

CREA Strategy for an Open, Transparent and Merit-based Recruitment (OTM-R)

The Council for Agricultural Research and Economics (CREA) implements a recruitment policy that adheres to Constitutional principles¹ and Public Law² and provides Researchers "with open, transparent and internationally comparable selection and recruitment procedures", in line with the spirit and letter of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

Recruitment, selection and professional career development procedures are managed by the Office for "Recruitment and Labour Relations", staffed with experienced and properly trained personnel. The Office's duty is to supervise and guarantee the correct application and control of the processes of personnel selection, including the formation of selection Committees with members taken from the "Register of Experts" maintained by CREA.

Public announcements for the selection of Researchers and Engineers³ provide clear and transparent information on procedures, deadlines, evaluation criteria that are objective and transparent, fully adhering to the principle of equal opportunities for male and female workers. The level of competences and the qualifications requested correspond to the needs made explicit in the *Human Resources Plan* that represents a component of the *Three-year Research Plan*. Access to selections is guaranteed to all Italian and European citizens, without any discrimination on the grounds of gender, race, religion, political orientation, etc.

Notices of competition are advertised by publication on CREA's website⁴ and on the *Official Journal of the Italian Republic*. With a view to promote the Charter principle of free access to the selections for all citizens of the European Union, CREA undertakes to publish notice of competitions on the EURAXESS website in the English language⁵.

In accordance with the Charter, the members of the selection committees, a minimum of three per selection, are chosen based on recognised expertise on the specific sector and a diversity of competences so as to adequately reflect the range of disciplines and thematic areas related to the positions to be covered; a balance between genders, private and public affiliation, national and international provenance between members is aimed at. With these purposes, CREA has established and updates regularly a *Register of Experts*⁶, as foreseen by the *Regulation of Organisation and Operations* of CREA⁷, that includes experts from Universities and research Institutions, both Italian and international, public and private.

The criteria for the evaluation of qualifications as well as the evaluation results of written tests and interviews within the selection procedures are recorded in writing and undersigned by the President and the members of the selection committee. According to the Italian norms, information on the outcomes of the evaluation of qualifications must be provided to the candidates in advance of the interview. The legal provisions protecting *privacy*⁸ inhibit the publication of the individual results of selection procedures on the web; however, each candidate can obtain access, upon request, to all files after the final approval of the competition documents and the publication of the final ranking.

¹ Articles 51 and 97 of the Constitution of the Italian Republic

² Article 35 of D.lgs. 30 March 2001, n. 165 and DPR 9 May 1994, n. 487

³ "Tecnologi" according to the National Collective Labour Contract for research workers

⁴ http://sito.entecra.it/portale/cra_elenco_lavori.php?lingua=IT&tipo=bando&access_flag=0;
<http://www.crea.gov.it/>

⁵ <https://euraxess.ec.europa.eu/jobs/>

⁶ http://sito.entecra.it/portale/public/documenti/crea_register_of_experts.pdf

⁷ Article 4 , paragraph 1, letter c

⁸ D.Lgs. 30 June 2003, n. 196 "Codice in materia di protezione di dati individuali"

With regard to career development, the evaluation of Researchers and Engineers is based on a range of criteria: scientific publications, responsibility of research projects, patents, national and international scientific collaborations, teaching and conferences, extension activities, etc. are the main ones.

March 2017, CREA carried out an internal survey that considered, among other issues, the application of *Open Transparent and Merit-based Recruitment* (OTM-R) principles. The survey, which involved all the personnel of CREA, both with permanent and fixed-term contracts, highlighted a significant agreement of the current recruitment policies with the principles of the Charter and Code. The survey results are available on line (in Italian) on CREA's website⁹.

(Approved with President's Decree n. 39 of 5 October 2017)

⁹ http://sito.entecria.it/portale/public/documenti/carta_eur_ric/Sondaggi-HRS4R.zip.