

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 and 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**

