

OTM-R Policy

Open, transparent and merit-based recruitment.

The **Universidade de Vigo**, as an institution adhered to the standards of the HR Excellence in Research program since 2016, is committed to developing and applying the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (the Charter and the Code) related to the recruitment of its research staff.

The university prioritizes **the recruitment of the most suitable candidate for each position**, which provides benefits for the staff and their work environment, the institution and, in general terms, for the teaching and research system and society as a whole.

The commitment to carry out **open, transparent, merit-based and internationally comparable selection and hiring processes** (OTM-R strategy) will promote staff mobility, the exchange of knowledge, and the enhancement of the quality of teaching and research.

These principles will be applicable **to all research staff**, regardless of their profile (R1 to R4) or professional category, respecting, in addition to the Charter and the Code, the current national and international legislation and regulations, and ensuring the constitutional principles of equality in access, merit, and ability.

The University will develop the regulations and procedures necessary to ensure these principles, as well as the means and tools necessary for these processes to be managed under **criteria of efficiency and sustainability**. It may also establish specific hiring programs that promote and consider these criteria.

This policy will be reviewed in each HR seal renewal cycle, taking into account the results obtained, or when circumstances require it.

The Rector of the Universidade de Vigo

The Vice-Rector for Research, Transfer and Innovation

Approved by the Governing Council on December 26, 2023.

