

**Declaration of the Olomouc University
Hospital on the *European Charter for
Researchers and the Code of Conduct for
the Recruitment of Researchers* and the
strategy for transparent and open
recruitment and stabilisation of
researchers**

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PREAMBLE

The Olomouc University Hospital (hereinafter referred to as FNOL) hereby subscribes to the basic principles of European standards for the development of human resources in the field of research and development, which are anchored in *the European Charter of Rights for Researchers*¹ (hereinafter referred to as the Charter), which aims to ensure that relationships between researchers and employers contribute to success in the development, transfer, sharing and dissemination of knowledge and technical development and in the career development of researchers. We also subscribe to the *Code of Conduct for the Recruitment of Researchers* (hereinafter referred to as the Code), which consists of a set of principles and requirements that employers should follow when appointing or recruiting researchers. FNOL hereby declares its commitment to act responsibly and provide fair conditions for researchers with the clear aim of contributing to the development of the European Research Area. The long-term goal of FNOL is to continuously increase attractiveness and prospects for its researchers and to provide conditions necessary for a long and impressive career in research and development, and to promote efficient work and productivity.

Relationships between researchers on the one hand and FNOL as an employer on the other hand are an important prerequisite for success in both research activities and career development of professional staff.

The recruitment of new employees at FNOL is governed in particular by the relevant provisions of the Labour Code and the internal rules set out in the Code of Practice and the methodological instruction Principles for Selection Procedures at FNOL.

Other relevant documents particularly include:

- Collective Bargaining Agreement
- FNOL Salary Regulations
- FNOL Code of Conduct

Recruitment of new researchers at FNOL aims to gradually align the related processes with the basic principles of the Charter and the Code:



¹ eur-lex.europa.eu/legal-content/CS/TXT/PDF/?uri=CELEX:32005H0251

Recruitment and Selection:

FNOL publishes information about job vacancies on its website and national job portals. All selection criteria, qualification requirements, length of professional experience, other job skills and required expertise are stated transparently in the advertisement. The advertisement also includes an overview of the competencies required for the position. During the recruitment and selection procedure, emphasis is placed on openness, transparency and objectivity throughout the process. The duration of the vacancy is 1 calendar month.

The selection of new employees is based on their professional erudition, previous experience, knowledge, skills, level and length of experience or results achieved throughout their career. Particular attention is paid to the assessment of academic and professional qualifications, and the mobility of the applicant is also taken into account. Other evaluated criteria include potential for development and personality aptitudes. The members of the selection panels are highly erudite experts who use a wide range of selection tools. High emphasis is placed on filling the vacancy with the most suitable candidate, regardless of gender, age, ethnicity or any other discriminatory element.

Transparency:

Candidates in the selection procedure are informed of the selection criteria at an early stage. At all stages of the selection procedure, they are kept informed of the progress or current status of the selection procedure. All candidates are informed of the outcome of the selection procedure at the end of the procedure and, in the case of individual interest, feedback is provided on their candidature.

Equal Opportunities:

The principle of equal opportunities is applied from the beginning of the selection procedure and throughout the entire professional life at FNOL. The organisation's corporate culture is oriented towards and places emphasis on the equal rights and dignity of all employees.

In Olomouc, 19 March 2024



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