

# Open, Transparent, and Merit-based Recruitment policy (OTM-R policy)

## Presentation

The Fondation Sciences Mathématiques de Paris (FSMP) is an excellence network federating the main research departments of mathematics and theoretical computer science of the downtown Paris area. It is the largest concentration of mathematicians in the world, forming a community of more than 1800 mathematicians. At the pedagogical level, it builds on the richest offer of mathematical programs in the world, provided by the greatest Parisian institutions. Its scientific spectrum covers all mathematics, from pure to applied, including fundamental computer science.

The FSMP is involved in various actions of recruitment of researchers via the programs it manages, in particular by offering doctoral or postdoctoral grants, as well as excellence research chairs.

Since 2018, the FSMP has endorsed the European Union recommendations and principles for Human Resources practices, aiming at better working conditions for researchers, and better openness and transparency in the process of their recruitment. These general principles are set forth in the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers. The commitment of FSMP to these practices has led to the award in 2020 of the label HR Excellence in Research.

In complement to these general principles, which we endorse, this document describes our policy for open, transparent, and merit-based recruitment (henceforth OTM-R)

## Openness

All the job offers managed by FSMP are made **public** on the FSMP website, and, when appropriate, one international website dedicated to job offers in academic mathematics, and/or on the Euraxess platform. They are **vastly advertised** through mailing lists carefully crafted with our institutional partners, including former alumni, former employees, and guests.

All communication is done **by default in English**, and all applications are made in English.

The FSMP supports the employment of candidates with diverse background and makes **no discrimination** based on gender, age, ethnic, national or social origin, religion or belief, sexual

orientation, language, disability, political opinion, social or economic condition. Restrictions on nationality can apply on certain programs depending on the funding schemes and are **always precisely indicated** in all advertisements of the positions.

The FSMP supports measures to decrease the gender bias in its selection procedures and has detailed the measures taken in that direction in its public [Gender Equality Plan \(GEP\)](#).

## Transparency

The **selection criteria** are available for each opening on the FSMP website. Each call is associated with a **dedicated email address** that potential candidates can use for clarification, and to ask for more information.

The **selection procedure**, in particular the **composition of recruitment committees** and the dates of the different steps of the selection process, are always announced in advance.

The FSMP will provide **feedback** on demand for each application on each program.

## Merit-based selection

Our evaluation of applications takes into account the qualities and strengths demonstrated in the application files and interview (when applicable), with a special attention to objectively evaluable elements, such as peer-reviewed publications. The **potential** of the candidate demonstrated in their research projects is taken into account, as well as **mobility** (geographical, intersectoral, or transdisciplinary).

Moreover, we insist on the following principles:

- all researchers, starting from the doctoral level, are **recognized as working mathematicians**, and we make sure to offer them the **best possible working conditions**. They enjoy freedom of thought and expression, and **freedom in their research**. The dedicated person from FSMP in charge of each program keeps a frequent contact with all researchers employed to make sure that their working conditions are good and detect when they should be adapted. This **dedicated person is clearly identified** as such by all employees from the start of their contract.

- we make sure that our early-stage researchers (docs and postdocs) pursue, in addition to pure research in mathematics, the development of a research network and of non-purely mathematical skills in order to facilitate the **continuation of their career**, in academia or elsewhere. We provide, depending on the call, travel money and/or sessions of **research**



**training and continuous development**, and **career advice**, to fulfill this goal. We facilitate the possibility of **teaching** at our participating institutions.

- the FSMP works hand in hand with mathematical departments and doctoral schools to ensure best practices regarding doctoral and postdoctoral **supervision**, **ethical practices in science and publication**, and **safety** in the workplace. This includes an annual meeting of students with their supervisors and with an external researcher in order to detect at an early stage any potential problems and provide career advice.

- the FSMP aims at **including researchers at all stages of their career in its decision-making bodies**. Not only is the direction of FSMP is primarily composed of active researchers, but its Comité de Pilotage includes representatives of mathematical departments, including doctoral students.

- the FSMP is especially attentive to **Gender Balance** and to the question of gender biases in recruitment procedures. Our public [Gender Equality Plan \(GEP\)](#) describes our policy on these questions.