Comments on the implementation of the OTM-R principles (Open, Transparent and Merit-based Recruitment) – *status 2018*

The CU's goal is to create a new Competitive Hiring Process Code reflecting the principles of Open, Transparent and Merit-based Recruitment (OTM-R), to communicate it to the faculties and institutes and to train the employees who will participate in the hiring process under the new regulations. At the same time, academic and research workers who do not take part in the standard hiring process should be trained (at least by distance learning) in the basics of interviewing potential employees, because they can be members of hiring committees. The title of this action in the Action Plan is 'Revision of the Competitive Hiring Process Code in Order to Internationalise and Modernise It and Increase Transparency'. The relevant guiding principles in the OTM-R checklist are no's. 1, 16, and 17.

The Competitive Hiring Process Code does not establish any requirement for diversity on hiring committees. Members of committees are not required to attend training in recruitment. Hiring committees are set up on the basis of professional skills and their members are selected by the deans of the faculties. Gender balance on the committees is not required by the internal regulations. There must be at least three members on the committees but there is no requirement that one of the members come from outside the University. External professional opinions are not normally sought.

The new Competitive Hiring Process Code should establish a framework of rules and principles for staffing the committees that reflects the basics of OTM-R policy. Hiring of applicants now is done by each faculty or part of the University individually. All applications receive consideration, experts in the given field make their selections and those candidates who best meet the required qualifications are chosen for an interview. Applicants are informed in their invitations to their interviews about how the hiring process will proceed and how they will be informed of its result. The Competitive Hiring Process Code does not specify or prioritise the criteria for selecting candidates. The criteria for selection to fill a position differ depending on the work requirements, the seniority of the position, whether managerial, teaching or organisational activities are required, and so on. Evaluation of applications and the weight given to various criteria depend on the individual hiring committee and are derived from the needs of the workplace. The Competitive Hiring Process Code does not specify any particular consideration for seniority (time in service). Mobility (especially foreign mobility) is always considered a valuable contribution to the professional development of a research worker and is taken into account. The title of this action in the Action Plan is 'Revision of the Competitive Hiring Process Code – aimed at internationalisation, modernisation and transparency'. The relevant principles in the OTMR checklist are no's. 6, 9, 10, 21, and 22.

The CU's goal is not only to facilitate participation in the hiring process for local applicants, but also for foreign research workers. The University wants to create tools by which applicants can become familiar with employment opportunities, learn about research at the CU, and participate in the hiring process in the simplest way. The key objective is that the hiring process be transparent from the outset and that applicants are informed about it. The hiring process will be carefully monitored and will clearly mention the CU's internal regulations regarding OTM-R policy. The title of this action in the Action Plan is 'Use of Modern, International Tools for Recruitment, Especially of Senior Employees – Using EURAXESS, jobs.cz and Other Portals' and 'Better Communication and Provision of Information in English'. The relevant principles in the OTMR checklist are no's. 6, 7, 11, and 13.