



## OTM-R Policy

Open, transparent and merit-based (OTM-R) processes ensure that the best person for the job is recruited, thereby achieving greater equality, enhancing the competitiveness of national research systems, and strengthening international collaboration and cooperation. OTM-R is now a top priority in the European Research Area (ERA) and is a cornerstone of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers.



The purpose of our Open, Transparent and Merit-based Recruitment (OTM-R) Policy is to build on the core principles of the Charter & Code. Drawing on the EU Report of the Steering Group on Human Resources Management, our OTM-R Policy lays out, in chronological order, the essential steps involved in the recruitment of researchers at the University of Granada, from the advertising/application phase and selection process to the appointment of candidates.

### **View or download our OTM-R Policy:**

[University of Granada OTM-R Policy \(EN\)](#)

[Política OTM-R de la Universidad de Granada \(ES\)](#)