OTM-R – A policy of open, transparent and merit-based recruitment of research staff

(OTM-R – Open, Transparent and Merit-based Recruitment of Researchers)

Adam Mickiewicz University, Poznań is an institution awarded the European HR Excellence in Research distinction, based on the European Commission’s Code of Conduct for the Recruitment of Researchers and has an established policy for the recruitment of academic teachers.

The policy rules are based on three fundamental principles:

- **Openness** – recruitment is open and subject to public announcement.
- **Transparency** – recruitment has simple and clear rules, available and applied equally to all candidates.
- **Merit-based** – selection of candidates is based solely on merit criteria and guarantees choosing a candidate with the best qualifications, regardless of their gender, age, ethnic, national or social origin, religion or belief, sexual orientation language, disability, political opinion or social or material status.

What does it mean in practice?

- According to the provisions of the Act on Higher Education and Science and the Statute of our University, the first employment relationship with an academic teacher in excess of a half-time position and for a period longer than three months is established through an open competition announced by the Vice-Rector in charge of a given School.
- The Council of a School appoints a five-member committee, diverse in experience and balanced in terms of qualifications and gender.
- The selection committee lays down the conditions of the competition and detailed requirements for candidates, taking into account the principles of The Code of Conduct for the Recruitment of Researchers.
- The competition announcement is published on the websites of AMU, the Ministry of Education and Science, and the European Commission’s portal for mobile researchers – Euraxess.
- The competition procedure is based on the qualification criteria subject to scoring to enable a transparent comparison of candidates.

- At the first stage, the committee examines the submitted documents and selects candidates eligible to proceed to the next stage. At the second stage, the committee interviews the candidates, may appoint reviewers of their scientific achievements and ask the candidates to demonstrate their teaching skills to be evaluated by students.
- During interviews, committee members provide appropriate feedback to the candidates.
- Competition result is decided by a secret absolute majority vote.
- Committee’s Chairperson informs the candidates of the outcome of the competition procedure.
- The information should include a justification stating the strengths and weaknesses of the candidate.
- The results of the competition are announced on the websites of Adam Mickiewicz University and the Ministry of Education and Science.

Such a policy of open, transparent and merit-based recruitment process for research staff guarantees compliance with the principles and requirements set out in The European Charter for Researchers. It also helps to acquire employees with the best qualifications and contributes to raising the international standing and attractiveness of AMU as an employer, as well as ensures equal access to employment procedures.

We invite you to watch the video:

OTM-R – Recruitment Policy of Researchers at AMU

5 years of HR Excellence in Research at AMU

It has been 5 years since AMU was awarded the HR Excellence in Research distinction. During that time, our University has undertaken many activities to increase the attractiveness of employment for both male and female scientists and to create a working environment conducive to personal growth.

All our projects are based on the recommendations of the European Commission, the provisions of The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

They address the following four areas:

1. Ethical and professional aspects
2. Recruitment and selection
3. Working conditions and social security
4. Training and development

You are welcome to check out the infographics on the following pages showing the activities of our University in these areas. We have already done a lot, but we can and want to do even more!

Therefore, in January we will send a survey to all research staff and doctoral students, which will let us update the current action plan and propose specific solutions for the future.

It is our goal to motivate the entire scientific community to participate in this survey. We would like to learn more about the strengths and weaknesses of the researchers’ working environment and identify areas which still need to be improved. Our goal, aspiration and mission is to create favourable working conditions and professional advancement perspectives.

The next planned action as part of HR Excellence in Research will be the preparation of the Gender Equality Plan – GEP. This document will define the goals and objectives of the University focused on gender equality. The planned activities will relate to such areas as gender balance in recruitment, academic careers and decision-making process, as well as integrating the gender dimension into our research and innovation.

In May 2022 the University is scheduled for an interim evaluation conducted by European Commission experts, which will focus on the implementation of the principles of the Code and the Charter.

We trust that the HR distinction for AMU will be upheld and that our University will be recognized again as part of the prestigious group of institutions awarded the HR Excellence in Research.