

## **Proclamation of the National Heritage Institute regarding the *European Charter for Researchers* and *Code of Conduct for the Recruitment of Researchers* and the polity of open and transparent recruitment of researchers/experts**

The National Heritage Institute (henceforth NHI) endorses the basic principles of European standards of development of human resources in research and development as stated in the *European Charter for Researchers* (henceforth Charter) and in the *Code of Conduct for the Recruitment of Researchers* (henceforth the Code). As a research organisation, the NHI develops efforts to improve the quality of recruitment process and behaviours associated with recruitment of new researchers and experts. NHI's long-term goal is to become a more attractive institution for its staff, one that offers career prospects, and creates conditions for a long-term and attractive career in research and development. The selection and recruitment of new researchers and experts at the NHI aims at gradually bringing these processes in line with the basic principles and conditions stated in the Charter and the Code:

### **The principle of recognition of professional career and recognition of contribution**

Selection of researchers and experts takes into account the level of seniority and length of experience as well as results achieved during the entire professional career of all candidates. This process takes into account a wider range of evaluation criteria, including professional qualifications, prior results, prior experience, knowledge, skills, mobility, potential for development, eventually also personal attributes. Emphasis is always on a position being filled by the most suitable candidate, regardless of sex, age, ethnicity, or any other factor that might lead to discrimination.

### **The principle of equal opportunities**

The principle of equal opportunities is applied from the very beginning of the selection process as well as during all later stages of development of professional career. This principle does not, however, have priority over the criteria of quality and ability. The working environment and workplace culture of the NHI respect equal rights and dignity of all employees.

### **The principle of transparency**

Candidates are informed in advance about the conditions and criteria of selection. During all stages of the selection process, they are kept informed about the subsequent step and about the current state of the selection process. An integral part of this communication is the provision of feedback and all candidates who took part in a selection process are informed about its results.

### **The principle of openness**

The NHI publishes information about open positions on its website, in the internal information system (on the intranet), and on relevant domestic websites (e.g., jobs.cz). The is emphasis on all processes being open, effective, and adequate for the type of position that is being advertised.

Prague, 28 February 2023