I – The UPPA's missions and strategy.

The University of Pau and Pays de l'Adour (UPPA) fulfils the missions of public service in higher education, which, within the framework of article L. 123-3 of the French Code of Education, are connected to research:

- The dissemination and valorization of results in the service of society, which are based on the development of innovation, technology transfer when possible, the capacity for expertise and providing support to associations and foundations, recognized as being of public utility, and to public policies conducted to meet societal challenges as well as social, economic and sustainable development needs;
- The dissemination of humanist culture, in particular through the development of human and social sciences, and of scientific, technical and industrial culture;
- Participation in the construction of the European Higher Education and Research Area;
- International cooperation.

In a world facing profound changes and an unprecedented health crisis, the role of research is essential: it deserves to be strengthened in order to meet the challenges of tomorrow. Research must show its capacity to provide solutions and answers to societal needs in order to restore confidence in scientific expertise as a factor of progress. In this context, recruitment within UPPA is intended to increase research capabilities through interdisciplinary missions on the one hand, and on the other hand, to engage laboratories to participate in societal debates and dissemination of knowledge.

Thus, through its Open Science plan, the UPPA supports the valorization of research results for the benefit of society and strives to promote interactions between science and society. It ensures the necessary link between teaching, research and innovation. It offers a privileged means of training in research and through research; it strives to strengthen links with the public and private socio-economic sectors.

More precisely, the UPPA has defined **two values** that guide its research activity: "reconciling science and society for a reasoned progress" and "acting within a territory." These values are embodied in **five interdisciplinary missions** focused on societal issues: (i) organizing energy subsidiarity on a territorial scale, (ii) representing and building the territories of the future, (iii) resilience and adaptation of coastal, forest and mountain ecosystems, (iv) reconciling development, security of the environment and preservation of biodiversity, (v) questioning borders and taking up the challenge of differences. Expressed in a language that can be understood by the general public, these missions are intended to be interdisciplinary, multi-actor and transversal. Multidimensional and multiple, they will be structured in several autonomous programs, each of which will have its own output and will be supported by high-level training. Finally, they aim to bring together, around UPPA research teams, all the socio-economic or academic stakeholders involved in the collaborative programs that structure them. Each new recruit will be asked to actively participate in the animation of these missions which contribute to the identity of theUPPA.

Through the "Human Resources Excellence in Research" award, obtained in 2020, the UPPA is committed to supporting and promoting excellence in human resources for research and higher education. This label shows its involvement and commitment to the principles proposed by the European Charter for Researchers and the Code of Conduct for the recruitment of researchers. It indicates the UPPA's willingness to be an actor in the construction of the European Research Area by reinforcing practices that respect the principles of ethics and transparency in recruitment and professional development.

II - Scope of the Charter.

Backed by the guiding principles of the European Charter for Researchers, the aforementioned ambition carried by the UPPA aims to make the careers of its researchers and teacher-researchers more attractive, to encourage their mobility and to ensure equal opportunities for all.

As a public teaching and research institution, the UPPA applies French national regulations in addition to the European provisions which benefit from the principle of primacy. The principle of non-discrimination is inscribed in the Treaty of Rome. Equal access for all to public employment is a principle clearly stated in Article 6 of the French Declaration of the Rights of Man and of the Citizen of 1789, which is included in the French Constitution of 4 October 1958. Numerous principles flow from this, including European citizenship, equal access to public service exams, equality between women and men, taking into account of disabilities, etc. The principles of neutrality and secularism derive from Articles L.141-6 of the French Code of Education and L.100-2 of the French Code of Relations between the Public and the Administration.

In this context, it is essential to ensure a high-quality recruitment procedure for researchers and teacher-researchers and to support them throughout their career. The main topics of this action are:

- Better define recruitment needs;
- Dematerialize the recruitment process;
- Informing candidates;
- Legibility and visibility of published job offers;
- Fairness in the treatment of applications;
- Support for a recruitment policy for researchers and engineers with disabilities;
- Implementation of support tools for new recruits.

III - General principles.

The multiple stages of the recruitment process of researchers and teacher-researchers, from the recruitment phase to the appointment phase, are governed by a body of European and French national texts and by a set of UPPA texts and commitments which are in line with the principles of openness, transparency and merit-based selection. The institution undertakes not to favor quantitative aspects of research, but to adopt a balanced quantitative/qualitative approach, as well as a balanced research/pedagogical approach in the case of teacher-researchers.

The evaluation will look at the value and impact of all research outputs (including datasets and software) in addition to scientific publications. A wide range of impact measures, including qualitative indicators of the impact of research, such as its influence on policy and practice, will be considered and journal impact factors will not be used as a proxy measure of research quality.

Therefore, the self-assessment of the recruitment processes of researchers and lecturers by the academic community will lead to the implementation of an action plan for the continuous improvement of practices.

This plan is linked to other policies already in place within UPPA, whose general principles are the basis of both an inclusive policy and quality of life at work:

- The disability master plan presents the strategic orientations adopted by the institution, designed for students, staff, and researchers concerned by disability.
- The plan for equality between women and men conveys the UPPA's ambition to fight against all discriminations, especially those linked to sex and gender, whether in professional life or in the articulation of professional and personal life. The aim is to strengthen the participation of

women researchers by encouraging the establishment of the necessary conditions for more sustainable and attractive careers for them in R&D.

- The Charter of ethics, deontology and scientific integrity prescribes a set of general principles and conditions applicable to training, research and innovation activities carried out within the UPPA, while ensuring the independence of the staff's action, taking into account the obligations linked to their public service mission.

Through these measures, the UPPA fully adheres to the general principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (https://cdn2.euraxess.org/sites/default/files/brochures/eur_21620_en-fr.pdf). These include: conditions of recruitment, selection, transparency, evaluation of merit, interruption in the chronology of CVs, recognition of mobility and international experience, qualifications, seniority, post-doctoral appointment.

Thus, any decision applicable to research staff is based on fair and transparent criteria and methods, without discrimination or favoritism related to gender, age, socio-economic status, ethnicity, politics, union or religious affiliation, respecting the principles of scientific integrity.