

	Open	Transparent	Meritbased	Answer:	Suggested indicators (or form of measurement)
<b>OTM-R system</b>					
Have we published a version of our OTM-R policy online (in the national language and in English)?	x	x	x	-- No	Online version of OTM-R policy (web link)
Do we have an internal guide setting out clear OTM-R procedures and practices for all types of positions?	x	x	x	-- No	Internal guide on OTM-R policy - adopted (document)
Is everyone involved in the process sufficiently trained in the area of OTM-R?	x	x	x	-- No	Existence and frequency of trainings for OTM-R policy; Number of staff who have participated to these trainings
Do we make (sufficient) use of e-recruitment tools?	x	x		-- No	Active online recruitment tool (web link)
Do we have a quality control system for OTM-R in place?	x	x	x	-- No	Quality assurance expert(s) nominated and quality assurance review reports issued regularly (internal assessment)
Does our current OTM-R policy encourage external candidates to apply?	x	x	x	-- No	Trend in the share of applicants from outside the organization
Is our current OTM-R policy in line with policies to attract researchers from abroad?	x	x	x	-- No	Trend in the share of applicants from abroad
Is our current OTM-R policy in line with policies to attract underrepresented groups?	x	x	x	-- No	Trend in the share of applicants among underrepresented groups (e.g. women)
Is our current OTM-R policy in line with policies to provide attractive working conditions for researchers?	x	x	x	-- No	Trend in the share of applicants from outside the Academy
Do we have means to monitor whether the most suitable researchers apply?				-- No	Quality assurance review of the selection process (internal assessment)
<b>Advertising and application phase</b>					

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Do we have clear guidelines or templates (e.g., EURAXESS) for advertising positions?	x	x		-/+ Yes partially	Internal guide on OTM-R policy (document) - guidelines and templates for advertising positions
Do we include in the job advertisement references/links to all the elements foreseen in the relevant section of the toolkit?	x	x		-/+ Yes partially	Quality assurance review of the posted job advertisements - links to the toolkit (internal assessment)
Do we make full use of EURAXESS to ensure our research vacancies reach a wider audience?	x	x		-/+ Yes partially	- The share of job adverts posted on EURAXESS. - Trend in the share of applicants recruited from outside the Academy.
Do we make use of other job advertising tools?	x	x		-/+ Yes partially	Trend in the share of job advertising tools
Do we keep the administrative burden to a minimum for the candidate?	x			-/+ Yes partially	Feedback questionnaire for the candidates
Selection and evaluation phase					
Do we have clear rules governing the appointment of selection committees?		x	x	-- No	Internal guide on OTM-R policy (document) - appointment of selection committees
Do we have clear rules concerning the composition of selection committees?		x	x	-/+ Yes partially	Internal guide on OTM-R policy (document) - composition of selection committees - Statistics on the composition of the selection committees
Are the committees sufficiently gender-balanced?		x	x	+/- Yes substantially	- Statistics on the composition of the selection committees
Do we have clear guidelines for selection committees which help to judge 'merit' in a way that leads to the best candidate being selected?			x	-/+ Yes partially	Internal guide on OTM-R policy (document) - guidelines for selection committees on merit-based selection of candidates
Appointment phase					

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Do we inform all applicants at the end of the selection process?		x		-/+ Yes partially	Feedback questionnaire for the candidates
Do we provide adequate feedback to interviewees?		x		-/+ Yes partially	Feedback questionnaire for the candidates
Do we have an appropriate complaints mechanism in place?		x		-/+ Yes partially	Internal guide on OTM-R policy (document) - complaints mechanism - Statistics on complaints
Overall assessment					
Do we have a system in place to assess whether OTM-R delivers on its objectives?				-- No	Quality assurance review of the selection process (internal assessment)