



Politechnika Wroclawska



HR EXCELLENCE IN RESEARCH

Policy of Open, Transparent and Merit-Based Recruitment (OTM-R) at Wroclaw University of Science and Technology

Table of Contents

Wroclaw University of Science and Technology and the European Charter for Researchers	4
Part A	6
Basic Information	6
General Criteria for Candidate Selection	7
Detailed Selection Criteria for the Specific Positions (from R4 to R1)	8
Recruitment Announcement	11
Selection Committees	12
Recruitment Rules	13
Feedback	13
Complaints Mechanism	14
Adaptation.....	14
Part B	15
How to prepare for an interview?.....	15
Answers to the most commonly asked questions by candidates	15
Annexes	18
Annex no. 1, Good practices and selection criteria for candidates when conducting an open competition at Wroclaw University of Science and Technology,.... Błąd! Nie zdefiniowano zakładki.	
Annex no. 2, Announcement template,	18
Annex no.3, Internal Ordinance 11/2013 amending Internal Ordinance 43/2012 on the implementation of the Regulations governing open competition for the position of professor at Wroclaw University of Science and Technology,	18
Annex no. 4, Internal Ordinance 12/2013, amending Internal Ordinance 60/2012 on the implementation of the Regulations governing open competition for the position of language teacher or instructor, lecturer, senior lecturer, assistant, assistant professor (adjunct) at Wroclaw University of Science and Technology,.....	18
Annex no. 5, Internal Ordinance 38/2013 on the implementation of the Recruitment Procedure for the position of academic teacher employed on a maximum half-time at Wroclaw University of Science and Technology,	18
Annex no. 6, Internal Ordinance 27/2019 on the rules of employment of academic teachers for the research and teaching, research, and teaching positions at Wroclaw University of science and Technology,	18

Annex no. 7, Internal Ordinance 102/2019 on the rules of employment for the position of a university professor in a group of teaching staff at Wrocław University of Science and Technology, 18

Annex no. 8, Appendix no. 8 of the Statute: Procedure and conditions of the competition for the position of an academic teacher at Wrocław University of Science and Technology, 19

Annex no. 9, Wrocław University of science and Technology homepage link including all the details of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers 19

Wroclaw University of Science and Technology

and the European Charter for Researchers

Wroclaw University of Science and Technology was established in 1945 mainly thanks to the involvement of the academic staff of the now non-defunct Technical University of Lviv and the Jan Kazimierz University in Lviv, who adapted the destroyed buildings of the German School of Technology - Technische Hochschule. Today, we continue the tradition of these prominent Polish universities and are developing in close cooperation with Lower Silesia's leading companies. We are one of the largest and best technical universities in our country. In the national rankings, we are ranked among the leaders. Inside, we focus the activity and creativity of employees and students alike, enabling them to fulfil a wide range of life aspirations. We are a place where technical, scientific, and civilisation-related issues are brought to light, discussed, and solved. We are a structure based on trust and responding firmly to the violation of trust.

At Wrocław University of Science and Technology, we know how important it is to create a friendly and stimulating environment for research and to provide researchers with stable working conditions and professional development. To strengthen the competitiveness of our university and to ensure, to even greater extent, adequate space for the development of science, Wroclaw University of Science and Technology signed a declaration of support for the principles and recommendations adopted in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

In June 2016 Wroclaw University of Science and Technology was granted the prestigious logo "HR in Research Excellence" by the European Commission as a confirmation of good preparation of the university (development of HRS4R Strategy for Researchers) to implement the principles and recommendations of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers. A two-year internal assessment carried out by the European Commission confirmed that the Action Plan is being implemented according to the agreed schedule.

Having the logo "HR Excellence in Research" provides the University prestige and distinction as an institution creating the best working conditions for scientists while implementation of research and scientific development in accordance with the European standards.

Wrocław University of Technology is aware of the importance of creating good and stable working conditions for researchers at every stage of their career path. The development of broadly understood science is not possible without the free flow of knowledge and, consequently, the mobility of researchers. Open, transparent and merit-based recruitment of researchers is the basis for the development of science in Europe and worldwide.

„... Wrocław University of Science and Technology fosters universally valued attitudes, building long-lasting relations with the economic and social environment and education and science is supported by the creation of moral standards based on tolerance, equality, openness, and intellectual liberty, necessary for the development of the modern world.”¹.

In order to assess the state of openness, transparency and merit-based character of the recruitment process conducted at the Wrocław University of Technology, the OTM-R Checklist was developed in 2018. We are aware that the implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers is a process which is influenced by the internal environment of the university but also by external legislation. Therefore we regularly evaluate the effectiveness of our actions and make necessary modifications. A link to the OTM-R Checklist:

https://pwr.edu.pl/fcp/NGBUKOQtTKIQhbx08SIkTUhZeUTgtCgg9ACFDC0RCQ3RBG1gnBVcoFW8SBDRKHg/_users/code_zAlkeOR5cJRk2WBUqERdeDV0HGG14XR0VG2sEVRNZCiE/lista_kontrolna_otm-r_pol.pdf

The guide to open, transparent and merit-based recruitment at Wrocław University of Science and Technology discusses in a clear and accessible way the specific activities of the university regarding the whole recruitment process: from the guidelines to the publication of the announcement, the course of the recruitment process, to the closing of the competition and the publication of its results.

The guide is divided into two main parts in order to make it easier for both employees conducting recruitment processes and competitions and candidates interested in cooperation with Wrocław University of Science and Technology to use it.

¹ Preamble to the Statute of the Wrocław University of Technology (Statute adopted by the Senate on 13 June 2019. Consolidated text as of 19 December 2019, taking into account the amendments introduced by Resolution No 870/38/2016-2020 of 19 December 2019.

Part A

Basic Information

The rules of recruitment for individual positions are governed by internal documents, which specify each stage of recruitment (competition)².

According to the published ***Code of Ethics for Employees of Wrocław University of Science and Technology***³ good practices should be applied when conducting the competition:

1. In actions, be guided by truth, justice and objectivism; reject all discrimination.
2. Ensure proper selection of teaching and research staff.
3. Make recruitment procedures open and transparent.

The starting point is to define the requirements for a specific position. The developed and recommended recruitment rules clearly define ***"Good practices and selection criteria for candidates when conducting an open competition at Wrocław University of Science and Technology"***⁴.

In the course of the competition, Wrocław University of Science and Technology takes into account all the experience gained during the professional career. Diversified criteria for the selection of candidates, taking into account a wide range of knowledge and experience, allow to employ the most competent people.

Transparency of the employment relationship is also guaranteed by Article 12 of the Statute, which ensures that " a relationship of direct professional subordination may not be established at the University between spouses and persons keeping a joint household or having a relationship of consanguinity, family connection up to the second degree or being in a relationship involving adoption, custody or guardianship".⁵

² According to the Act of 20 July 2018 Law on Higher Education and Science: "The first employment relationship with an academic teacher in a given public higher education institution, for an indefinite or definite period of time longer than three months, in excess of half the full-time equivalent, shall be established following an open competition".

³ The Code of Ethics for Employees of Wrocław University of Science and Technology adopted by the Resolution of the Senate No. 918/39/2012-2016, PO 12/2016. <https://pwr.edu.pl/pracownicy/strefa-pracownika/kodeks-etyki>

⁴ Good Practices and Selection Criteria for Candidates when Conducting an Open Competition at Wrocław University of Science and Technology, Annexno.1.

⁵ The Statute of Wrocław University of Science and Technology Statut Politechniki Wrocławskiej, Part VIII, Chapter 1§44, point 12.

General selection criteria for candidates

Academic achievements:

- a) scientific articles in foreign journals, including the so-called Philadelphia list,
- b) scientific articles in national journals, including the so-called Philadelphia list,
- c) works published in the materials of foreign and international conferences,
- d) works published in the materials of national conferences
- e) books and monographs,
- f) chapters in books and monographs
- g) number and type of reviews,
- h) references.

Supervision care:

- a) the number of doctoral programs conducted,
- b) the number of doctors promoted,
- c) experience as an auxiliary supervisor.

Teamwork:

- a) experience in managing and working in scientific teams.

Knowledge transfer and mobility:

- a) experience in the transfer of knowledge between science and business,
- b) professional experience acquired outside the university,
- c) experience in mobility programs (inter-university, cross-sectoral, international).

Management of research:

- a) managing research projects including: EU, international, KBN, MNiSW, NCN, NCBiR,
- b) experience related to the management of scientific research,
- c) experience in research projects (implementation, from industry, other)

Innovation activities:

- a) patents,
- b) patents applications.

Spreading scientific awareness in society:

- a) popular science and technical publications, other,
- b) experience in spreading scientific awareness in society.

Teaching activity:

- a) experience in conducting classes
- b) experience in the preparation of teaching materials,
- c) textbooks and scripts,
- d) awards or distinctions for excellence in teaching.

Organizational activities:

- a) experience in organizing and managing scientific and teaching activities.

Other important achievements:

.....

Detailed selection criteria for the specific positions (from R4 to R1)⁶

According to the Statute of Wrocław University of Science and Technology, academic teachers are employed in the groups of employees:

- a) research and teaching,
- b) teaching,
- c) research.

Research and teaching staff are employed in the following positions:

1. professor,
2. university professor,
3. assistant professor,
4. assistant lecturer.

Teaching staff are employed in the following positions:

1. professor,
2. university professor,
3. assistant professor,
4. assistant lecturer,
5. senior lecturer,
6. lecturer,

⁶ R1 – doctoral level R2 – postdoctoral level, R3 i R4 professors and researchers with a high degree of autonomy

7. language teacher or instructor.

Research Staff are employed in the following positions:

1. professor,
2. university professor,
3. assistant professor,
4. assistant lecturer⁷.

The Statute of Wrocław University of Science and Technology⁸, specifies in detail what requirements a person applying for a specific position should meet.

The position of professor may be filled with a person holding the title of professor.

The position of University professor may be filled with a person holding at least the degree of doctor and having a record of outstanding achievements in the following areas:

1. research and teaching – for research and teaching staff,
2. teaching or professional – for teaching staff,
3. research – for research staff.

The position of assistant professor may be filled with a person holding at least the degree of doctor and having a record of:

1. documented scientific or technical achievements as well as teaching achievements - for research and teaching staff;
2. at least five years' tenure as an academic teacher or at least eight years' tenure outside tertiary education, in a profession related to the field of study programme conducted by the University's organisational unit which applies for the employment of such a candidate - for teaching staff;

⁷ The Statute of Wrocław University of Science and Technology Statut Politechniki Wrocławskiej, Part VIII, Chapter 2, §45 and §46

⁸ The Statute of Wrocław University of Science and Technology Statut Politechniki Wrocławskiej, Part VIII, Chapter 2, §47

3. documented research or technical achievements or teaching achievements - for research staff.

The position of senior lectures may be filled with a person who:

1. has an academic degree and at least five years' tenure in the position of academic teacher,
2. has the professional Master's title, or an equivalent title, and at least eight years' tenure in the position of academic teacher,
3. has an academic degree of the professional Master's title, or an equivalent title, and at least eight years' tenure outside tertiary education, in a profession related to the field of study programme conducted by the University's organisational unit which applies for the employment of such a candidate.

The position of assistant professor may be filled with a person holding the professional title of Master, Master Engineer, or an equivalent title. The position of assistant professor in a group of teaching staff may be filled with a person who additionally has at least three years' tenure in the position of academic teacher or at least four years' tenure in a professional position as well as notable achievements in work outside tertiary education, in a profession related to the field of study programme conducted by the University's organisational unit which applies for the employment of such a candidate.

The position of lecturer can be filled with a person who:

1. has an academic degree,
2. has the professional Master's title or an equivalent title and at least three years' tenure in the position of academic teacher or at least four years' tenure in a professional position and notable achievements in work outside tertiary education, in a profession related to the field of study programme conducted by the University's organisational unit which applies for the employment of such a candidate.

The position of language teacher or instructor may be held by a person holding the professional title of Master or an equivalent title.

Recruitment announcement

The current internal regulations in force specify the form and content of the advertisement⁹. The name of the position is clearly defined together with the field of study/field of science/discipline or speciality. Crucial information about the job, type of contract or working time is included additionally in the offer. The job description includes concise information about the position and the bulleted list of clearly defined responsibilities. The area covering the requirements specifies explicitly what knowledge, skills, experience or competence the ideal candidate should have. In the section on the required documents, the candidate will find a list of the necessary documents to be sent in order to take part in the recruitment process. Here, you will also find information about the deadline for submitting applications for participation in the competition. The tab **we offer** specifies what Wrocław University of Science and Technology, as an employer, can provide to an employee. **Professional development opportunities** include information about the possibilities of further career development. In accordance with the applicable law, candidates are at the same time obliged to sign a prepared informational clause and the consent clause for personal data processing.

It is important that the recommended advertisement template contains a link to the text of the Regulations of each competition and the declaration of Wrocław University of Science and Technology informing about open and transparent rules of conducted recruitment.

In accordance with the national law in force, the information about the conducted competitions and their results, as well as justification, is available in the BIP on the University websites, the websites of the Minister and the Minister supervising the university 30 day before and after the competition respectively¹⁰.

In order to enable foreign candidates to become acquainted with the call for proposals information about the competition is also available in English on the European Commission's website on the European Young Researchers Portal dedicated to the publication of job vacancies for researchers, 30 days before the competition¹¹.

Applications and the required documents can be delivered by post or e-mail.

⁹ Announcement template, Annex no.2.

¹⁰ Art. 119 (3) of the Act – Law on Higher Education and Science

¹¹ Art. 119 (4) of the Act – Law on Higher Education and Science.

Contact details are included in each call for proposals.

Selection Committees

Internal documents shall clearly state the rules governing the appointment of selection committees considering the position which the competition is being conducted.

The Dean shall appoint a selection committee consisting of a person who will be the direct superior of a newly recruited employee and a minimum of three persons representing the same or related scientific discipline as the candidate. At the same time, at least two persons should hold the title of professor and at least two should hold the degree of habilitated doctor. The members of the committee shall elect its chairman from among themselves. The Dean may entrust the role of the selection committee to the committee responsible for the development of scientific staff and each time its composition is extended to include a person who will be the direct superior of the newly recruited employee¹².

The head of a university or inter-departmental unit shall appoint a selection committee consisting of the head of a university or inter-departmental unit, a person who will be a direct superior of the employee, as well as a minimum three persons representing the same or related scientific discipline. The members of the committee shall elect its chairman from among themselves¹³.

The selection committee shall appoint a reviewer for each candidate who prepares the assessment of a candidate's achievements taking into consideration predetermined criteria.

After screening the reviews, the selection committee may decide to interview all candidates or some of them. The selection committee shall draw up a report of the conducted procedure, which shall be signed by all the members.

¹² Internal Ordinance 11/2013 amending Internal Ordinance 43/2012 on the implementation of the Regulations on performing open competition for the position of professor at Wrocław University of Science and Technology, point 9.

¹³ Internal Ordinance 11/2013 amending Internal ordinance 43/2012 on the implementation of the Regulations on performing open competition for the position of professor at Wrocław University of Science and Technology, point 10.

The Rector, the Dean or the chairperson of the committee, respectively, shall ask the Legal Office of the University for an appropriate legal opinion if there is doubt about the appropriateness at any stage of the competition procedure

Recruitment rules

Pursuant to the rules laid down in the Act Law on Higher Education and Science: the establishment of the first employment relationship with an academic teacher in a given public higher education institution, for an indefinite period or a definite period longer than three months, and for the working time which exceeds a half of full-time employment, takes place after open competition ¹⁴.

The details of the recruitment process for each position at Wrocław University of Science and Technology are determined in the relevant internal documents:

- Internal Ordinance 11/2013 amending Internal Ordinance 43/2012 on the implementation of the Regulations governing open competition for the position of professor at Wrocław University of Science and Technology,
- Internal Ordinance 12/2013, amending Internal Ordinance 60/2012 on the implementation of the Regulations governing open competition for the position of language teacher or instructor, lecturer, senior lecturer, assistant, assistant professor (adjunct) at Wrocław University of Science and Technology.
- Internal Ordinance 38/2013 on the implementation of the Recruitment Procedure for the position of academic teacher employed on a maximum of half-time at Wrocław University of Science and Technology.
- Internal Ordinance 12/2018 on the rules of employment of visiting professors at Wrocław University of Science and Technology.
- Internal ordinance 27/2019 on the rules of employment of academic teachers for the research and teaching, research, and teaching positions at Wrocław University of Science and Technology.
- Internal Ordinance 102/2019 on the rules of employment for the position of university professor in a group of teaching staff at Wrocław University of science and Technology.
- Appendix no. 8 of the Statute: Procedure and conditions of the competition for the position of academic teacher at Wrocław University of Science and Technology.

All the documents mentioned above are listed in the Annexes.

Feedback

Good practice involves, in response to an email for job application, sending the applicant an email to confirm that you have received the application documents.

¹⁴ Art. 119 of the Act, Law on Higher Education and Science

It has been recommended to use a feedback form which indicates the strengths and weaknesses of the candidate's application,

https://pwr.edu.pl/fcp/NGBUKOQtTKIQhbx08SIkTUhZeUTgtCgg9ACFDC0RCQ3RBG1gnBVcoFW8SBD RKHg/_users/code_zAlkeOR5cJRk2WBUqERdeDVOHGG14XR0VG2sEVRNZCiE/formularz_informacji_zw_rotnej_v1.pdf

When the competition is resolved, the results will be announced on the University website, where you can find information which candidate has been chosen and short justification for the choice. The information about the results of the competition is available for 30 days after the announcement of the competition results.

Complaints mechanism

Internal regulations governing competitions ensure clear and transparent rules for the competition organisation, and „in case of any doubt about the appropriateness at any stage of the competition procedure the Rector, the Dean or the chairperson of the committee ask the Legal Office of the University for an appropriate legal opinion. If the procedural irregularities are confirmed by the opinion of the Legal Office it will constitute the basis for a decision to repeat the defective procedure or to annul the competition”¹⁵.

Adaptation

In order to facilitate the first days of work at Wrocław University of Science and Technology, **a Guide for New Employees** has been developed: **Wroclaw University of Science and Technology. Welcome.** The guide contains necessary information about the university authorities, its mission, internal regulations in force, and a map of the campus. The second part of the guide includes, useful for each new employee, information about internal regulations, development prospects, employee benefits and communication channels between the employee and the employer.

The guide has been developed in two language versions and is available on the home page:

https://pwr.edu.pl/fcp/NGBUKOQtTKIQhbx08SIkTUhZeUTgtCgg9ACFDC0RCQ3RBG1gnBVcoFW8SBD RKHg/_users/code_eCVYRPgYXNVg5Xh09GgBLGI9XR3g8Gh9MDCEUHxYb/2019/docs/przewodnik_dla_nowo_zatrudnionych_102019.pdf

¹⁵ Internal Ordinance 11/2013 amending Internal Ordinance 43/2012 on the implementation of the Regulations governing open competition for the position of professor at Wrocław University of Science and Technology

Part B

How to prepare for an interview?

A face-to-face meeting with the members of the selection committee is the most common form of an interview, although, of course, we also organize meetings in a remote form.

The interview is aimed at clarifying the information received in the application documents and getting to know a candidate. We recommend that before the meeting you re-read the content of the announcement carefully and recall the details of the projects we have carried out. Of course, you can bring diplomas and awards to the meeting, which can confirm your knowledge, experience or training. All documents that are necessary for the recruitment process have been listed in the job offer.

A meeting with the selection committee is also a good opportunity to broaden your knowledge about a given job offer. For that reason, it is worth preparing and writing down your questions. It will provide comfort for both parties and additionally allow the Candidate to dispel any doubts about the offer.

Before the interview, it is worth visiting the home page of Wrocław University of Science and Technology: <https://pwr.edu.pl/>

When participating in a face-to-face meeting, please plan your trip early enough to arrive on time.

Answers to the most commonly asked questions by candidates.

1. *Where can I find current job offers at Wrocław University of Science and Technology?*

All information about current competitions is published in at least three places: University home page, link: <http://ofertypracy.pwr.edu.pl/>, the website of the Ministry of Science and Higher Education and the portal for mobile scientists Euraxess. If necessary, job offers are also published on industry portals.

On the Euraxess portal, advertisements are published in English.

2. *What are required documents?*

Each advertisement is based on a fixed template and contains an information block: "required documents", where you will find the bulleted list of documents you need to take part in the competition. Depending on the position and unit, the range of documents required may vary. The

most frequently required documents are: an application to enter the competition addressed to the Rector of Wrocław University of Science and Technology, a synthetic curriculum vitae, a personal questionnaire, a copy of documents confirming the professional/scientific degree, lists of publications and internships and necessary statements: Declaration of consent to the processing of personal data in the job offer for the purposes of recruitment in accordance with Article 6 paragraph 1 point (a) of GDPR (i.e. Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and the free movement of such data and repealing Directive 95/46/EC), Declaration of the fulfilment of the requirements set out in Article 113 of the Act of 20 July 2018. Law on higher education and science, Candidate's statement that Wrocław University of Science and Technology will be the primary place of work in case of winning the competition).

3. How and where should I send my documents?

The "additional information" field always provides the address details to which the required documents must be delivered. It also contains information until when the application documents are accepted.

4. What competencies are you looking for?

Each competition offer includes detailed information on what competencies, knowledge and experience we expect from the future employee. The "tasks" and "requirements" fields include descriptions of main responsibilities and highlighted key skills we are looking for.

5. What are some opportunities for development?

Wrocław University of Science and Technology as an employer aims to provide its employees with a stimulating working environment. Our employees take part in internship trips, participate in international conferences and training, use the substantial laboratory infrastructure. They participate in national and international research groups. We carry out programmes and research funded by national and international institutions. Wrocław University of Science and Technology has been awarded the HR Excellence in Research distinction, which confirms our commitment to building work standards and opportunities at the highest level. We are also involved in the Institutional Evaluation Programme (EIP), where we have passed the evaluation.

6. Who should I contact if I have questions about the specific competition?

The employees of the unit which conducts the given competition procedure will be happy to answer any questions to dispel doubts. In the field "additional information" there is a phone number or e-mail address to the person who is responsible for collecting your application documents.

7. What to expect at a job interview?

The recruitment interview is conducted by a selection committee, whose composition depends on the position for which the recruitment process is conducted. Information about the date and place of the meeting is provided in advance. Most often, the meeting is conducted face-to-face. It is possible to carry out a remote interview using available communication tools.

8. How to prepare the best for a job interview?

We recommend that you follow up on the documents sent to the competition. On the basis of the job offer, note the experience that best fits a candidate profile. You may prepare and submit additional documents confirming knowledge, experience or qualifications that are not indicated as obligatory. A meeting with the committee is also a good opportunity to ask your previously prepared questions and clarify any doubts you may have.

9. What questions should I expect?

The questions asked by the selection board revolve around confirmation of the information contained in the forms sent and clarification of the issues if necessary.

10. Where can I find more information about WUST?

The best source of information about our University is the home page of Wrocław University of Science and Technology, <https://pwr.edu.pl/>. The individual thematic blocks available in the navigation panel will help you find the necessary information quickly and efficiently. Moreover, we have our social media accounts:

<https://www.facebook.com/politechnika>, https://twitter.com/PWr_Wroclaw,
https://www.instagram.com/politechnika_wroclawska/,
<https://www.youtube.com/user/pwrmojeklimaty>,
<https://www.linkedin.com/school/politechnika-wroclawska/>

11. How do you protect my personal data?

The set of application documents also includes the Statement of consent to the processing of personal data in the job offer for the purposes of the recruitment in accordance with Article 6(1)(a) of the GDPR. At Wrocław University of Science and Technology, there is a Data Protection Inspector. Additional information is available on a dedicated website:

<https://pwr.edu.pl/ochrona-danych-osobowych>

Annexes

Annex no. 1, Good practices and selection criteria for candidates when conducting an open competition at Wrocław University of Science and Technology,

https://pwr.edu.pl/fcp/NGBUKOQtTKIQhbX08SlkTUhZeUTgtCgg9ACFDC0RCQ3RBG1gnBVcoFW8SBD RKHg/ users/code eCVYRPgYXNVg5Xh09GgBLGI9XR3g8Gh9MDCEUHxYb/2018/pdf/hr-excellence/dobre_praktyki_przy_rekrutacji_naukowcow.pdf

Annex no. 2, Announcement template,

https://pwr.edu.pl/fcp/NGBUKOQtTKIQhbX08SlkTUhZeUTgtCgg9ACFDC0RCQ3RBG1gnBVcoFW8SBD RKHg/ users/code zAlkeOR5cJRk2WBUqERdeDV0HGG14XR0VG2sEVRNZCiE/otmr/szablon_nowa_klauzula.pdf

Annex no.3, Internal Ordinance 11/2013 amending Internal Ordinance 43/2012 on the implementation of the Regulations governing open competition for the position of professor at Wrocław University of Science and Technology,

https://pwr.edu.pl/fcp/NGBUKOQtTKIQhbX08SlkTUhZeUTgtCgg9ACFDC0RCQ3RBG1gnBVcoFW8SBD RKHg/ users/code zAlkeOR5cJRk2WBUqERdeDV0HGG14XR0VG2sEVRNZCiE/otmr/regulamin_konkursu_otwartego_na_stanowisko_profesora_w_politechnice_wroclawskiej_z_logo_hr.pdf

Annex no. 4, Internal Ordinance 12/2013, amending Internal Ordinance 60/2012 on the implementation of the Regulations governing open competition for the position of language teacher or instructor, lecturer, senior lecturer, assistant, assistant professor (adjunct) at Wrocław University of Science and Technology,

https://pwr.edu.pl/fcp/NGBUKOQtTKIQhbX08SlkTUhZeUTgtCgg9ACFDC0RCQ3RBG1gnBVcoFW8SBD RKHg/ users/code zAlkeOR5cJRk2WBUqERdeDV0HGG14XR0VG2sEVRNZCiE/otmr/regulamin_przeprowadzania_konkursu_otwartego_na_stanowisko_lektora_lub_instruktora_wykladowcy_z_logo_hr.pdf

Annex no. 5, Internal Ordinance 38/2013 on the implementation of the Recruitment Procedure for the position of academic teacher employed on a maximum of half-time at Wrocław University of Science and Technology,

https://pwr.edu.pl/fcp/NGBUKOQtTKIQhbX08SlkTUhZeUTgtCgg9ACFDC0RCQ3RBG1gnBVcoFW8SBD RKHg/ users/code zAlkeOR5cJRk2WBUqERdeDV0HGG14XR0VG2sEVRNZCiE/otmr/procedura_przeprowadzania_naboru_na_stanowisko_nauczyciela_akademickiego_z_logo_hr.pdf

Annex no. 6, Internal Ordinance 27/2019 on the rules of employment of academic teachers for the research and teaching, research, and teaching positions at Wrocław University of science and Technology,

Annex no. 7, Internal Ordinance 102/2019 on the rules of employment for the position of university professor in a group of teaching staff at Wrocław University of science and Technology,

Annex no. 8, Appendix no. 8 of the Statute: Procedure and conditions of the competition for the position of academic teacher at Wrocław University of Science and Technology,

Annex no. 9, Wrocław University of science and Technology homepage link including all the details of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, <https://pwr.edu.pl/uczelnia/europejska-karta-naukowca>