

## TEMPLATE 3 – OTM-R Checklist

Case number: 2022ES611859

Name Organisation under review: **Fundación para la Investigación Biosanitaria de Andalucía Oriental (FIBAO)**

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### OTM-R Checklist

A specific self-assessment checklist is provided for Open, Transparent and Merit-Based Recruitment (OTM-R). Please report on the status of achievement, also detail on the indicators and the form of measurement used.

<i>OTM-R checklist for organisations</i>					
	Open	Trans-parent	Merit-based	Answer: ++ Yes, <i>completely</i> +/-Yes, <i>substantially</i> -/+ Yes, <i>partially</i> -- No	*Suggested indicators (or form of measurement)
<b>OTM-R system</b>					
1. Have we published a version of our OTM-R policy online (in the national language and in English)?	x	x	x	-/-	[web link]
2. Do we have an internal guide setting out clear OTM-R procedures and practices for all types of positions?	x	x	x	+/+	[Date of latest update; ensure that it is sent to all staff]

3. Is everyone involved in the process sufficiently trained in the area of OTM-R?	x	x	x	-/+	Existence of training programs for OTM-R
4. Do we make (sufficient) use of e-recruitment tools?	x	x		+/+	Web-based tool for (all) the stages in the recruitment process
5. Do we have a quality control system for OTM-R in place?	x	x	x	+/-	Date of the latest internal audit performed
6. Does our current OTM-R policy encourage external candidates to apply?	x	x	x	+/-	Trend in the share of applicants from outside the organisation
7. Is our current OTM-R policy in line with policies to attract researchers from abroad?	x	x	x	+/-	Trend in the share of applicants from abroad
8. Is our current OTM-R policy in line with policies to attract underrepresented groups?	x	x	x	+/-	Trend in the share of applicants among underrepresented groups (frequently women)
9. Is our current OTM-R policy in line with policies to provide attractive working conditions for researchers?	x	x	x	+/-	Trend in the share of applicants from outside the organisation
10. Do we have means to monitor whether the most suitable researchers apply?				+/-	Results on annual revision of OTM-Results
<b>Advertising and application phase</b>					
11. Do we have clear guidelines or templates (e.g., EURAXESS) for advertising positions?	x	x		+/+	-Advertising procedure. -Templates availability.
12. Do we include in the job advertisement references/links to all the elements foreseen in the relevant section of the toolkit?	x	x		+/-	Number of elements referenced/linked
13. Do we make full use of EURAXESS to ensure our research vacancies reach a wider audience?	x	x		-/+	The share of job adverts posted on EURAXESS
14. Do we make use of other job advertising tools?	x	x		+/+	Number of job positions published in other webs
15. Do we keep the administrative burden to a minimum for the candidate?	x			+/+	Number of documents required
<b>Selection and evaluation phase</b>					
16. Do we have clear rules governing the appointment of selection committees?		x	x	+/-	Statistics on the composition of panels
17. Do we have clear rules concerning the composition of selection committees?		x	x	+/+	Written guidelines
18. Are the committees sufficiently gender-balanced?		x	x	+/+	Women and men %

19. 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	+/-	Written guidelines
<b>Appointment phase</b>					
20. Do we inform all applicants at the end of the selection process?		x		+/-	Applicants informed (after the interviews) (%)
21. Do we provide adequate feedback to interviewees?		x		-/+	Applicants informed (after the interviews) (%)
22. Do we have an appropriate complaints mechanism in place?		x		-/-	Statistics on complaints
<b>Overall assessment</b>					
23. Do we have a system in place to assess whether OTM-R delivers on its objectives?				-/-	Date of the latest revision of the OTM-R results