

IJC RECRUITMENT POLICY

IJC provides an excellent research environment and culture that attracts the best talent worldwide, which contributes to achieving outstanding results in our research lines.

IJC is fully committed to the principles of the European Charter for Researchers and the Code of Conduct for the recruitment of Researchers. In June 2017, IJC signed the Declaration of Commitment to the Charter & Code and since then has been implementing actions to better comply with these principles.

The IJC adhered to the principles set out in the Code of Conduct for the Recruitment of Researchers in 2017 and started to implement its principles in the recruitment processes since then. Based on that Code of Conduct, IJC 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. All the recruitment process is part of IJC's Human Resources strategy for Researchers (HRS4R) Plan.
- ✓ All research vacancies include a clear job description, the requirements for the position, the eligibility and selection criteria, and the career development prospects.
- ✓ All research vacancies are published in the EURAXESS web site.
- ✓ Our selection committees bring diverse expertise and competences and have an adequate gender balance.
- ✓ All the candidates are notified of the final selection decision.
- ✓ All the short-listed candidates receive, after the selection process, 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 a career evolution.
- ✓ IJC does not discriminate employees on the bases of gender, ethnic, national, or social origin, religion, sexual orientation, language, disability, or political opinion.
- ✓ There is a complaint mechanism for candidates.

Badalona, June 1st, 2022