



## OTM-R PRINCIPLES AT THE CENTRE OF ADMINISTRATION AND OPERATIONS OF THE CAS

### O – Openness

All open positions are advertised on our [website](#). Job postings may additionally appear on other employment platforms such as Jobs.cz, Prace.cz, the Czech Academy of Sciences job portal, LinkedIn, Facebook, and others. Each advertisement provides detailed information about the position on offer, including candidate requirements, employment conditions, and application deadlines.

**Our aim is to ensure that all potential applicants have access to information about our recruitment processes, which is why we prioritise both broad dissemination and clear, comprehensible communication.**

### T – Transparency

Transparency is a cornerstone of our recruitment procedures. Candidates are informed in a timely and clear manner about all relevant selection criteria, the course of the recruitment process, and associated deadlines. We strive to make the entire process as easy to follow as possible, ensuring that no participant is left uncertain about what happens next.

**Each selection process is conducted according to pre-established rules, which are communicated to candidates at the outset. Any changes or additional information are promptly shared with all involved parties.**

### M – Merit-Based Evaluation

When assessing applications, we focus on the candidate's overall professional trajectory rather than isolated work experience. We take into account not only previous employment, but also acquired skills, subject-matter expertise, and potential for growth within our organisation.

**We do not limit ourselves to assessing conventional career paths but also value alternative routes to professional development. We recognise the added value of interdisciplinary and international experience, as well as an individual approach to work.**

### Equal Opportunities and Non-Discrimination

A key aspect of our selection processes is ensuring equal opportunity for all candidates. We respect diverse career development and do not view career breaks (e.g., due to parental leave, illness, or other personal circumstances) as an obstacle to assessing a candidate's qualifications.

**Every candidate is evaluated solely on the basis of their professional competence and proven achievements. All recruitment procedures are conducted without discrimination – regardless of gender identity and expression, age, ethnic or social origin, health status, sexual orientation, religion, family responsibilities, political beliefs, or other personal circumstances.**

**Our goal is to foster an open, fair, and inclusive environment in which every candidate has the opportunity to succeed based on their abilities and qualifications.**