

---

# Recruitment & career principles

---

The university has adopted a new Competitive Hiring Process Code , which reflects the **principles of open, transparent, and merit-based recruitment**. According to this regulation, all hiring processes must be advertised in English and on non-university websites so that candidates from other institutions or abroad can have access to them. The regulation further modifies the internal rules on how selection procedures should look like, how candidates should be evaluated, and how selection committees should function. A new career website has been created for applicants. The pilot launch of a new internal application for hiring procedures contributes to the acceleration of standardizing procedures across the university, primarily through the digitalization and automation of processes.

To support employee development, framework principles for career growth have been established for academic and research staff, lecturers, and technical-administrative staff . These principles also include the establishment of an evaluation process, aligning with the core idea of the strategic plan, “The best people make the best university.”