

HR Excellence in Research

OTM-R Checklist

OTM-R Checklist

Case number

2025RO297888

Name Organisation under review

Universitatea "Valahia" din Târgoviște

Organisation's contact details

Aleea Sinaia no.13, Targoviste, Dambovita, 130004, Romania

Date endorsement charter and code

30/01/2025

Submission date to the European Commission

29/01/2026

OTM-R checklist

A specific self-assessment checklist is provided for OTM-R. Please report on the status of achievement, and also detail on the indicators and the form of measurement used.

- The 'Open', 'Transparent' and 'Merit-based' checkboxes are indicative of the types of policies and practices the questions refer to, as detailed in the European Charter for Researchers. They are preset in the HR Excellence in Research e-tool and cannot be changed. Institutions do not need to act in this respect.
- The difference between '+/- Yes substantially' and '-/+ Yes partially' ratings is that, in the first case, the volume of the remaining work to be done until completion is small compared to the effort that has been put so far in that direction, whereas for '-/+ Yes partially', the remaining work is either the same in volume or more than what has been achieved.

- For the 'Suggested indicators' column, whenever the user hovers the mouse over the row dedicated to each question, a small text box will pop up, indicating options of potential indicators to use. However, each institution needs to define its own means of measuring the effectiveness of its OTM-R policy, which should be further reviewed and adapted as necessary.

	Open	Transparent	Meritbased	Answer:	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	-/+ Yes partially	The document in the national language is in public debate posted at: https://www.valahia.ro/documente/documente-in-dezbatere/
Do we have an internal guide setting out clear OTM-R procedures and practices for all types of positions?	x	x	x	++ Yes completely	In agreement with the VUT regulations respecting the current national Romanian legislation https://www.valahia.ro/wp-content/uploads/M-15-Metodologie-de-concurs-pentru-ocuparea-posturilor-didactice-si-de-cercetare-2025.pdf
Is everyone involved in the process sufficiently trained in the area of OTM-R?	x	x	x	++ Yes completely	In agreement with Decision No. 1,336 of 28 October 2022 regarding the approval of the Framework Regulation on the organization and career development of contractual personnel in the budgetary sector financed from public funds issued by: The Government of Romania Published in: Official Gazette No. 1078 of 8 November 2022, and subsequent modifications - VUT has the Commission for Quality Assurance that oversees all the activities according to specific procedures certified periodically by external organizations for quality assurance (AEROQ) https://www.valahia.ro/wp-content/uploads/REG-01-CEAC-Regulament-de-organizare-si-functionare-a-comisei-de-evaluare-si-asigurare-a-calitatii.pdf In the VUT structure, there is a Compartment for the management of the quality https://www.valahia.ro/wp-content/uploads/REG-01-CMC-Regulament-de-organizare-si-functionare-a-Compartimentului-Managementul-Calitatii.pdf
Do we make (sufficient!) use of e-recruitment tools?	x	x		+/- Yes substantially	On the VUT website for all open positions i.e., a) teaching and research: https://www.valahia.ro/posturi-in-concurs/personal-didactic/ b) auxiliary and not didactical positions: https://www.valahia.ro/posturi-in-concurs/personal-didactic-auxiliar-si-nedidactic/ c) open vacancies in projects: https://www.valahia.ro/posturi-in-concurs/posturi-vacante-proiecte/ d) intellectual services for sustaining research contracts: https://www.valahia.ro/posturi-in-concurs/selectare-recrutare-contract-de-antrepriza/ On external e-tools: https://euraxess.ec.europa.eu/information/centres/valahia-university-targoviste https://jobs.mcid.gov.ro/ https://monitoruloficial.ro/concursuri-posturi-publice/ https://international.valahia.ro/foreign-language-studies/international-scholarship-holders/ More international e-tools should be considered to attract foreign talented researchers.
Do we have a quality control system for OTM-R in place?	x	x	x	++ Yes completely	Quality control mechanisms are in place at the institutional level and function consistently in all areas of activity (education, research, innovation). https://www.valahia.ro/documente/documenta-smc/ The website section contains relevant information related to the quality management system (SMC), including the OTM-R approach, i.e., Chart of VUT, Quality Policy, the Innovation Policy, the Quality Assurance Code, the SMIn SR 13572 Certificate (Innovation Management System at VUT for the field: Research-development-innovation, technological transfer, technical expertise, and professional training in the areas of: Mathematics and Natural Sciences, Engineering Sciences, Social Sciences, Humanities and Arts), and the ISO 9001 Certificate—both updated recently in 2025 through external certification by an independent specialized body, as well as the annual internal evaluation reports on the quality of education.

	Open	Transparent	Meritbased	Answer:	Suggested indicators (or form of measurement)
Does our current OTM-R policy encourage external candidates to apply?	x	x	x	+/- Yes substantially	In accordance with current Romanian regulations, applications from external candidates are welcome; however, proficiency in the Romanian language is required. In recent years, researchers from the Romanian diaspora have been strongly encouraged and supported to apply for available positions. At VUT, all open positions are advertised in English as well, on the website, e.g., https://www.valahia.ro/wp-content/uploads/DPPD-Conferentiar-pozitia-4-en.pdf
Is our current OTM-R policy in line with policies to attract researchers from abroad?	x	x	x	-/+ Yes partially	At present, international candidates rarely apply, mainly due to language barriers—most internal documentation is available only in Romanian—limited proficiency in Romanian, and the relatively low competitiveness of Romanian research salaries. In addition, budget-funded positions have frequently been subject to hiring freezes in recent years, further reducing opportunities for external applicants. Suggested indicator: Within a maximum of two years, the institution will publish the OTM-R policy and strategy in English, aligned with national policies for attracting researchers from abroad, clearly outlining the rights, obligations, employment conditions, and employee benefits applicable to candidates after submitting their application. The role of the EURAXESS Centre of VUT (one of the 17 centres existing in Romania) will be crucial and will coordinate these actions with the support of the EURAXESS Romania Network.. https://www.euraxess.gov.ro/romania/romania-network/#romania-network-tab-2-name
Is our current OTM-R policy in line with policies to attract underrepresented groups?	x	x	x	-/+ Yes partially	The VUT methodology for the recruitment and selection of candidates for teaching and research positions promotes gender equality and upholds a merit-based approach to ensure the selection of the most qualified applicants. The recruitment process prohibits any form of discrimination based on gender, age, ethnicity, nationality, or social origin, religion or belief, sexual orientation, language, disability, political opinion, or social or economic background. At this moment, no specific recruitment or selection measures are currently implemented to actively attract candidates from underrepresented groups. Since 2025, VUT has been a member of the KreativEU (Knowledge & Creativity European University) European Universities Alliance, together with another 10 Universities with which it works to develop international policies, including means to attract underrepresented groups. https://www.kreativeu.org/
Is our current OTM-R policy in line with policies to provide attractive working conditions for researchers?	x	x	x	++ Yes completely	Valahia University's OTM-R policy is broadly aligned with national rules and European principles for ensuring attractive working conditions for researchers. The policy promotes transparent, merit-based recruitment, equal treatment of candidates, and compliance with national and European standards on academic employment. It supports fair evaluation procedures, clarity of selection criteria, and nondiscrimination, which are core components of attractive working conditions. Furthermore, VUT has two modern campuses with research facilities located in two counties i.e., Targoviste, and Alexandria. In the last two years, financial and logistic support were provided for researchers according to their performance, merit, and contribution to the academic prestige of VUT. https://www.valahia.ro/cercetare-new/gala-cercetarii-stiintifice/
Do we have means to monitor whether the most suitable researchers apply?				+/- Yes substantially	VUT has the means to monitor the suitable researchers by following the National Legislation, focusing on the fulfillment of national standards and internal standards for all the domains of the University, invitation of reputed researchers in the selection commissions, contestation commissions, etc. https://www.valahia.ro/wp-content/uploads/Standardele_minimale_pentru_conferinta_titularilor_didactice_invatamant_superior_OMENCS_6129_2016.pc https://www.valahia.ro/wp-content/uploads/M-15-Metodologie-de-concurs-pentru-ocuparea-posturilor-didactice-si-de-cercetare-2025.pdf https://www.valahia.ro/wp-content/uploads/L319_2003-privind-Statutul-personalului-de-cercetare-dezvoltare.pdf Nevertheless, some areas remain for further development. While the current OTM-R framework covers fundamental aspects such as equal opportunities, merit-based selection, and transparent procedures, further enhancement is needed in areas such as: - systematically promoting opportunities to international candidates, offering recruitment materials and procedures in English, - implementing targeted measures to attract underrepresented groups, and increasing visibility of benefits and working conditions. Ongoing improvements, such as the planned publication of the OTM-R policy and strategy in English and updates to recruitment materials, will strengthen alignment with EU expectations and further contribute to creating more attractive and competitive working conditions for researchers.
Advertising and application phase					

	Open	Transparent	Meritbased	Answer:	Suggested Indicators (or form of measurement)
Do we have clear guidelines or templates (e.g., EURAXESS) for advertising positions?	x	x		++ Yes completely	https://www.euraxess.gov.ro/romania/romania-network#romania-network-tab-2-name Valahia University Targoviste has a Career Orientation Centre: CNDCSM, which is an EURAXESS centre part of the EURAXESS Romania Network (Contact: office@cndsm.eu)
Do we include in the job advertisement references/links to all the elements foreseen in the relevant section of the toolkit?	x	x		++ Yes completely	The job advertisement provide both in Romanian and also in English comprehensive information regarding the vacant position, including the role description, the list of required application documents, and all legal eligibility criteria applicable to candidates under the university's regulatory framework. For example: English: https://www.valahia.ro/wp-content/uploads/FSU-DI-profesor-pozitia-5-en.pdf Romanian - https://www.valahia.ro/wp-content/uploads/FSU-DI-profesor-pozitia-5-ro.pdf
Do we make full use of EURAXESS to ensure our research vacancies reach a wider audience?	x	x		-/+ Yes partially	We plan to post all future vacancies on EURAXESS portal for a wide audience https://euraxess.ec.europa.eu/partnering/organisations?P%5B0%5D=keywords%3AValahia However, this depends importantly on the Government strategy and funding regarding the research and job opportunities.
Do we make use of other job advertising tools?	x	x		++ Yes completely	On the VUT website for all open positions i.e., a) teaching and research: https://www.valahia.ro/posturi-in-concurs/personal-didactic/ b) auxiliary and not didactical positions: https://www.valahia.ro/posturi-in-concurs/personal-didactic-auxiliar-si-nedidactic/ c) open vacancies in projects: https://www.valahia.ro/posturi-in-concurs/posturi-vacante-proiecte/ d) intellectual services for sustaining research contracts: https://www.valahia.ro/posturi-in-concurs/selectare-recrutare-contract-de-antrepriza/ On external e-tools: https://euraxess.ec.europa.eu/information/centres/valahia-university-targoviste https://jobs.mcid.gov.ro/ https://monitoruloficial.ro/concursuri-posturi-publice/ https://international.valahia.ro/foreign-language-studies/international-scholarship-holders/
Do we keep the administrative burden to a minimum for the candidate?	x			++ Yes completely	The administrative personnel of the Human Resources Bureau and the Law Office provide candidates with all required guidance and support throughout each stage of the registration and evaluation process, ensuring compliance with procedural steps and timely completion of all formalities. At all faculties, and the research institute - ICSTM, there exists a commission of three experts for checking the academic record of the candidate based on the approved standards to validate the candidature
Selection and evaluation phase					
Do we have clear rules governing the appointment of selection committees?		x	x	++ Yes completely	The rules governing the appointment of selection committees are in line with the Law of Higher Education No. 199/2023 (L.I.S.), published in July 2023, which establishes the legal framework for Romanian university education, research, and training. It regulates the structure, operation, and quality assurance of higher education, replacing previous legislation from 2011 to align with modern European standards, including equal access and non-discrimination. The Chart of VUT, recently updated in June 2025, and previously mentioned methodologies stipulate clearly the criteria of selection.
Do we have clear rules concerning the composition of selection committees?		x	x	++ Yes completely	The previously mentioned documents ensure a fair composition of the selection committee based on expertise in the domain, a good representation at the international level, and ethical compliance. Complementary rules are imposed by the Decision No. 1,336 of 28 October 2022 regarding the approval of the Framework Regulation on the organization and career development of contractual personnel in the budgetary sector financed from public funds https://legislatie.just.ro/Public/DetaliuDocumentAfis/261250

	Open	Transparent	Meritbased	Answer:	Suggested indicators (or form of measurement)
Are the committees sufficiently gender-balanced?		x	x	++ Yes completely	The composition of recruitment committees is determined by the competence and experience of their members, with deliberate efforts made to ensure gender-balanced representation. At VUT, a guide to gender equality at Valahia University of Târgoviște is in place https://www.valahia.ro/wp-content/uploads/Ghid_egalitate_gen_UVT_Ed.1.pdf
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	++ Yes completely	The Internal Procedures Methodology for the Recruitment and Selection Process, updated in 2025, establishes transparent merit-evaluation guidelines designed to support fair assessments and the selection of the most competent candidate. https://www.valahia.ro/wp-content/uploads/M-15-Metodologie-de-concurs-pentru-ocuparea-posturilor-didactice-si-de-cercetare-2025.pdf
Appointment phase					
Do we inform all applicants at the end of the selection process?		x		++ Yes completely	Yes, all results are formally published on the university's official website, in accordance with institutional transparency requirements. https://www.valahia.ro/posturi-in-concurs/personal-didactic/
Do we provide adequate feedback to interviewees?		x		++ Yes completely	Yes, candidates participating in vacancy competitions receive adequate feedback. The university provides applicants with information regarding the outcome of each stage of the selection process according to a calendar validated by the Senate, including evaluation results and the reasoning behind the committee's decisions, in accordance with internal procedures and transparency requirements. Candidates may also request additional clarifications from the Human Resources Bureau or the contestation committee, and such requests are addressed in a timely and structured manner according to the methodology approved in VUT.
Do we have an appropriate complaints mechanism in place?		x		++ Yes completely	Contestation committees and procedures are regulated to ensure a proper complaints mechanism according to the national regulations and internal procedures.
Overall assessment					
Do we have a system in place to assess whether OTM-R delivers on its objectives?				-- No	At present, the system designed to monitor the effectiveness of the OTM-R implementation in achieving its objectives is still under development, so as to ensure full alignment with the specific context and institutional structure of VUT. Recent transformations within Romanian higher education—driven by the new Higher Education Law and subsequent regulatory frameworks—together with the redefinition of the University's mission and internally driven reforms aimed at enhancing research performance, have generated substantial structural changes. These developments have required time for adaptation, revision of methodologies, procedures, and regulations, as well as the comprehensive update of the VUT Charter in 2025. Despite these delays, the academic community of VUT remains committed to establishing a robust and functional OTM-R monitoring and assessment system in the shortest possible timeframe.

Approved for external dissemination
 Vice-Rector in charge of Research and Academic Creativity
 Valahia University of Targoviste