



**University
of Defence**

**Policy for the selection and
recruitment of personnel
participating in scientific
research activities (OTM-R)
at the University of Defence**

Brno 2023

Starting points

The University of Defence, in accordance with the principles of the Charter and the Code of Researchers, fully supports the requirements for selecting and hiring personnel participating in scientific research activities which are based on the open (O), transparent (T) approach with regard to the assessment of merit (M), and with respect to equal opportunities and the prevention of discrimination during the recruitment (R) of new employees.

Principles

The policy for selecting and hiring the staff participating in scientific research activities is based on the principles mentioned below, and they are fulfilled by the university as follows:

- a) The process of selecting and hiring new staff is in accordance with the majority of the OTM-R policy principles, which have been incorporated into the university's internal documents.
- b) To ensure transparency, these documents are published on the www.unob.cz website in the Czech version; to make them available to foreign applicants, the English version of the documents will be published in the course of 2023.
- c) Vacancies are offered through the university's internal information system and website, the information system of the Ministry of Defence, and, if necessary, also through public job portals, including foreign ones.
- d) In accordance with the Gender Equality Plan of the University of Defence for the period 2022–2030, the selection committees are formed with respect to gender-balanced composition or equal composition according to other requirements. The committee members are trained in the knowledge and compliance with the basic principles of transparent and non-discriminatory selection of applicants.
- e) The basic criteria for the selection of applicants are professional skills, publication activity, results of creative work, experience with international mobility, and other possible decisive criteria. The selection process is fully compliant with national legislation, departmental regulations and standards, the university's internal regulations and measures, as well as the Code of Ethics of the University of Defence.
- f) Any possible applicant complaints are dealt with according to the university's internal regulations.
- g) The established OTM-R policy will be updated with the aim of improving the personnel policy in the area of recruiting new workers who participate in scientific and research activities.

Brno, 5 April 2023

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