

Guidelines for good practices in recruitment and employment

1. The selection board should:
 - a. be guided by the truth, justice and objectivity;
 - b. guarantee open and transparent recruitment and equal treatment of all the applicants;
 - c. reject any direct or indirect discrimination particularly with regard to gender, age, disabilities, race, religion, nationality, political persuasion, ethnicity, religious denomination, sexual orientation, social or economic status.
2. The selection board members should represent a variety of qualifications and experience as well as gender equity and, if necessary and possible, diverse trades.
3. When selecting the candidate, the selection board should:
 - a. analyse the candidate's overall potential as a researcher or teacher including their creativity and independence level;
 - b. take into account the whole range of the candidate's experience and perceive any gaps in the career as its evolvement and treat them as a potential contribution to professional development and multidimensional career path;
 - c. interpret the candidate's mobility i.e. stays in another country/region or scientific environment, (public or private) or the candidate's intersectoral or interdisciplinary mobility as a valuable contribution to their professional development;
 - d. focus their assessment more on the candidate's accomplishments than background and reputation; bearing in mind that some qualifications can be acquired at early stages of a long career, the board should consider a life-long professional development.
4. The selection board cannot ask any questions which would discriminate the candidate or interfere with their privacy.