

## RECRUITMENT PROCESS IN ACADEMIA

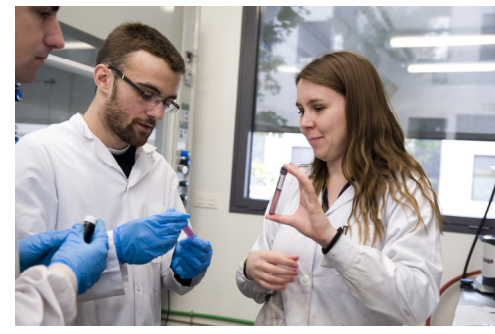
ICN2 HR Department  
11,12 Dec 2017

# EU4PhD: Researchers without borders

## NANOSCIENCE



## NANOTECHNOLOGY



# EU4PhD: Researchers without borders

European Research Area

European's Research Charter

Code of Conduct for the Recruitment of Researchers



## OTM-R

OPEN, TRANSPARENT AND MERIT BASED RECRUITMENT FOR RESEARCHERS

**Hiring:** Employers should establish recruitment procedures

**Selection:** Selection committees

**Transparency:** Information to candidates about the process

**Judging merit:** whole range of experience

# EU4PhD: Researchers without borders

Documents of interest:



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

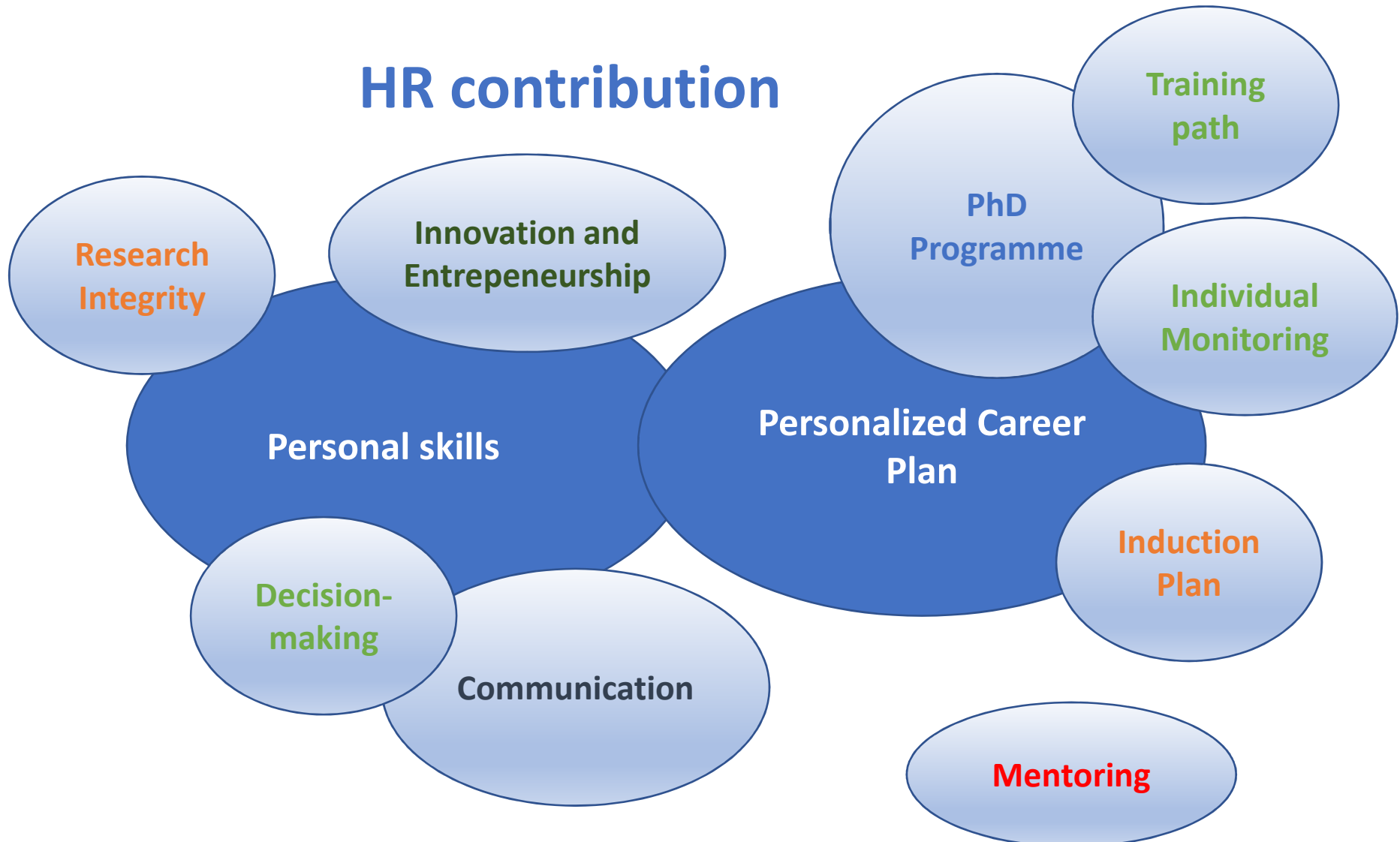


## What is going on in ICN2?

## Our priority = Talent Attraction



## HR contribution





## What about candidates?



## DESIGN YOUR OWN PERSONAL STRATEGY



## KNOW THYSELF!!

## IDENTIFY:

- Line of research
- Research centres .....
- Funds, Grants
- Researchers of reference and support personnel
- Networking



## WHEN APPLYING:

- **Don't wait until the deadline of the call**
- **Respond exactly to the call requirements**
- **Think about your cover letter**
- **Help us to understand your grades.... Use the common reference (CGPA)**
- **Be yourself in interviews!**

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**SEE YOU THERE!**

**THANK YOU!**