H2020-ITN-2016 Info Day
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RECRUITMENT

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1. **Eligibility Criteria**
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1. Eligibility Criteria

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

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Refugees and ITN mobility rule

The annotated Grant Agreement published on 1st July 2016 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. **individual beneficiaries need 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, 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.

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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 or seconded, 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).

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# 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.
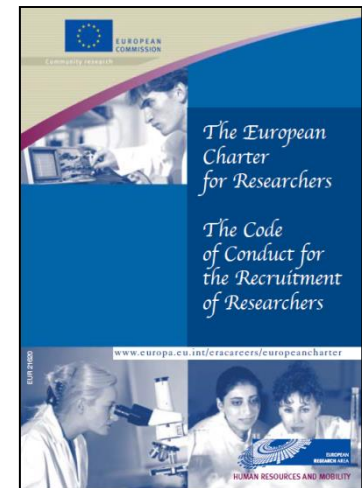
Recruitment Process

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

➢ Researchers shall be duly informed of their rights and obligations as MSC researchers and about key elements of the grant

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;

➢ Ensure that a career development plan is established and support its implementation

Exception EID and EJD:

➢ Fellow may be employed 100% by one beneficiary and sent to another participant for the share of time required by the Grant Agreement (Description of Action).

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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 (except for **EID** and **EJD** – where time spent at other participating organisations, in line with the proposal description, is not affected by this limitation).

➢ For **EID**, researchers must spend at least 50% of their time in the non-academic sector. This inter-sectoral mobility has to be between participating organisations located in different countries.

In all cases, recruited researchers can only be seconded to beneficiaries or partner organisations of the project.

3. The European Charter and Code for Researchers
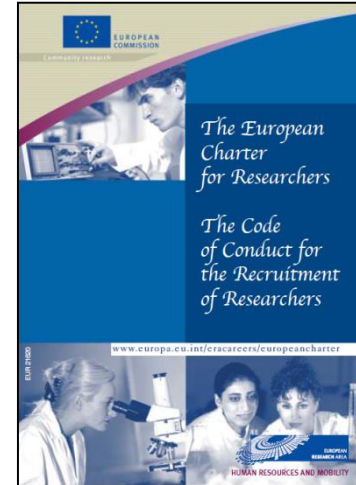
Charter & Code

11 March 2005:

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

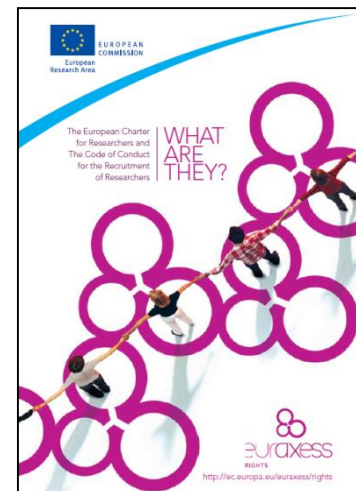**It contains 40 principles** on the :

- ➤ 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

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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 'rights' section

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

4. Don'ts!

Don'ts!(1/2)

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 academic or non-academic organisations outside the consortium.

Recruited researchers can be seconded only to other beneficiaries and/or to partner organisations of the project 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! (2/2)

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

It is the coordinator's responsibility to check that all beneficiaries have the operational capacity to participate in the network.

Scientists-in-charge recruiting their family members etc. to work in the project or Beneficiaries recruiting fellows from teams of other consortium members

Should be strictly avoided (conflict of interest).

The recruitment procedure should be open, transparent, impartial, equitable and merit-based.

Projects must prove this, e.g.by keeping records of the advertisements, interviews, scorings, criteria, announcement of results etc.

Thank you for your attention!

http://ec.europa.eu/mariecurieactions