

Review of VHIR's Recruitment and Selection Procedure

Brief of the OTM-R model (HRS4R)

1st VERSION: MAY 2016 - updated January - 2020

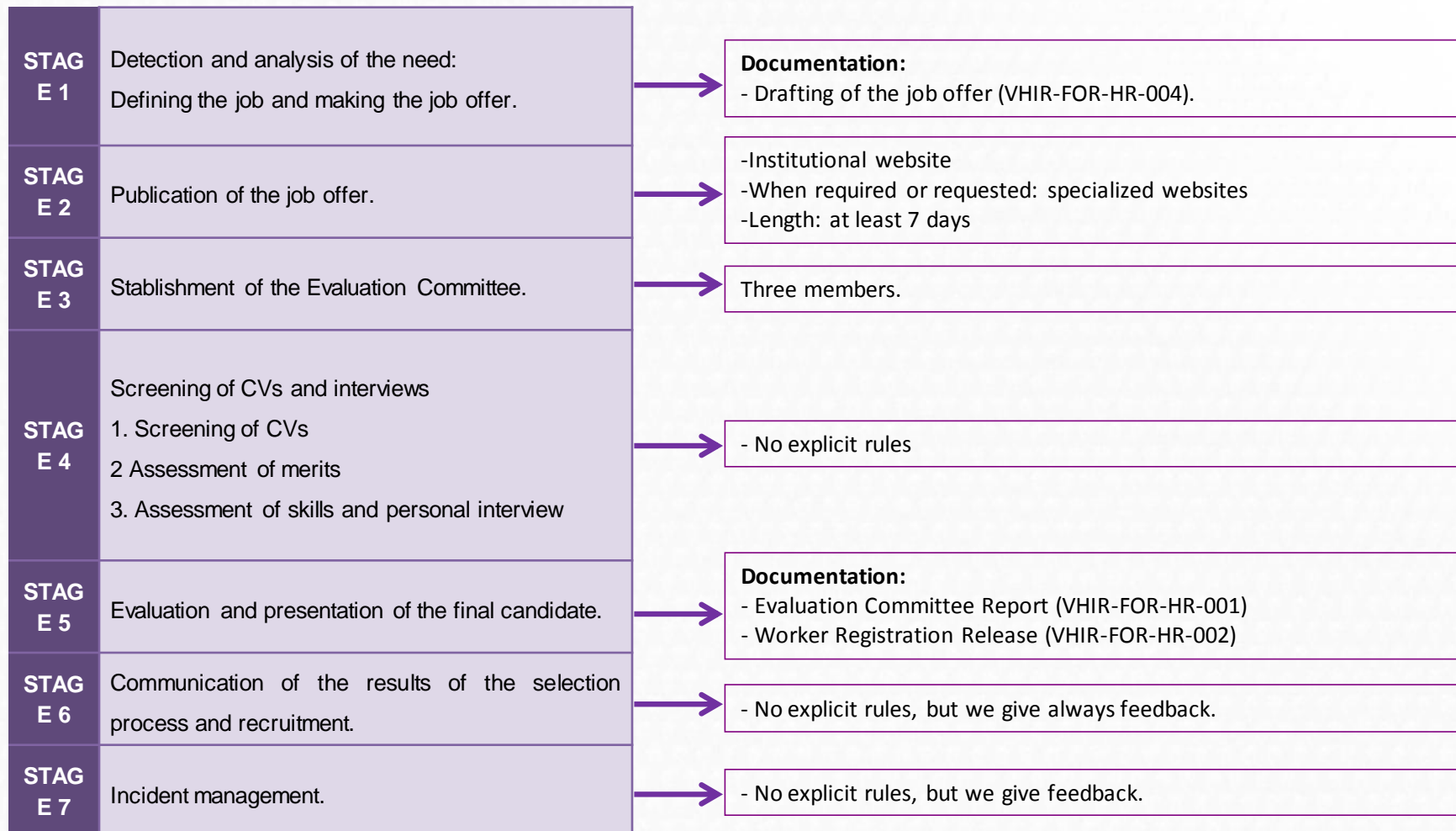


HR EXCELLENCE IN RESEARCH

Framework of reference – HRS4R

- **Implementation of the EC recommendations grouped in the following documents :**
 - European Charter for Researchers
 - The Code of conduct for the recruitment of researchers – **OTM-R model** (Open Transparent & Merit based Recruitment)
- **The HRS4R works on 4 main areas:**
 - ✓ Ethical and professional aspects
 - ✓ **Recruitment: transparent processes, judging merit, recognition of the value of mobility and qualifications.**
 - ✓ Working conditions
 - ✓ Training

- 2016 procedure of recruitment and selection:



• New model of recruitment and selection: OTM-R at VHIR

