

| | Open | Transparent | Meritbased | Answer: | Suggested indicators (or form of measurement) |
|--|------|-------------|------------|-----------------------|---|
| OTM-R system | | | | | |
| Have we published a version of our OTM-R policy online (in the national language and in English)? | X | X | X | +/- Yes substantially | https://concursospdj.upc.edu/ca/informacio-general/ / https://portal.personal.upc.edu/rrhh/PAS/index |
| Do we have an internal guide setting out clear OTM-R procedures and practices for all types of positions? | X | X | X | -- No | - |
| Is everyone involved in the process sufficiently trained in the area of OTM-R? | X | X | X | +/- Yes substantially | Proposed action 10 in revised HRS4-R for researchers / |
| Do we make (sufficient) use of e-recruitment tools? | X | X | | ++ Yes completely | Electronic register of applications |
| Do we have a quality control system for OTM-R in place? | X | X | X | -- No | - |
| Does our current OTM-R policy encourage external candidates to apply? | X | X | X | ++ Yes completely | % of external applications |
| Is our current OTM-R policy in line with policies to attract researchers from abroad? | X | X | X | +/- Yes substantially | % personnel from abroad |
| Is our current OTM-R policy in line with policies to attract underrepresented groups? | X | X | X | -/+ Yes partially | % women hired |
| Is our current OTM-R policy in line with policies to provide attractive working conditions for researchers? | X | X | X | +/- Yes substantially | % of external applications |
| Do we have means to monitor whether the most suitable researchers apply? | | | | -- No | - |
| Advertising and application phase | | | | | |
| Do we have clear guidelines or templates (e.g., EURAXESS) for advertising positions? | X | X | | ++ Yes completely | - |
| Do we include in the job advertisement references/links to all the elements foreseen in the relevant section of the toolkit? | X | X | | +/- Yes substantially | - |
| Do we make full use of EURAXESS to ensure our research vacancies reach a wider audience? | X | X | | +/- Yes substantially | number of position published in Euraxess |
| Do we make use of other job advertising tools? | X | X | | ++ Yes completely | number of positions published in our web |
| Do we keep the administrative burden to a minimum for the candidate? | X | | | +/- Yes substantially | number of applications made by electronic register |
| Selection and evaluation phase | | | | | |
| Do we have clear rules governing the appointment of selection committees? | | X | X | ++ Yes completely | Fixed by law and/or internal rules |
| Do we have clear rules concerning the composition of selection committees? | | X | X | ++ Yes completely | Written guidelines |
| Are the committees sufficiently gender-balanced? | | X | X | -- No | To be improved |
| 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 substantially | Written guidelines |
| Appointment phase | | | | | |
| Do we inform all applicants at the end of the selection process? | | X | | ++ Yes completely | All results are published |
| Do we provide adequate feedback to interviewees? | | X | | -/+ Yes partially | Number of enquiries |
| Do we have an appropriate complaints mechanism in place? | | X | | ++ Yes completely | Number of complaints |
| Overall assessment | | | | | |
| Do we have a system in place to assess whether OTM-R delivers on its objectives? | | | | -- No | - |