

Under the Rectors Conference of Slovenia of 19 November 2008, the University of Maribor signed the Declaration of Commitment by Slovenian Universities on the Adoption of the European Charter for Researchers and on Code of Conduct for the Recruitment of Researchers. By signing the Declaration, the University of Maribor declared its engagement in implementing the principles of open, transparent and merit-based recruitment of researchers. Pursuant to provisions of the Declaration, the Senate of the University of Maribor at its 26th regular session of 24 October 2017 adopted the following

POLICY OF OPEN, TRANSPARENT AND MERIT-BASED RECRUITMENT OF RESEARCHERS

The University of Maribor shall carry out its operations in line with the principles of open, transparent and merit-based recruitment of researchers (OTM-R) as follows:

1. In all lines of operation, the University of Maribor shall unconditionally observe ethical principles and the principle of professional attitude. These principles include freedom of research, personal and institutional accountability, non-discrimination, and transparency of evaluation. Based on these principles, the University of Maribor will adopt relevant strategic documents certifying its commitment to ethical and professional conduct of the University, its institutions, and all staff members.
2. The University of Maribor is aware that OTM-R is a condition precedent for strengthening its competitive position and excellence. The University is therefore committed to increasing the appeal of careers in research, promoting inter-sectoral, geographic, intradisciplinary, transdisciplinary and virtual mobility, as well as mobility of researchers between the public and private sector, as one of the means of improving scientific discoveries and the career development of its employees. For purposes of implementing these principles, the University of Maribor adopted special Instructions on recruitment of researchers at the University of Maribor.
3. The University of Maribor is committed to ensuring proper working conditions that allow for high-quality and efficient performance of researchers and their well-being at work, ensuring that researchers are able to balance professional and family life, and striving for stability of employment. In doing so, the University strictly observes the principle of equal opportunity in the recruitment process, career development and participation in decision-making bodies of the University of Maribor.
4. The University of Maribor provides its employees with lifelong training opportunities and opportunities to strengthen skills and competencies.
5. The University of Maribor is committed to implementing the non-discrimination principle and principle of equal treatment of candidates and staff, irrespective of their ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political orientation or social or economic condition.
6. The University of Maribor is committed to continued integration of the principle of gender balance, in particular with regard to selection procedures, composition of selection committees and decision-making bodies, recruitment, training, promotions, salaries, working conditions, and integration of the gender aspect into funding sources.

The Rector of the University of Maribor shall have the duty of realization of this Policy. The HR Management working group shall have the duty of assisting the Rector for purposes of fully implementing respective principles laid down in this Policy.



The working group shall have the duty of continuous monitoring of the implementation of commitments, preparing proposals for relevant measures, and providing content-related support to administrative departments of the University of Maribor in activities relating to the continuous process of implementation of principles of the European Charter for researchers and the Code of Conduct for the Recruitment of Researchers, as well as relating to the University of Maribor maintaining the *HR Excellence in Research* award.

This Policy of open, transparent and merit-based recruitment of researchers was adopted on 24 October 2017 at the 26th regular session of the Senate of the University of Maribor.

Rector of the University of Maribor
Prof. dr. Igor Tičar

