



University of Poitiers: Committed to Open, Transparent, and Merit-based Recruitment (OTM-R)

The University of Poitiers (UP) was awarded the "Human Resources Strategy for Researchers" (HRS4R) label in 2020 for a five-year period. The UP is currently in the renewal phase of its HRS4R labelling, featuring a review of the 2020-2025 Action Plan and the construction of a new 2026-2029 Action Plan.

This renewed commitment illustrates the UP's engagement to fully integrate the two founding texts of the HRS4R process—the **European Charter for Researchers** and the **Code of Conduct**—into its organization and values. In particular, dimensions related to **Open, Transparent and Merit-based Recruitment (OTM-R)** are an integral part of the University's Human Resources (HR) strategy.

Building on these principles, the UP's multiannual HR management strategy is notably outlined in the **Management Guidelines (LDG) of the triennial Employment Policy**. The latest version, approved by the Administration Board on February 6, 2026, stipulates among other things that this triennial employment policy must:

- Be the vehicle for the institution's Forward Planning of Workforce, Jobs, and Skills (GPEEC), which allows, through the LDG, for the **improvement of career paths** and addresses the institution's priorities.
- Apply to both **permanent and non-permanent employment**.
- Be based on the commitment for a **socially responsible policy**, promoting **gender equality, supporting careers**, and striving toward a **more inclusive and equitable university**.

Key Areas of the LDG and Employment Policy

Area 4 – Conducting an Employment Policy focused on tenure and attractiveness: The employment campaign must ensure the highest possible level of recruitment for permanent staff through competitive examinations, while also opening permanent employment via open-ended contracts (CDI). This aims to attract new talent, stabilize internal skills, and reduce precarious employment by using a range of HR solutions ("**Open**" dimension of OTM-R).

In a complementary manner, and taking into account the reasons for CDI recruitment or the transition from fixed-term (CDD) to open-ended contracts defined by the contractual policy, requests for "CDIsation" will be examined in light of identified internal talent pools, skill assessment

guarantees for the individuals concerned ("**Merit-based**" dimension of OTM-R), and within the logic of professional trajectories. To increase attractiveness and seek new talent, the recruitment of Academic staff via competitive examinations will focus on encouraging external talent pools ("**Open**" and "**Transparent**" dimensions of OTM-R).

Area 5 – Promoting internal talent and boosting career paths through "re-pyramiding": The momentum for re-pyramiding jobs driven by the Research Programming Law (LPR) is to be continued. For **BIATSS staff** (administrative, technical, and library staff), resolving the gap between grade and function is a priority for competitive examinations to recognize the skill growth of the staff concerned ("**Merit-based**" dimension of OTM-R) and to correct imbalances observed in the employment structure.

Regarding Academic staff, an improvement in the Professor/Associate Professor (PR/MCF) ratio is sought. This is achieved notably through the re-pyramiding of the Associate Professor corps toward the Professor corps via the temporary internal promotion mechanism from the LPR, and by using the "46-3" procedure. Access to Associate Professor positions through reserved examinations for secondary school teachers holding a doctorate is a career development opportunity that must be better utilized ("**Open**" and "**Transparent**" dimensions of OTM-R).

Area 6 – Supporting recruitment in line with the Responsible University Strategy (DDRSE): Professional gender equality and inclusion, particularly for people with disabilities, are priorities for the University of Poitiers' HR policy ("**Open**" dimension of OTM-R). The general objective is to strive for greater diversity in professions and disciplines across disciplines (National Council of Universities, sections CNU), but also within the highest-paid grades (Professor and Category A). The annual opening of recruitment reserved for beneficiaries of the employment obligation (BOE) is to be amplified, especially within the Academic community ("**Open**" dimension of OTM-R).

While the recruitment of permanent Academic staff is framed by national regulations, there remains room for improvement in practices for recruiting contractual staff. **This action is fully integrated into the UP's multiannual HR management strategy as well as its OTM-R strategy, supported in part by the HRS4R Action Plan.**