



OPEN, TRANSPARENT, AND MERIT-BASED RECRUITMENT POLICY

CONTENTS:

- I. Main objectives and basic principles
- II. Stages of recruitment and selection process
- III. Internal mobility
- IV. Final provisions

I. Main objectives and basic principles

1.1. Main objective

The primary objective of the researcher recruitment and selection policy at Moldova State University is to define:

- Key principles guiding the process,
- Operational mechanisms for implementation,
- Procedures ensuring an open, transparent, and merit-based approach.

This policy aims to facilitate fair recruitment, selection, and employment while supporting the effective functioning of the institution.

1.2. Basic principles

To achieve this goal, the recruitment and selection of the scientific staff is performed according to the (quantitative and qualitative) human resources needs.

1.1.1. In order to comply with the requirements stipulated in the Human Resources Strategy of the European Union, the recruitment and selection policy is based on the following principles:

- the principle of transparency (access to information);
- the principle of equal opportunities (objective selection);

- the principle of merit evaluation (evaluation of candidates' experience);
- the principle of non-discrimination (avoiding forms of discrimination, based on: gender, ethnicity, nationality, social status, religion and belief, etc .; the principle will encourage external candidates to apply);
- the principle of avoiding the conflict of interests (observing the Code and the Ethics Regulation of MSU);
- the principle of efficiency and effectiveness (human resources needs are covered on time);
- the principle of personal data confidentiality etc.

(Labor Code of the Republic of Moldova, the Code of Education, Science and Innovation, the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers).

All these principles are going to ensure the selection and recruitment of the best candidates for enhancing the quality of scientific research carried out within MSU, increasing the international mobility degree, exchange of experience, etc.

II. Stages of recruitment and selection process

2.1. The recruitment and selection process is carried out according to the [Regulation on Organizing the Competition for Scientific Positions at Moldova State University](#) and [Regulation on Organizing the Competition for Didactic and Scientific-Didactic Positions at Moldova State University](#) elaborated in accordance with national regulatory acts.

2.2. In order to implement the recruitment and selection policy of MSU and the related regulations, a Contest Committee is appointed, approved by the Senate.

2.3. Vacancies are advertised on the MSU website, notice board etc. The announcements contain the following information: the institutional organizational chart, vacancies, job description, the profile of the ideal candidate, all then documents that are required to be submitted, the mechanisms of the recruitment process. The application files are both sent electronically and presented at the Human Resources Department.

2.4. The recruitment process includes several stages.

- a. The Contest Committee (2.1) carries out the evaluation of the candidate's file (checking the completeness of the file, evaluating the research skills, the level of modern languages, the presence of supporting documents, etc.). The presence of a recommendation letter specifying the research skills of the candidate is welcome.
- b. Consequently, the candidate presents his scientific results within the primary subdivision. Contest Committee sends the list of the candidates to the Scientific Council to be approved.

2.5. The recruitment decision is approved by the MSU Senate on the recommendation of the Contest Committee. The final result is communicated to all the candidates who participated in the recruitment procedure by the main Human Resources Department.

III. Internal mobility

In the interest of increasing the retention rate of the performing human capital and of ensuring the scientific performance, MSU encourages internal mobility, which is based on the following principles: professional attitude (the researchers know the strategic objectives that

regulate the research environment), professional responsibility (scientific research relevant to the society is performed), freedom of research (scientific researchers are free to express, think, identify research methods according to ethical practices and principles, and to respect intellectual property), evaluation and appreciation systems (according to internal regulations) etc.

(Labor Code of the Republic of Moldova, the Code of Education, Science and Innovation, the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, the Ethics Code, Internal Order Regulation).

IV. Final Provisions

This document may be revised according to certain circumstances.