



European
Commission

H2020-ITN-2015 Info Day 18 December 2015

RECRUITMENT

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Research
Executive
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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

Refugees and ITN mobility rule

The new annotated Grant Agreement which was published on 30th October 2015 is adjusted with the following provision (pl. see p. 393 for the MSC actions), which apply to all ITN actions in H2020:

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'.

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 are EU restrictive measures are in place, may be subject to EU sanctions.

A list of these countries can be found here:

http://eeas.europa.eu/cfsp/sanctions/docs/measures_en.pdf

- 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 scientific fields.**
- 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 appointment: **3 - 36** months
(typical appointment: 36 months)

** 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).

2. Recruitment and working conditions

Recruitment Process

- 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, ...)



The screenshot shows the EURAXESS Researchers in Motion website. At the top, there is a navigation bar with links for 'A to Z', 'Services', 'About this site', 'Important legal notice', 'Accessibility Disclaimer', 'Contact', and 'Search on EURAXESS'. Below this is the EURAXESS logo and the text 'EURAXESS Researchers in Motion'. The main content area features four columns: 'JOBS' (Employers and funders have jobs and fellowships up for grabs), 'SERVICES' (Seeking personalized assistance or advice when relocating?), 'RIGHTS' (Did you know that hundreds of institutions are doing their best to improve your working environment?), and 'LINKS' (Are you a European researcher working outside Europe?). Each column has a corresponding image and a 'See who does what!' or 'Discover what opportunities are available!' link. At the bottom, there is a footer with 'Contact | RSS feeds' and 'Last update: 24 April 2015 | Version 1.2.19 p1 | Top'.

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

Recruitment and working conditions (*Article 32*)

The host organisation shall appoint 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 (article 32)



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;

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).

RECRUITMENT AND WORKING CONDITIONS (ARTICLE 32)

- Ensure that a career development plan is established and support its implementation;
- ETN: limit secondments to a maximum of 30% of the actual months spent implementing the research training activities under the action.
- For EID or EJD: The 30% rule does not apply to time spent with other beneficiaries or partner organisations, if the secondment is foreseen in Description of Action.

3. The European Charter and Code for Researchers

Charter & Code

11 March 2005:

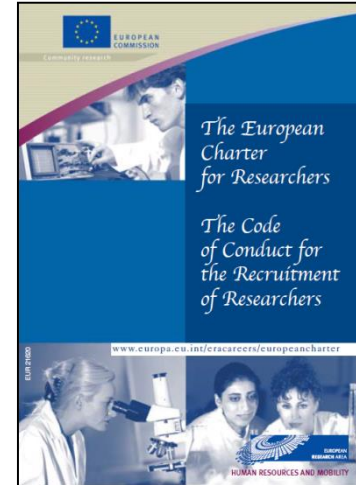
*EC adopted a '**European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers**' ("Charter & Code")*

It contains 40 principles on the :

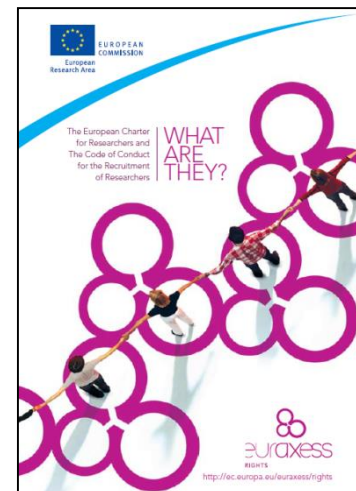
- roles,
- requirements and
- entitlements of researchers, funders and employers

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

This presentation shall neither be binding nor construed as constituting commitment by the European Commission



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

EURAXESS website under the 'rights' section

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



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4. To avoid...

Situations to avoid... (1/2)

Researchers recruited by one beneficiary but in reality hosted full-time at another institution

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

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.

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.

*exception for EID

Situations to avoid... (2/2)

Scientists-in-charge recruiting their family members etc. to work in the project

Beneficiaries recruiting fellows from teams of other consortium members

Should be avoided (conflict of interest).

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

Projects need to be able to prove this, e.g. by keeping records of the advertisements, interviews, scorings, criteria, announcement of results etc.

The Code of Conduct for the recruitment of researchers should be respected by the beneficiaries.



Thank you for your attention!

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