



Policy of Finance Think on Open, Transparent, and Merit-based Recruitment of Researchers (OTM-R)

Job vacancy

FT assures procedures for recruitment of researchers and other professionals which are open, efficient, transparent and internationally comparable, and tailored to the type of job vacancy.

FT secures the need for researchers and other professionals through:

- 1) Public job advertisement in the daily or weekly press; and/or
- 2) Publishing within the Agency in charge for the employment.

When researchers and other professionals are employed by a public job advertisement, FT is obliged to list the conditions required to perform the job, the application deadline, which may not be less than 5 working days and the period within which FT will make the selection after the application deadline.

The job advertisement gives a broad description of the knowledge and competencies required and must not be narrowly specialized to reject the appropriate applicants. The job advertisement may include a description of the working conditions and opportunities for professional development.

In the job advertisement, in addition to other special conditions, FT shall indicate the beginning and the end of the daily and weekly working hours, the schedule of the working hours and the basic salary for the job position.

The published advertisement is in accordance with the Rulebook for job systematization in Finance Think.

Selection

The deadline for selection of the researcher(s) is 20 days after the expiry of the application period.

Before the selection, the candidates are being informed about the process of recruitment, the selection criteria, the number of positions and the perspective for a career development.

The selection is done by a panel of experts from FT or outside of it, which has gender balance and possesses the appropriate expertise and competencies.

If possible, the selection includes different selection practices, as written test, an external expert evaluation and a tete-a-tete interview.



FT may only require the candidate to submit evidence that he/she meets the requirements needed for the job vacancy.

The candidate shall submit an evidence that he/she meets the requirements for performance of the job and to inform FT of all known facts, important for the employment, as well for the diseases or other conditions that may disable or substantially limit the performance of the contract obligations, or may endanger the life or the health of the persons he/she contacts with during the performance of his tasks. The candidate is not obliged to answer the questions that are not directly related to the employment.

The selection process takes into account the full experience of the candidates and focuses not only on their total potential as researchers and other professionals, but on their creativity, independence and the other human qualities also.

Breaks and/or variations in candidates' career are considered as career development, or as a valuable contribution in the professional development as a researcher for a multidimensional career.

Any kind of research mobility, for example, a stay in other country/region or in other research environment (public or private), or a change from one to another discipline/sector, whether as a result of an initial research training or at a later stage of the research career, or a virtual mobility, are considered as a valuable contribution to the professional development of the candidate.

FT enables a proper assessment of the academic and professional qualifications, including informal qualifications, to all researchers and other professionals-candidates. The level of required qualifications is in line with the requirements of the job vacancy.

FT must, within five working days from the day of concluding the Employment contract, to notify the non-selected candidates and to display/announce the selected candidate. The notification may include information for the strengths and weaknesses of the non-selected candidates, individually for each candidate and in a confidential form.

The public job advertisement ends with selection, non-selection or with expiration of the deadline.