

RECRUITMENT POLICY

Talented scientists and staff are ICIQ's key asset. Recruiting the best talent, and training and supporting the career development of the Institute's researchers are essential for ICIQ to accomplish its mission.

ICIQ provides an excellent research environment and culture to attract the best talent worldwide, which contributes to achieving outstanding results in our lines of research.

In February 2011, ICIQ signed a Declaration of Commitment to the European Charter for Researchers and the Code of Conduct for the recruitment of Researchers and since then has been implementing actions to better comply with these principles.

Inspired by the Code of Conduct for the Recruitment of Researchers, ICIQ has created the following recruitment policy.

- ✓ Our recruitment procedures are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised. The recruitment process is part of ICIQ's Human Resources strategy for Researchers (HRS4R) Plan.
- ✓ Research vacancies include a clear job description, the requirements for the position, eligibility and selection criteria, and career development prospects.
- ✓ Research vacancies are published in the EURAXESS web site.
- ✓ Selection committees bring diverse expertise and competences, and have an appropriate gender balance.
- ✓ The candidates are notified of the final selection decision.
- ✓ After the completion of the selection process, shortlisted candidates receive information about the strengths and weaknesses of their application.
- ✓ Our selection process takes into consideration the whole range of experience of the candidates, including mobility periods, non-formal experience or qualifications.
- ✓ Career breaks or variations in the chronological order of CVs are not penalized but regarded as career evolution.
- ✓ ICIQ does not discriminate employees on the basis of gender, ethnic, national or social origin, religion, sexual orientation, language, disability or political opinion.
- ✓ A complaint mechanism is available for candidates.