

OTM-R policy at VSB-TUO

When recruiting and selecting new employees, VSB-TUO is guided by the principles of the [European Charter for Researchers and the The Code of Conduct for the Recruitment of Researchers](#).

Recruitment at VSB-TUO is based on the principles of OTM-R (Open, Transparent, Merit Based Recruitment).

The openness principle involves advertising vacant positions on the publicly accessible university website or on other web portals in the Czech language and if relevant for the position also in English. The aim is to reach as many candidates as possible.

The transparency principle is based on a clear and simple selection procedure which is determined by the [Rules of the selection procedure for filling the posts of academic staff and designated other employees of the VSB – Technical University of Ostrava](#). Applicants from among existing employees and external candidates have equal access to information. The selection procedures are implemented in such a way as to impose minimum administrative burden on applicants.

The merit-based principle is taken into account in the selection procedure and when assessing suitable candidates, their overall experience is objectively taken into account, including interdisciplinary mobility which is considered an important aspect of the experience gained. Geographical mobility in the context of candidates' professional experience is also viewed positively.

At the same time, the principles of equal treatment and non-discrimination are respected in the recruitment and selection of new staff.