	Open	Transparent	Merit-Based	Answer: (++Yes completely / +- Yes substantially / -+ Yes partially / -- no)	Suggested indicators (or form of measurement)
OTM-R system					
Have we published a version of our OTM-R policy online (in the national language and in English)?	x	x	x	-+	https://www.elke.uoc.gr/management/rules/guide (P.46-50) Overall summary & translation in English to be uploaded (in progress)
Do we have an internal guide setting out clear OTM-R procedures and practices for all types of positions?	x	x	x	+-	http://www.elke.uoc.gr/docs/OXE-2020.pdf
Is everyone involved in the process sufficiently trained in the area of OTM-R?	x	x	x	+-	Personnel working with HR recruitment are aware of national legislation and UoC guidelines on recruitment. Specific OTM-R training programmes to be held annually
Do we make (sufficient) use of e-recruitment tools?	x	x		++	e.g Apella (Ministry of Education platform for faculty positions); Euraxess job portal
Do we have a quality control system for OTM-R in place?	x	x	x	+-	UoC Research Committee; Head of HR Directorate
Does our current OTM-R policy encourage external candidates to apply?	x	x	x	-+	Use of Euraxess platform, University of Crete website, 'Diavgeia' (gov.gr) platform, all Greek Universities' and Research Centers' mailing lists &/or websites, government gazette.
Is our current OTM-R policy in line with policies to attract researchers from abroad?	x	x	x	-+	https://en.uoc.gr/staff (information in University website)
Is our current OTM-R policy in line with policies to attract underrepresented groups?	x	x	x	+-	UOC gender equality plan https://www.uoc.gr/files/items/8/8664/sdif_panepistimio_kritis_anartisi.pdf (translation in English in progress) UoC joined the Scholars at Risk (SAR) network in 2021. To monitor application data for these & other minority groups.
Is our current OTM-R policy in line with policies to provide attractive working conditions for researchers?	x	x	x	-+	Regulatory provisions for flexible working schedule, distance working, parent or caretaker leaves. Staffs have access to the University's Occupational Medical Officer free of charge + access to daycare for staff with children. Available sponsorships/bursaries are advertised through UoC website.

	Open	Transparent	Merit-Based	Answer: (++Yes completely / +– Yes substantially / –+ Yes partially / –– no)	Suggested indicators (or form of measurement)
Do we have means to monitor whether the most suitable researchers apply?				––	N/A
Advertising and application phase					
Do we have clear guidelines or templates (e.g., EURAXESS) for advertising positions?	x	x		+–	Euraxess + 'Diavgeia' (gov.gr)
Do we include in the job advertisement references/links to all the elements foreseen in the relevant section of the toolkit?	x	x		–+	partial information; to update and enrich website
Do we make full use of EURAXESS to ensure our research vacancies reach a wider audience?	x	x		++	Yes – KPI researcher vacancies advertised through Euraxess Jobs portal. During the last two academic years 136 research vacancies have been advertised in Euraxess job portal.
Do we make use of other job advertising tools?	x	x		–+	Expand use of other tools (eg LinkedIn)
Do we keep the administrative burden to a minimum for the candidate?	x			–+	E-management of applications has reduced administrative burden, but further steps are necessary to reduce it to a minimum. National regulations governing procedures determine burden &/or largely proscribe options.
Selection and evaluation phase					
Do we have clear rules governing the appointment of selection committees?		x	x	++	http://www.elke.uoc.gr/docs/OXE-2020.pdf P.47-48
Do we have clear rules concerning the composition of selection committees?		x	x	++	http://www.elke.uoc.gr/docs/OXE-2020.pdf P.47-48
Are the committees sufficiently gender-balanced?		x	x	++	Gender equality plan of the UoC. Action Plan includes target for proportional representation on selection committees https://www.uoc.gr/files/items/8/8664/sdif_panepistimio_kritis_anartisi.pdf (translation in English in progress)

	Open	Transparent	Merit-Based	Answer: (++Yes completely / +- Yes substantially / -+ Yes partially / -- no)	Suggested indicators (or form of measurement)
Do we have clear guidelines for selection committees, which help to judge 'merit' in a way that leads to the best candidate being selected?			x	++	Code of Ethics in Research: https://www.uoc.gr/files/items/6/6116/kod-ithik-kanon.leit..pdf ELKE Guide: http://www.elke.uoc.gr/docs/OXE-2020.pdf (p. 46-50)
Appointment phase					
Do we inform all applicants at the end of the selection process	x			++	By email, Announcement on ELKE webpage and/or on University webpage, Announcement on Diavgeia platform
Do we provide adequate feedback to interviewees?	x			-+	Upon request
Do we have an appropriate complaints mechanism in place?	x			++	http://www.elke.uoc.gr/docs/OXE-2020.pdf (P.49) Right to appeal/challenge the selection decision through the relevant body making the call: Research Committee or HR Department
Overall assessment					
Do we have a system in place to assess whether OTM-R delivers on its objectives?				+-	Both HR offices and committees review regulations and procedures in line with OTM-R parameters + In progress of ISO certification