

# OTM-R Policy

## (Open, Transparent and Merit-Based Recruitment)

This document has been drafted on a basis of strict observance of the objectives established in article 31 of the Internal Regulation named "Recruitment & Selection Process for own staff".

The following principles have been defined in the aforementioned article:

The selection of "own personnel" will be governed by non-discriminatory procedures that guarantee the principles of equality, merit and capacity, as well as those established below:

- a) Advertising and application.
- b) Transparency.
- c) Fairness and professionalism of the members of the Staff Selection Committee.
- d) Independent judgement and technical discretion in the Selection Committee's performance.
- e) Consistency between the criteria outlined in the selection processes and the functions or tasks to be carried out.
- f) Agility, without limiting impartiality, in the selection processes.

These principles are aligned with the recommendations set out in the "European Charter for Researchers" and the "Code of Conduct for the Recruitment of Researchers" which represent a tool that helps to recruit the best person possible for the job, but at the same time:

- Ensures equal opportunities
- Guarantees access for all
- Encourages an international competitive portfolio for cooperation that aims to increase human resources mobility.
- Enhances and recognizes the great value of the research career.

The IIS Biodonostia is fully committed to these practices and most compelling evidence is that it has received the HRS4R award. The European Commission supervises through Euraxess Platform that the hiring process is developed in accordance with the OTM-R framework.

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San Sebastian, on the 1<sup>st</sup> January 2019