment & working conditions**
- 3. Charter and Code for Researchers**
- 4. Don'ts!**

1. Eligibility of researchers

Attracting global researchers

"The researchers may be a national of a Member State, of an Associated Country or of any other third country"

Mobility rule

- The researcher must not have resided or carried out his/her main activity (work, studies, etc) in the country of his/her host organisation for more than **12 months in the 3 years** immediately prior to his/her recruitment.
- Short stays, such as holidays, are not taken into account.
- **Exceptions International Organisations:** Eligible researcher must not have spent more than 12 months in the 3 years immediately prior to the date of selection in the same appointing international organisation

Refugees and ITN mobility rule

The annotated Grant Agreement published on 20 June 2017 states:

For refugees under the Geneva Convention^[1], the refugee procedure (i.e. before refugee status is conferred) will not be counted as 'period of residence/activity in the country of the beneficiary'.

(page 394)

http://ec.europa.eu/research/participants/data/ref/h2020/grants_manual/amga/h2020-amga_en.pdf

^[1] 1951 Refugee Convention and the 1967 Protocol.

EU Sanctions compliance in the MSCA

Nationals of or residents in some countries, and for particular scientific fields, against which EU restrictive measures are in place, may be subject to EU sanctions.

- Most sanctions are enacted through EU Regulations, which are directly applicable, i.e. **each beneficiary needs to ensure compliance with them.**
- The REA is entitled to **request clarification** for MSC researchers who are nationals of countries subjected to EU sanctions and doing research in **particular fields (scientific) or raising specific ethics issues (dual use/misuse).**
- A list of these countries can be found here:
https://eeas.europa.eu/sites/eeas/files/restrictive_measures-2016-10-11-clean.pdf
- In case of doubt, contact your PO for further instructions.

Eligible researchers

Early Stage Researchers (ESR)

- ESR shall at the time of recruitment by the host organisation, be in the first four years* (full-time equivalent research experience) of their research careers and have not been awarded a doctoral degree.
- Duration of recruitment: **min 3** to **max 36** months (typical recruitment: 36 months)
- Any nationality

** is measured from the date when a researcher obtained the degree which would formally entitle him or her to embark on a doctorate, either in the country in which the degree was obtained or in the country in which the researcher is recruited, irrespective of whether or not a doctorate is or was ever envisaged*

Date of recruitment

***'Date of recruitment'** means the first day of the employment of the researcher for the purposes of the action*

(i.e. the starting date indicated in the employment contract/equivalent direct contract).

2. Recruitment and working conditions

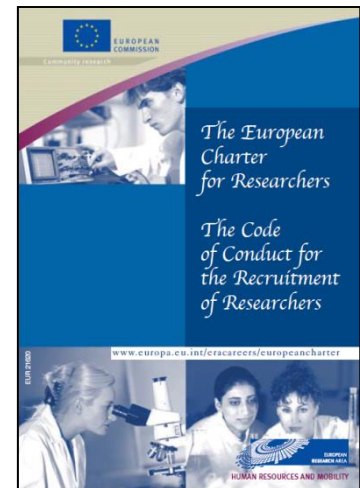
Recruitment Process (1)

- Advertise and publish vacancies **internationally**
 - Beneficiaries must publish vacancies as widely as possible,
 - Obligatory publication in the EURAXESS Jobs Portal
- Follow **an open, transparent, impartial, equitable and merit-based** recruitment procedure
- Ensure that **no conflict of interest** exists in or arises from the recruitment (family, economic interest, emotional life, ...)



Recruitment Process (2)

- The recruitments have to be in accordance with the **European Charter and Code of Conduct** for the Recruitment of Researchers.
- The same principles should be followed **for all recruitments** during the lifetime of the project.



Recruitment Process

Best practice: Networks have reported good results with **central recruitment** (all beneficiaries participate)

- The consortium should agree on drafting and advertising the vacancies.
- Use public sites to advertise the vacancies and give maximum exposure (EURAXESS, organisation sites etc).
- Use a common recruitment platform for receiving applications.
- For the best candidates, organise an onsite recruitment event.

Recruitment and working conditions (*Article 32*)

The host organisation shall recruit each eligible researcher under an employment contract

- Contract with the researcher should reflect the requirements mentioned in the GA and to be confirmed via the Researcher Declaration
- Researchers shall be duly informed of their **rights and obligations** as MSC researchers, and shall receive the GA (in particular DoA)

Recruitment and working conditions (*Article 32*)

General principle:

- The recruiting beneficiaries host the researchers **at their premises** and provide training as well as the necessary means for implementing the action (except for EID and EJD where the flexible recruitment rule applies);

Recruitment and working conditions (*Article 32*)

General principle:

- Ensure that a **personal career development plan** is established and support its implementation: the document should be agreed and signed by the supervisor and the researcher (template available). Regular updates needed
- Ensure that the researcher works on **an individual research project**

MSC Researcher Information Package

- overview of the rights and obligations of fellows supported by the Marie Skłodowska-Curie actions, including:
 - what is understood by **good working and support conditions**, and how fellows can address problems.
 - importance attached by the EU to **gender equality, research integrity, open access** to research outputs, and **outreach activities** with the public.
 - how **non-research activities** can be part of a fellowship in order to **develop the career** of the fellow.
- All recruited MSC researchers should receive this document as **soon as they sign their contract.**

https://ec.europa.eu/research/mariecurieactions/sites/mariecurie/files/information-package-msca-fellows-1.2_en.pdf

Secondments

- In **ETN**, recruited researchers can be seconded to other beneficiaries and/or to partner organisations for a duration of **up to 30%** of their recruitment period
- For **EID** and **EJD** – specific rules apply (refer to specific presentations).

In all cases, recruited researchers can only be seconded to beneficiaries or partner organisations included in the list of participants.

Secondments vs short visits

Secondments should be differentiated from **short visits**, i.e. of a few days.

*not only the "**time spent**" criterion, but also depends on for what **purpose** the fellows go to the host institution.*

Secondment: *a period spent by a fellow at a beneficiary's or a partner organisation's premises other than those of the beneficiary which has recruited him/her under the action*

- must **involve physical mobility** of the fellow.
- **supervision and training/research activities**

Short Visit: *fellow is rather an "**observer**"*

3. The European Charter and Code for Researchers

Charter & Code

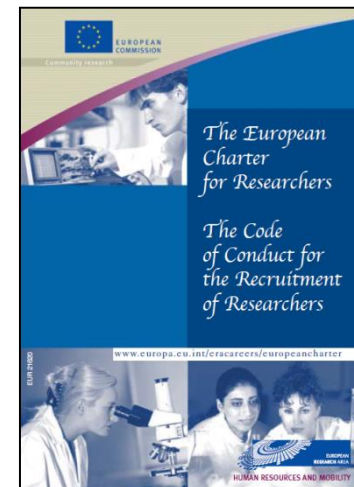
11 March 2005:

*EC adopted a '**European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers**' ("Charter & Code")*

It contains 40 principles on the :

- roles,
- requirements and
- entitlements of researchers, funders and employers

for **more attractive research careers** in an open European labour market.



full text

(in all 20 languages)



leaflet

Charter & Code

Reference framework for rights and obligations of researchers, their employers and funders:

The **EUROPEAN CHARTER FOR RESEARCHERS** covers (amongst others):

- Recognition of the profession
- Career development
- Value of mobility

The **CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS** covers (amongst others):

- Recruitment principles
- Selection criteria

Source: http://ec.europa.eu/euraxess/pdf/brochure_rights/am509774CEE_EN_E4.pdf

EURAXESS website under the section 'Rights'

<http://ec.europa.eu/euraxess/index.cfm/rights/index>

4. Don'ts!

Don'ts!

Researchers recruited by one beneficiary but in reality hosted at another institution.

Must be physically hosted at the premises of the recruiting beneficiary.*

Recruited researchers seconded to organisations outside the consortium.

Researchers recruited to work in the project, but in reality "normal" employees at the university / company working on non-project-related tasks

Recruited fellows must work full-time on the project.

*exception for EID and EJD

Don'ts!

Direct recruitment of fellows **without fair and transparent recruitment process**

Playing with the recruitment date for the eligibility of researchers

Beneficiaries **with no premises, or turnover, "hosting" fellows**

It is the coordinator's responsibility to report any issues with the operational capacity of all beneficiaries participating in the network.

Thank you for your attention!

<http://ec.europa.eu/mariecurieactions>