

Comments on the implementation of the OTM-R principles (Open, Transparent and Merit-based Recruitment) – *status 2021*

The OTMR principles have been implemented in the new Competitive Hiring Process Code, which comes into effect on 1 January 2020. During 2020, SC members responsible for the HR agenda consult with faculty HR officers the OTMR principles specified in the Competitive Hiring Process Code, respond to their questions, and support them in putting the OTMR principles into practice. During the year, meetings of HR employees from the different units of Charles University took place focusing on this issue. Currently, emphasis is placed on advertising all hiring procedures on the faculty websites and also on the main web pages of Charles University. In addition, positions for researchers and academics where knowledge of Czech is not required are advertised on the Euraxess website or on another international website suitable for advertising research and academic positions. The heterogeneity of the university does not allow the central team to check the compliance of all OTMR principles by the faculties and to impose penalties for non-compliance. We try to ensure that the positions are advertised well in advance so that all candidates are informed that they have been included in the competition and so that they have complete information on how the procedure will take place (this information is also available on the CU web pages – on the new page “Career at CU”).

Candidates are always evaluated by a selection committee. We try to reduce the administrative burden of candidates, and applications for the hiring procedure can be submitted electronically. In addition, interviews can be conducted remotely. In evaluating candidates, the committee takes into account their educational and creative activities to date and also other aspects of their overall professional experience, such as promotion, mobility, and managerial skills. The composition of the selection committees is up to the faculties. The rules regarding the appointment of the committee are set out in the Competitive Hiring Process Code (professionalism, integrity, balance, absence of a conflict of interest). All candidates are informed of the results of the hiring procedure.

With respect to the recruitment of new academic staff and researchers, the forthcoming university-wide document Principles of Career Development will also contribute to increased quality, where the career paths of academics and researchers will be set out and candidates will know their career development opportunities at Charles University in advance.

We can ensure from these steps that hiring procedures will be more open and transparent with the participation of more applicants outside Charles University and preferably even from abroad.