



Vicerrectorado de  
Investigación y  
Transferencia

## **OTM-R Policy of the UGR**

Open, transparent and merit-based recruitment (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 the Code of Conduct for the Recruitment of Researchers.

The purpose of our Open, Transparent and Merit-based Recruitment (OTM-R) Policy is to work in accordance with 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 \(PDF\)](#)

For more information: [EURAXXESS-OTM-R](#)