

IRD Researchers recruitment policy based on open, transparent and merit principles

The IRD shares with other public sector research and higher education institutions in France the necessity of quality research, and a prerequisite for the recognition of its expertise among public and private actors in development and development aid. Hence, it attaches great importance to the recruitment of its employees.

1. The recruitment process for civil servants is based on a competitive examination. It is well defined and transparent.

IRD researchers are recruited through competition based on qualifications and experience in the researcher corps (CR in French) and research director corps (DR in French).

IRD offers around thirty job opportunities each year, classed by corps and by discipline. Recruitment takes place based on particular scientific projects or topics linked to the scientific commissions. Any candidate who has obtained a doctorate or equivalent qualifications is eligible to compete.

Competition for recruitment takes place in three phases:

- Eligibility: IRD ensures that each candidate fulfils the conditions for application.
- Pre-selection by application: the examining board reviews the applications of eligible candidates. After deliberation, the board draws up a list of people selected to continue to the next phase of the competition. These people are invited for interviews.
- Interviews and admissions: the candidates are then interviewed and after deliberation, the board draws up a list of those selected for admission.

The competitive exams are advertised on IRD website in French and English. Candidates are given one month to submit their applications and all information concerning the procedure is available on IRD website (documents, organisation, make-up of sector-specific committees, evaluation criteria, equivalences, etc.).

The process is based on a national decree that stipulates the principle of evaluation by peers. The latter are grouped into committees made up of researchers both elected by other researchers and those appointed by the administration. The lists of committee members are available online on IRD website.

Upon request, candidates may be informed of the reasons for the decisions. Requests are handled carefully in a procedure involving the sector-specific committees and HR.

2. The recruitment of civil servants at the IRD is based on a competent, ethical and proactive system

The competitive examinations are open to all, without restriction of nationality, religion or gender.

The IRD regularly recruits foreigners, and on the direct initiative and authority of the CEO, a new gender balance is emerging in recruitment and promotion in all positions, including management positions.

The system is supported by a specific, experienced mission that organises, leads and facilitates the work of the committees. The committees are carefully composed in terms of gender balance, coverage of disciplines, the different aspects of researchers' professions, and the representativeness of the CRs/DRs, with foreign experts represented. The committees can call upon particular experts if needed for specific cases.

The committees are supported through welcoming days and specific training (interviewing, leading ranking sessions). They can also draw on a framework designed to take into account all elements of the application, in terms of skills acquired in the different aspects of the profession and the mission, as well as experience and background, etc. The analysis of publications consists of only one of the numerous elements considered.

In this open-ended context, the demonstration of mobility over time is very positively considered when it is identified. CVs are very carefully considered and the application form provided by the Mission specifically encourages candidates to describe and explain their backgrounds, especially if they are atypical.

3. A significant effort made concerning under-represented groups

« Reinforcement of policies to benefit young people » is one of the major facets of the new Governance's roadmap. The Institute is committed in particular to increasing the number of younger researchers recruited with funding from State subsidies. An assessment of the doctoral student population was carried out by the HR department in 2021, leading to the identification of possible levers to optimise hosting and integration conditions.

Abiding by the principles of workplace gender equality laid out in the action plan, the sectoral scientific commissions in charge of recruiting and evaluating permanent researchers were trained with respect to the effects of gender stereotypes in professional settings. This training will soon be extended to all professionals responsible for recruiting and signals the beginning of a closer collaboration on recruiting issues (criteria and process) between the HR department and the Science Division.

Over the last two years, IRD has committed to expanding its recruitment of disabled persons for scientific positions. Since 2012, the Institute is involved with the Fund for the Integration of People with Disabilities into the Public Service (FIPHFP). The current FIPHFP agreement commits the IRD to recruit 25 people with disabilities over 3 years, including 15 in permanent jobs. The HR Department has conducted communication and awareness-raising actions for scientific decision-makers in order to facilitate the identification and recruitment of researchers with disabilities. A simplified tenure procedure has been developed in particular to facilitate their integration into civil servant positions.

4. Recruitment of contractual staff

The institute has adopted a charter and remuneration policy specific to them. This reflects a strong commitment to ensuring that recruitment is open to all and is conducted in a transparent and ethical process that fosters employee diversity.