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HR Excellence

Aalto University Statement on Open, Transparent and Merit-based Recruitment of Researchers (OTM-R)

11.9.2026
Aalto HRS

Open, Transparent and Merit-based Recruitment at Aalto

OTM-R in a nutshell



01

OPEN - Equal access and inclusive recruitment

Open recruitment provides equal access to academic positions and supports a broad and diverse applicant pool.

02

TRANSPARENT - Clear criteria and structured processes

Selection criteria, assessment processes, roles and decision-making are clearly defined and communicated.

03

MERIT-BASED - Holistic and responsible assessment

Candidates are assessed against relevant criteria through holistic expert evaluation, recognising diverse academic merits and contributions.

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01 OPEN
Equal access and inclusive recruitment

- Academic positions are openly advertised in accordance with Aalto's recruitment and career policies.
- Job advertisements provide relevant information about the position, requirements and selection criteria.
- Recruitment aims to reach a broad and diverse pool of qualified candidates nationally and internationally.
- Inclusive and gender-neutral language and attention to potential bias support equal opportunities in recruitment.
- Aalto Talent Search complements open recruitment by supporting targeted outreach, particularly in international recruitment and fields where diversity remains limited.

Key principle: Equal opportunity to apply and compete for academic positions.

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02 TRANSPARENT

Clear criteria and structured processes

- University-level policies define recruitment processes, responsibilities, decision-making and assessment procedures for different academic positions.
- Selection and assessment criteria are defined according to the position and career stage and communicated to candidates.
- Structured processes, templates and guidance support consistent implementation across the university.
- Recruitment committees and academic leaders receive guidance and orientation on their roles and responsibilities.
- Candidates are informed about the progress and outcome of the recruitment process in accordance with Aalto's recruitment practices.

Key principle: Clear criteria, defined responsibilities and understandable processes.

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03 MERIT-BASED

Holistic and responsible assessment

- Qualitative expert assessment forms the basis of academic evaluation; quantitative indicators are used as complementary information where relevant.
- Assessment recognises diverse academic contributions, including research, teaching, supervision, leadership, open science and societal impact, as relevant to the position.
- External peer review is used in academic recruitment and advancement processes where required by the applicable career policy.
- Assessment practices follow Aalto's commitments to responsible researcher assessment.
- Aalto is committed to **DORA**, the **Agreement on Reforming Research Assessment (CoARA)** and the Finnish national recommendations for responsible researcher evaluation.

Key principle: The relevant merits of each candidate are assessed holistically and responsibly.

Supporting fair and responsible recruitment

Fair and responsible recruitment is supported by attention to equality, inclusion, impartiality and professional recruitment practices throughout the process.

Equality and inclusion

EDI perspectives are integrated into recruitment guidance, training and committee practices to support equal opportunities and mitigate bias.

Impartiality

Recruitment and assessment follow Aalto's principles and guidance on objectivity, impartiality and conflicts of interest.

Competence and support

HR Partners, recruitment committees and academic leaders are supported through guidance, orientation, training and practical tools.

Candidate experience

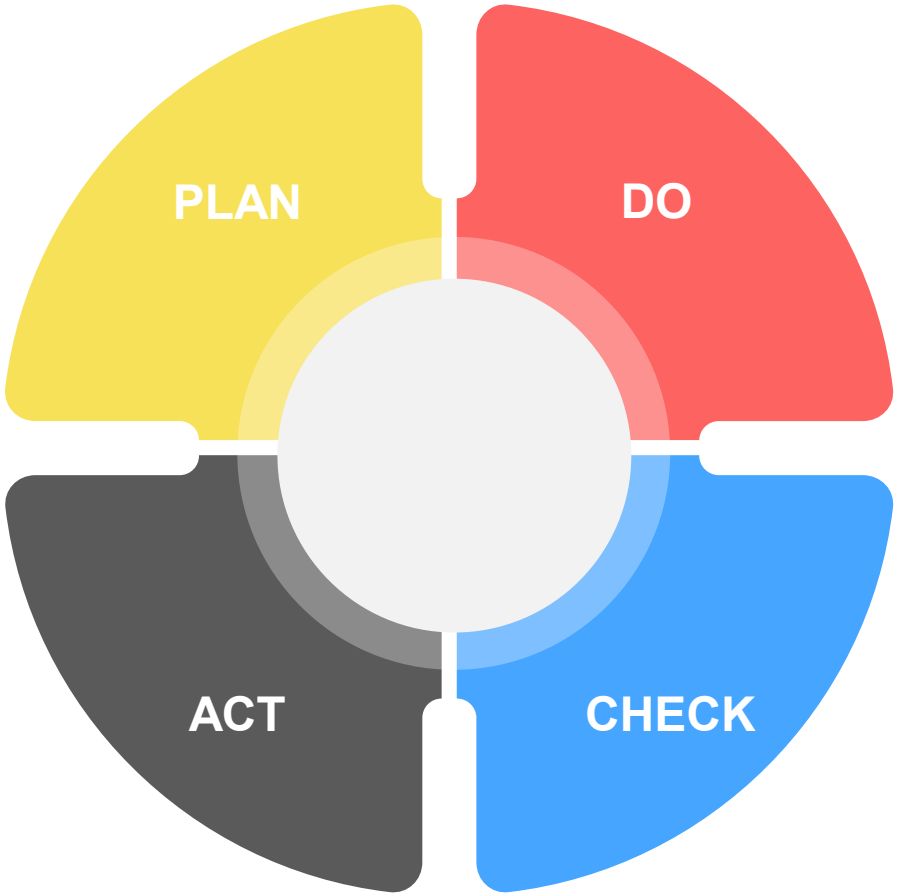
Aalto aims to provide candidates with a professional, respectful and transparent recruitment experience throughout the process.

Continuous development and monitoring

OTM-R is embedded in Aalto's academic recruitment and career policies and developed as part of the university's continuous improvement processes.

PLAN - Set principles and identify development needs

Policies define recruitment principles, criteria, roles and processes. Development needs are identified through strategy, feedback, data and evolving requirements.



DO - Implement and support

HR Partners, academic leaders and recruitment committees implement the policies, supported by guidance, training and practical tools.

ACT - Review and improve

Policies, practices, guidance and tools are updated based on findings and developments in responsible researcher assessment and the European framework.

CHECK - Monitor and evaluate

Recruitment data, feedback and implementation experience are used to monitor practices and identify areas for improvement

Key policies and further information

Academic recruitment and careers

- Tenure Track Policies and Procedures
- Lecturer Career System Policies and Procedures
- Other Academic Positions Policies and Procedures

Responsible assessment

- Responsible research assessment at Aalto
- CoARA
- DORA
- Aalto CoARA Action Plan

Equality and quality recruitment

- Equality, Diversity and Inclusion at Aalto
- Objectivity and impartiality guidance
- Aalto Code of Conduct

European framework

- HR Excellence in Research
- European Charter for Researchers
- Open, Transparent and Merit-based Recruitment (OTM-R)



Kiitos
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