

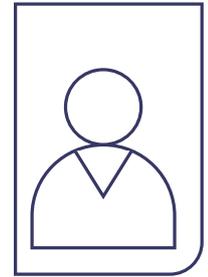
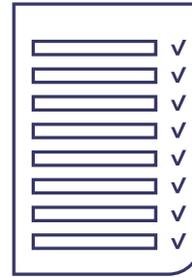
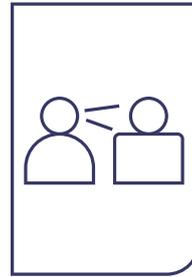
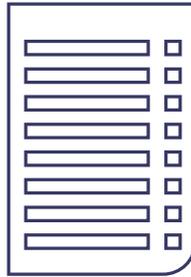
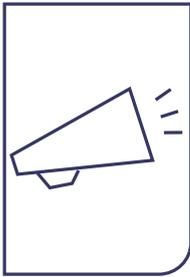
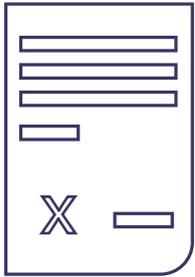


**OTM-R
OPEN, TRANSPARENT AND MERIT-BASED
RECRUITMENT OF RESEARCHERS
IN THE INSTITUTE OF GEOPHYSICS,
POLISH ACADEMY OF SCIENCES**

LEGAL BASIS FOR THE COMPETITION

- Act of July 20, 2018 - Law on Higher Education and Science
- Act of 30 April 2010 on the Polish Academy of Sciences
- Regulations for conducting competitions for research positions at the Institute of Geophysics, Polish Academy of Sciences
- European Charter for Researchers & Code of Conduct for the Recruitment of Researchers

COMPETITION STAGES



Application for employment of a researcher

Preparation of the competition announcement

Appointment of the competition committee

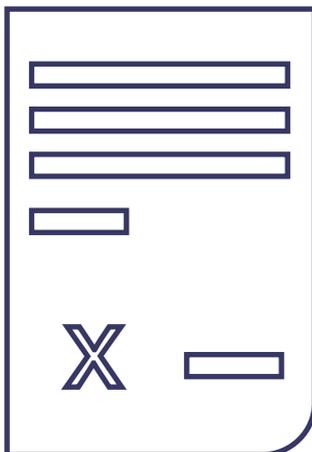
Activity of the competition committee (1st stage of the merit assessment)

Activity of the competition committee (2nd stage of the merit assessment)

The results of the competition

Hiring of a candidate

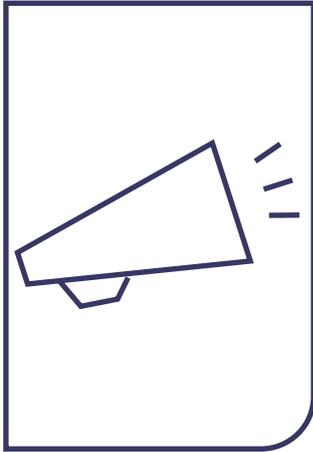
INITIATING THE RECRUITMENT PROCEDURE OF THE RESEARCHER



The head of the Department submits to the Director of IG PAS an application for employment of a research

Annex 1 to the OTM-R Policy

PREPARING A COMPETITION ANNOUNCEMENT



An employee of HR Department prepares a competition announcement

Annex 1 to the OTM-R Policy

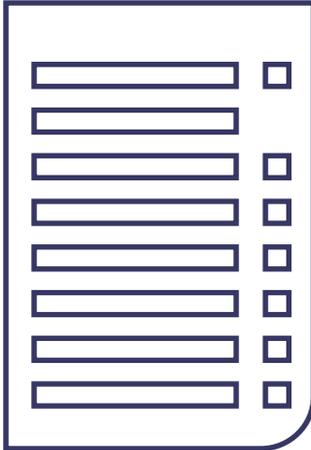
APPOINTMENT OF THE COMPETITION COMMITTEE



Deputy Director for Scientific Affairs selects the competition committee

ACTIVITY OF THE COMPETITION COMMITTEE

1st STAGE OF THE MERIT ASSESSMENT

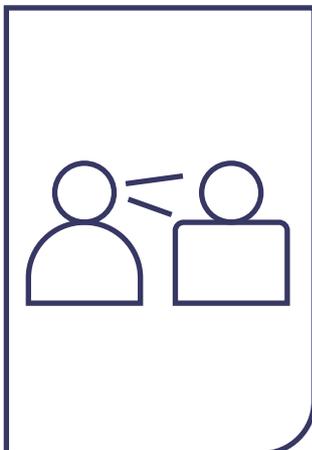


The committee evaluates the candidates' documents

Annex 2 to the OTM-R Policy

ACTIVITY OF THE COMPETITION COMMITTEE

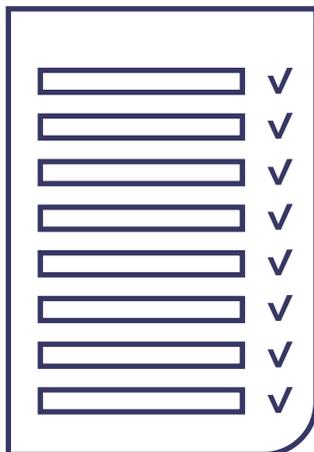
2nd STAGE OF THE MERIT ASSESSMENT



The competition committee carries out interviews with selected candidates

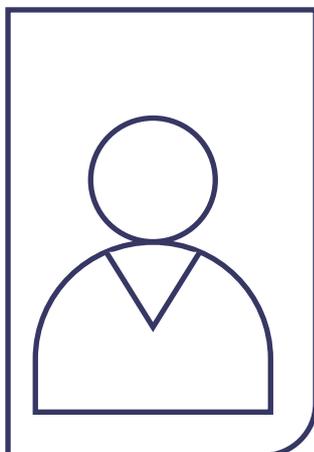
Annex 3 to the OTM-R Policy

RESULTS OF THE COMPETITION



The competition committee submits a report with the candidate's recommendation to the IG PAS Director

HIRING OF THE SELECTED CANDIDATE



An employee of HR Department contacts the selected candidate and arranges the details of employment