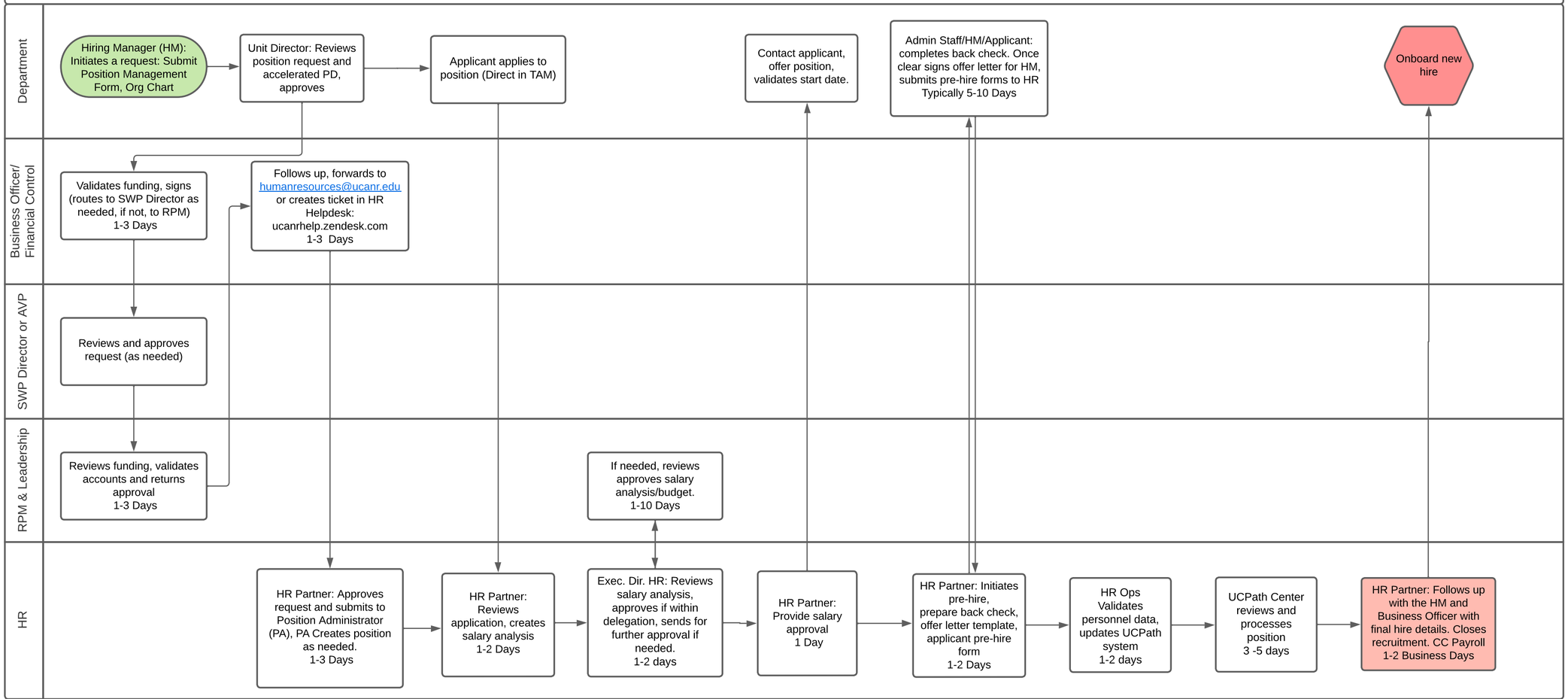UC ANR Accelerated Hire: Waiver of Recruitment