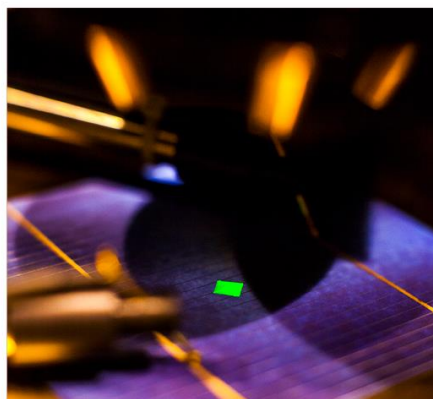




HR EXCELLENCE IN RESEARCH

# OTM-R CHECKLIST FOR WROCŁAW UNIVERSITY OF SCIENCE AND TECHNOLOGY



WROCŁAW UNIVERSITY  
OF SCIENCE AND TECHNOLOGY

WROCŁAW, JANUARY 2022

## OTM-R checklist for institutions

	O P E N	T R A N S P A R E N T	M E R I T  B A S E D	Answer:  Yes, completely/  Yes, substantially/  Yes, partially/  No	Suggested indicators (or form of measurement)
<b>OTM-R System (“x” was marked by European Commission)</b>					
1. Have we published a version of our OTM-R policy online (in the national language and in English)?	X	x	x	Yes, completely	<p>1. Within the new website about the European Strategy for Researchers, a tab has been created, OTM-R, containing documents recommended when recruiting researchers.</p> <p>LINK PL: <a href="#">Jak przebiega proces rekrutacji zgodnie z ideą Otwartej, Przejrzystej i Merytorycznej Rekrutacji naukowców (OTM-R)? - Politechnika Wrocławska (pwr.edu.pl)</a></p> <p>LINK EN: <a href="#">Open, Transparent, and Merit-Based Recruitment of Researchers (OTM-R) - Wrocław University of Science and Technology (pwr.edu.pl)</a></p> <p>2. Most of the Faculty/Unit websites feature the HR Excellence LOGO linking to the website,</p> <p>Link PL: <a href="#">Europejska Strategia dla Naukowców - Politechnika Wrocławska (pwr.edu.pl)</a></p> <p>LINK EN: <a href="#">European Human Resources Strategy for Researchers - Wrocław University of Science and Technology (pwr.edu.pl)</a></p> <p>containing the OTM-R tab.</p>

<p>2. Do we have an internal guide setting out clear OTM-R procedures and practices for all types of positions?</p>	x	x	x	<p>Yes, completely</p>	<p>1. The preliminary and general principles of "The Open, Transparent and Merit-based Recruitment Policy (OTM-R) at Wrocław University of Technology" have been developed in one document,  <a href="#">LINK PL: Jak przebiega proces rekrutacji zgodnie z ideą Otwartej, Przejrzystej i Merytorycznej Rekrutacji naukowców (OTM-R)? - Politechnika Wrocławska (pwr.edu.pl)</a>  <a href="#">LINK EN: Open, Transparent, and Merit-Based Recruitment of Researchers (OTM-R) - Wrocław University of Science and Technology (pwr.edu.pl)</a></p> <p>2. All the issues related to the recruitment of academic staff are governed by the superior provisions in the Statute of the University (Resolution of the Senate of Wrocław University of Technology of 8 July 2021, 161/12/2020-2021, Circular Letter 40/2021, Chapter VII)  <a href="#">Link PL: Statut - Politechnika Wrocławska (pwr.edu.pl);</a>  <a href="#">Link EN: Statute - Wrocław University of Science and Technology (pwr.edu.pl))</a></p> <p>3. Binding internal regulations (IRs) for all types of positions with specific by-laws:  a) conducting an open competition for the position of professor at Wrocław University of Science and Technology (ZW43/2012, ZW11/2013, ZW97/2018, ZW27/2019),  b) conducting an open competition for the position of: language teacher or instructor, lecturer, senior lecturer, assistant, assistant professor at Wrocław University of Science and Technology (ZW12/2013, ZW97/2018, ZW27/2019),  c) the procedure for recruiting an academic teacher employed up to half time at Wrocław University of Science and Technology (ZW 38/2013, ZW97/2018, ZW27/2019).</p>
<p>3. Is everyone involved in the process sufficiently trained in the area of OTMR?</p>	x	x	x	<p>Yes, substantially</p>	<p>1. Applicants and competition organizers (Deans, Unit Directors, Heads of Institutes and Departments) are required to familiarize themselves with OTM-R regulations and policies. Additionally, all employees have access to the internal network (Internet) where all internal legal acts can be found: WUST Statute, WUST Senate resolutions, Internal Regulations, Circular Letters, and other important documents concerning the University. Employees are required to familiarize themselves with current internal regulations related to their scope of duties.</p> <p>2. Administrative staff, including the HR assistants of the applicants, are obliged to familiarize themselves with the documents that specify the principles of recruitment of research staff.</p> <p>3. The Human Resources Unit (DSO) provides information on OTM-R to the HR assistants of the applicants and the organizers of the competition.</p> <p>4. The HR assistants of the applicants and competition organizers are trained in the OTM-R procedures and assist in the competition and recruitment procedure.</p>

4. Do we make (sufficient) use of e-recruitment tools?	x	x		Yes, completely	Vacancies are announced in the electronic version (Job offers - scientific positions (pwr.wroc.pl), BIP of the Ministry responsible for higher education ( <a href="https://bazaogloszen.nauka.gov.pl">Akademicka Baza Ogłoszeń - (bazaogloszen.nauka.gov.pl)</a> ) and <a href="https://europa.eu">Jobs Search   EURAXESS (europa.eu)</a> ). Applications in competitions may be submitted in electronic form to the e-mail address indicated in the text of the announcement.
5. Do we have a quality control system for OTM-R in place?	x	x	x	Yes, substantially	The supervision of the OTM-R procedures is carried out by the HR assistants in the respective faculties and by the competition committees. Applicants and competition organisers (Deans, Directors/Managers of Units) have the possibility to introduce Ordinances (e.g. Dean's Ordinance) clarifying the implementation and supervision of OTM-R procedures, and HR Assistants assist in the recruitment process. Competition committees benefit from the administrative support of the HR Assistant in the implementation of the competition procedure.
6. Does our current OTM-R policy encourage external candidates to apply?	x	x	x	Yes, completely	<p>1.Information about ongoing recruitment processes is published in public information bulletins; this obligation is imposed by the Act of 20 July 2018. Law on Higher Education and Science, Art. 119, para. 3 and 4) (<a href="https://pwr.wroc.pl">Ofert pracy - stanowiska naukowe (pwr.wroc.pl)</a>), of the Ministry responsible for higher education Academic Announcement Database <a href="https://bazaogloszen.nauka.gov.pl">Akademicka Baza Ogłoszeń – (bazaogloszen.nauka.gov.pl)</a> and additionally on online portals (<a href="https://pl.linkedin.com/">LinkedIn https://pl.linkedin.com/</a>) - which guarantees the availability of competitions for external candidates..</p> <p>2.The OTM-R Policy at WUST is available for external candidates:  <a href="https://pwr.edu.pl">LINK PL: <u>Jak przebiega proces rekrutacji zgodnie z ideą Otwartej, Przejrzystej i Merytorycznej Rekrutacji naukowców (OTM-R)? - Politechnika Wroclawska (pwr.edu.pl)</u></a>  <a href="https://pwr.edu.pl">LINK EN: <u>Open, Transparent, and Merit-Based Recruitment of Researchers (OTM-R) - Wrocław University of Science and Technology (pwr.edu.pl)</u></a></p> <p>The document contains detailed information on competition procedures and practical information for candidates concerning, e.g., preparation for an interview.</p>
7. Is our current OTM-R policy in line with policies to attract researchers from abroad?	x	x	x	Yes, substantially	<p>1. Data on the number of foreign employees employed for 2018-2021 indicate that the number of foreign researchers employed is gradually increasing (2018: 21 people, 2021: 44 people).</p> <p>2. Information about ongoing recruitment processes is announced in English on the Euraxess portal (<a href="https://www.euraxess.pl/poland/jobs-funding">Link: https://www.euraxess.pl/poland/jobs-funding</a>) - which ensures the availability of competitions for foreign candidates.</p> <p>3. The documents can be submitted in English.</p> <p>4. The WUST Doctoral School (R1) places great emphasis on internationalization aspects</p>

					<p>Link PL: <a href="https://pwr.edu.pl">Szkoła Doktorska (pwr.edu.pl)</a></p> <p>Link EN: <a href="https://pwr.edu.pl">Doctoral School (pwr.edu.pl)</a></p> <p>Training at the Doctoral School can be carried out in cooperation with a foreign entity with which the Wrocław University of Science and Technology has concluded an agreement on joint doctoral training.</p>
8. Is our current OTM-R policy in line with policies to attract underrepresented groups?	x	x	x	Yes, completely	<p>1. Internal Order 113/2020 established the University's Equality Policy Team.</p> <p>2. "Equality Plan for Wrocław University of Technology for 2022-2024" has been developed, signed by the Rector with a recommendation for implementation.</p> <p>Link PL: <a href="https://pwr.edu.pl">Plan równości dla Politechniki Wrocławskiej na lata 2022–2024 (pwr.edu.pl)</a></p> <p>LINK EN: <a href="https://pwr.edu.pl">Equal WUST (pwr.edu.pl)</a></p> <p>in which: para. 2.2.2 "As far as possible in the dimension of visual communication, the aforementioned announcements should be targeted at the gender not represented in a given unit and/or staff group, i.e., promote career entry for women in masculinised units and for men in feminised units. The above guidelines should be developed and communicated to university units by the end of 2022."</p> <p>3. The Human Resources Department has updated the Labour Regulations (last update effective from 1.10.2021). In particular, Chapter XI, Labour protection for women and young workers, and Appendix 1, Information for employees on equal treatment in employment. Link: <a href="https://pwr.edu.pl">REGULAMIN PRACY (pwr.edu.pl)</a></p> <p>4. The Code of Ethics for WUST Employees is binding at the University,</p> <p>Link PL : <a href="https://pwr.edu.pl">kodeks_etyki_2016.pdf (pwr.edu.pl)</a></p> <p>Link EN: <a href="https://pwr.edu.pl">Code of Ethics - Wrocław University of Science and Technology (pwr.edu.pl)</a></p> <p>5. There is a Department of Accessibility and Support for People with Disabilities</p> <p>Link PL: <a href="https://ddo.pwr.edu.pl/">https://ddo.pwr.edu.pl/</a></p> <p>LINK EN: <a href="https://ddo.pwr.edu.pl/en/">https://ddo.pwr.edu.pl/en/</a></p> <p>6. The University implements the project: Accessible University,</p> <p>Link PL: <a href="https://pwr.edu.pl">Uczelnia dostępna - Koordynatorzy ds. dostępności na Politechnice Wrocławskiej (pwr.edu.pl)</a></p> <p>Internal Regulation 112/2020 on providing accessibility training to employees of Wrocław University of Technology and ensuring the implementation of the obligations arising from the "Declaration of Social Responsibility of the University".</p>

<p>9. Is our current OTM-R policy in line with policies to provide attractive working conditions for researchers?</p>	x	x	x	<p>Yes, substantially</p>	<p>1. Wrocław University of Science and Technology provides attractive working conditions by promoting scientific and academic excellence.</p> <p>2. The Human Resources Department has updated the Labour Regulations (last update effective 1.10.2021, <a href="https://pwr.edu.pl/regulaminy-pracy">link: REGULAMIN PRACY (pwr.edu.pl)</a>) in which there are provisions on ensuring health and safety at work, facilitating employees to improve their professional qualifications, counteracting discrimination in employment, provisions on equal treatment.</p> <p>3. Available for new employees is a guide in Polish and English,  <a href="https://pwr.edu.pl/przewodnik-dla-osob-nowo-zatrudnionych">Link PL: Przewodnik dla osób nowo zatrudnionych - Politechnika Wrocławska (pwr.edu.pl)</a>  <a href="https://pwr.edu.pl/a-guide-for-new-employees-wust">Link EN: A Guide for New Employees - WUST (pwr.edu.pl)</a></p> <p>4. The Human Resources Department updates the Guide for employed persons periodically (at least once a year).</p> <p>5. A procedure for the organisation of training and co-financing of education for WUST employees has been developed and implemented (ZW50/2021).</p>
<p>10. Do we have means to monitor whether the most suitable researchers apply?</p>				<p>Yes, substantially</p>	<p>1. The requirements to be fulfilled by the Candidates have been specified for particular positions (Resolution of the Senate of the Wrocław University of Technology of 8 July 2021, 161/12/2020-2021, Circular Letter 40/2021, Statute Chapter VII,  <a href="https://pwr.edu.pl/statut">Link PL: Statut - Politechnika Wrocławska (pwr.edu.pl);</a>  <a href="https://pwr.edu.pl/statute">Link EN: Statute - Wrocław University of Science and Technology (pwr.edu.pl)</a></p> <p>2. We have a model recruitment advertisement which contains necessary information about the requirements for candidates, i.e., job title, type of position, place of work with the organisational unit, field of study/discipline or specialisation. The job description contains information about the particular position, as well as responsibilities and tasks. The requirements area clearly defines what knowledge, skills, experience, or competences the best candidate should possess.</p> <p>3. A set of criteria has been defined for evaluating candidates, on the basis of which job offers are made,  <a href="https://pwr.edu.pl/jak-przebiega-proces-rekrutacji-zgodnie-z-idea-otwartej-przejrzystej-i-merytorycznej-rekrutacji-naukowcow-otm-r">LINK PL: Jak przebiega proces rekrutacji zgodnie z idea Otwartej, Przejrzystej i Merytorycznej Rekrutacji naukowców (OTM-R)? - Politechnika Wrocławska (pwr.edu.pl)</a>  <a href="https://pwr.edu.pl/open-transparent-and-merit-based-recruitment-of-researchers-otm-r">LINK EN: Open, Transparent, and Merit-Based Recruitment of Researchers (OTM-R) - Wrocław University of Science and Technology (pwr.edu.pl)</a></p> <p>4. During the recruitment process, selection boards (from 2018 ) when evaluating candidates rely on a document</p>

				<p>outlining the candidates' strengths and weaknesses as an recruitment process element.</p> <p>LINK PL: <a href="#">Jak przebiega proces rekrutacji zgodnie z idea Otwartej, Przejrzystej i Merytorycznej Rekrutacji naukowców (OTM-R)? - Politechnika Wroclawska (pwr.edu.pl)</a></p> <p>LINK EN: <a href="#">Open, Transparent, and Merit-Based Recruitment of Researchers (OTM-R) - Wroclaw University of Science and Technology (pwr.edu.pl)</a></p>
<b>ADVERTISING AND APPLICATION PHASE</b>				
11. Do we have clear guidelines or templates (e.g., EURAXESS) for advertising positions?	x	x		<p>Yes, completely</p> <p>1.The applicable internal orders provide templates of documents recommended for use in the recruitment process, including a general template of the announcement,</p> <p>LINK PL: <a href="#">Jak przebiega proces rekrutacji zgodnie z idea Otwartej, Przejrzystej i Merytorycznej Rekrutacji naukowców (OTM-R)? - Politechnika Wroclawska (pwr.edu.pl)</a></p> <p>LINK EN: <a href="#">Open, Transparent, and Merit-Based Recruitment of Researchers (OTM-R) - Wroclaw University of Science and Technology (pwr.edu.pl)</a></p> <p>2. The applicant and the competition organiser have at their disposal the template of the announcement adapted to the positions (R1-R4).</p> <p>3. The format and content of the announcements published on the Euraxess portal are determined by the portal. The applicant of the competition uses the services of an English translator (Study of Foreign Languages, WUST) to accurately translate all components of the announcement published on the EURAXESS portal. The information required by the Euraxess portal corresponds to the information contained in the templates developed at the University.</p> <p>4. The Projects Department provides information on trainings for administrative staff, organised e.g. by the National Contact Point for Research Programmes, the "EURAXESS database," how to place job advertisements for scientists, offers to host scientists (so-called hosting offers) and offers of grants or scholarships, and what mistakes to avoid in advertisements in order to prepare attractive offers. <a href="#">KPK: Szkolenie „Portal EURAXESS – jak zamieszczać oferty w bazie Komisji Europejskiej”, 27 maja 2021 (pwr.edu.pl)</a></p>
12. Do we include in the job advertisement references/links to all the elements foreseen in the	x	x		<p>Yes, substantially</p> <p>1. Current regulations in force at the University (University Statute of 8 July 2021, Appendix 8. pt. 4, Resolution of the Senate of Wrocław University of Technology, 161/12/2020-2021, Circular Letter 40/2021,</p> <p>Link PL: <a href="#">Statut - Politechnika Wroclawska (pwr.edu.pl)</a>;</p> <p>Link EN: <a href="#">Statute - Wroclaw University of Science and Technology (pwr.edu.pl)</a>)</p> <p>and the current template of the job advertisement requires information on: - the name of the University and its</p>

relevant section of the toolkit? [see Chapter 4.4.1 a)]					organisational unit, - the name of the scientific discipline and specialisation required from the candidate to be employed, - defining the requirements to be met by the candidate, - a list of the documents required from the candidate, - the deadline for submitting applications for the competition, - the date from which it will be possible to accept the position,- the working hours. All notices contain information on contact details.
13. Do we make full use of EURAXESS to ensure our research vacancies reach a wider audience?	x	x		Yes, completely	All job advertisements for researchers are published on the Euraxess portal. Such obligation results from the Act of 20 July 2018. Law on Higher Education and Science ( Art. 119, item 4) and internal regulations - Statute of WUST (Resolution of the Senate of Wrocław University of Technology of 8 July 2021, 161/12/2020-2021, Circular Letter 40/2021, Chapter VII, appendix 8, item. 6, <a href="#">Link PL: Statut - Politechnika Wrocławska (pwr.edu.pl);</a> <a href="#">Link EN: Statute - Wrocław University of Science and Technology (pwr.edu.pl))</a>
14. Do we make use of other job advertising tools?	x	x		Yes, completely	1. Information about conducted competitions is announced in three sources: the Wrocław University of Science Technology website in the dedicated "Job offers" tab <a href="#">Oferty pracy - Politechnika Wrocławska (pwr.wroc.pl)</a> , the website of the Ministry of Science and Higher Education ( <a href="http://www.bazaogloszen.nauka.gov.pl/">http://www.bazaogloszen.nauka.gov.pl/</a> ) and the website of the Euraxess portal <a href="https://www.euraxess.pl/poland/jobs-funding">https://www.euraxess.pl/poland/jobs-funding</a> . 2. Some announcements are also published on social media (LinkedIn) and mailing lists. 3. Information about ongoing competitions is also posted on the Faculties' websites.
15. Do we keep the administrative burden to a minimum for the candidate? [see Chapter 4.4.1 b)]	x			Yes, substantially	1 Only those documents which are necessary for the post and the proper conduct of the competition are indicated in the competition notices. 2. Electronic submission of documents is permitted in competitions.
<b>SELECTION AND EVALUATION PHASE</b>					
16. Do we have clear rules governing the appointment of selection committees? [see Chapter 4.4.2 a)]		x	x	Yes, substantially	The composition of the competition committees is defined by the Statute (appendix 8, item 7) <a href="#">Link PL: Statut - Politechnika Wrocławska (pwr.edu.pl);</a> <a href="#">Link EN: Statute - Wrocław University of Science and Technology (pwr.edu.pl))</a>  i.e. the applicant and organiser of the competition, appoints the competition committee.



17. Do we have clear rules concerning the composition of selection committees?		x	x	Yes, substantially	<p>The competition board selection is regulated by the Statute, Appendix 8, point 7,  <a href="#">Link PL: Statut - Politechnika Wrocławska (pwr.edu.pl)</a>;  <a href="#">Link EN: Statute - Wrocław University of Science and Technology (pwr.edu.pl)</a></p> <p>and further specified by the units' internal regulations (e.g. the Decision by the Dean of the Faculty of Chemistry, No. 5 of 8 March 2021). In the current internal regulations, the emphasis is placed on substantive issues: The applicant and the organiser of the competition shall appoint a competition committee consisting of: a person who is to be the immediate supervisor of the employee to be hired, and at least 3 representatives of a scientific discipline which is either the same as the employee to be hired or related to it. Where the competition concerns the position of professor or associate professor in a higher education institution, the members of the committee should be employed in the position of professor or associate professor, including at least one in the position of professor. The members of the committee shall elect the chairman from among their number.</p>
18. Are the committees sufficiently gender-balanced?		x	x	Yes, substantially	<p>Where possible and feasible, the boards shall be balanced in terms of gender. Exceptions shall be made where balancing would have a negative impact on the ability to assess candidates on their merits, and the current internal rules place emphasis on substantive issues.</p>
19. Do we have clear guidelines for selection committees which help to judge 'merit' in a way that leads to the best candidate being selected?			x	Yes, substantially	<p>1.The following document has been developed and recommended for use: "Recommended guidelines for recruitment rules and candidate selection criteria when conducting open competitions for the position of academic teacher (R1-R4) at Wrocław University of Science Technology", which is used by recruitment boards,  <a href="#">LINK PL: Jak przebiega proces rekrutacji zgodnie z idea Otwartej, Przejrzystej i Merytorycznej Rekrutacji naukowców (OTM-R)? - Politechnika Wrocławska (pwr.edu.pl)</a>  <a href="#">LINK EN: Open, Transparent, and Merit-Based Recruitment of Researchers (OTM-R) - Wrocław University of Science and Technology (pwr.edu.pl)</a></p> <p>2. The following competition announcement template has been prepared and recommended for use, enriched with the following clause: "Recruitment and competitions conducted by Wrocław University of Science and Technology are open, carried out following transparent procedures, transparency and clear and unambiguous criteria taking into account the diversity of careers".  <a href="#">LINK PL: Jak przebiega proces rekrutacji zgodnie z idea Otwartej, Przejrzystej i Merytorycznej Rekrutacji naukowców (OTM-R)? - Politechnika Wrocławska (pwr.edu.pl)</a>  <a href="#">LINK EN: Open, Transparent, and Merit-Based Recruitment of Researchers (OTM-R) - Wrocław University of Science</a></p>

					<a href="#">and Technology (pwr.edu.pl)</a>
<b>APPOINTMENT PHASE</b>					
20. Do we inform all applicants at the end of the selection process?		x		Yes, completely	<p>1.The obligation to make the Information on the result of the competition, together with the justification prepared by the competition board, available within 30 days after concluding the competition in the BIP on the websites of the University entities and the Ministry responsible for higher education results from the Act of 20 July 2018. Law on Higher Education and Science ( Art. 119, points 3 and 4) and imposes a provision in the Statutes of WUST (appendix 8, point. 10)</p> <p><a href="#">Link PL: Statut - Politechnika Wroclawska (pwr.edu.pl);</a></p> <p><a href="#">Link EN: Statute - Wrocław University of Science and Technology (pwr.edu.pl))</a></p> <p>2. We aim to ensure that all applicants and competition organizers inform candidates who are shortlisted for employment using a feedback form outlining the strengths and weaknesses of application documents as an recruitment process element.</p> <p><a href="#">LINK PL: Jak przebiega proces rekrutacji zgodnie z idea Otwartej, Przejrzystej i Merytorycznej Rekrutacji naukowców (OTM-R)? - Politechnika Wroclawska (pwr.edu.pl)</a></p> <p><a href="#">LINK EN: Open, Transparent, and Merit-Based Recruitment of Researchers (OTM-R) - Wrocław University of Science and Technology (pwr.edu.pl)</a></p> <p>3. Selection boards are encouraged to respond to applicants' inquiries, regardless of whether the candidate has been selected for employment.</p> <p>4. Some applicants and competition organizers inform candidates whose applications are not supported by the selection boards.</p> <p>5. The recruitment notice states that after closing the competition procedure, the application documents of unsuccessful candidates shall be returned. The documents of the candidates concerned may be collected directly from the HR Assistant of the applicant and the competition organizer within six months of the closing date of the competition.</p>
21. Do we provide adequate feedback to interviewees?		x		Yes, substantially	<p>1.The competition board may decide on the need to interview all or only some of the candidates but there are no compulsory interviews. Recruitment boards are encouraged to provide feedback to candidates or respond to their inquiries.</p> <p>2. We have developed and recommended a feedback form for use with candidates which sets out the strengths</p>

					<p>and weaknesses of the Candidate's application documents. as part of the competition process.</p> <p><a href="#">LINK PL: Jak przebiega proces rekrutacji zgodnie z idea Otwartej, Przejrzystej i Merytorycznej Rekrutacji naukowców (OTM-R)? - Politechnika Wroclawska (pwr.edu.pl)</a></p> <p><a href="#">LINK EN: Open, Transparent, and Merit-Based Recruitment of Researchers (OTM-R) - Wroclaw University of Science and Technology (pwr.edu.pl)</a></p>
22. Do we have an appropriate complaints mechanism in place?		x		Yes, partially	<p>1. Internal regulations specify that if any doubts arise, at any stage, as to the correctness of the conduct of the competition procedure, the Rector, the Dean, or the chairman of the board shall request an appropriate opinion from the University's Legal Office. Confirmation by this opinion of procedural shortcomings will form the basis for a decision to repeat the defectively conducted proceedings or a decision to invalidate the competition (ZW 11/2013).</p> <p>2. HR assistants in the applicant's and competition organiser's units monitor on annual basis the number of complaints in relation to the number of all conducted competitions for researchers.</p>
<b>OVERAL ASSESSMENT</b>					
23. Do we have a system in place to assess whether OTM-R delivers on its objectives?				Yes, substantially	<p>1. The team established to monitor the implementation of the European Charter for Researchers monitors whether the documents developed and recommended for the recruitment of researchers meet their objectives.</p> <p>2. The HR Assistant team of the applicant and the competition organiser, as well as the members of the Team for Monitoring the Implementation of the European Charter for Researchers, analyse the new regulations in terms of their compliance with the OTM-R policy, as well as the consequences of their introduction. This process requires a systematic approach.</p> <p>3. We obtain information from competition applicants, members of competition boards, direct supervisors of newly recruited researchers.</p> <p>4. In the survey process on the EKN policy (10.2021), we asked researchers about the implementation of the goals set out in the university's OTM-R policy (questions 12-17 and 21).</p>