

RECRUITMENT POLICY AT POZNAN UNIVERSITY OF MEDICAL SCIENCES (PUMS)

In accordance with the PUMS procedures, the process of hiring academic staff is conducted in an open and transparent manner.

Recruitment shall be conducted without any discrimination as to nationality, gender, race, colour, ethnic or social origin, genetic characteristics, language, religion or belief, political or other opinion, belonging to a national minority, wealth, birth, disability, age or sexual orientation.

In the hiring process, PUMS recognizes access to the employment for people with disabilities, as well as the principles of equal opportunities, including gender equality, while preserving equal language in communication and in recruitment materials.

All job requisitions and competitions for posts as well as admission results are published on the PUMS website www.ump.edu.pl/praca-w-ump, with a division into particular groups of employees.

Each job posting shall contain a description containing job requirements and qualifications necessary for the post.

Members of the admission committees and the administration are obliged to comply with the documents binding in PUMS throughout the recruitment process:

- PUMS Work Regulations - Order No. 70/19 of the Rector of Poznan University of Medical Sciences of 30 September 2019, amended by Order No. 50/20 of 27 May 2020
- Regulations against mobbing at Poznan University of Medical Sciences - Order No. 10/16 of the Rector of Poznan University of Medical Sciences of 10 February 2016
- Resolution No. 8/20 of Rector of Poznan University of Medical Sciences of January 28, 2020 on prevention of discriminatory practices and Resolution No. 86/21 of Rector of Poznan University of Medical Sciences of June 30, 2021 appointing Committee on Prevention of Discrimination at Poznan University of Medical Sciences
- Code of Ethics for Employees of Poznan University of Medical Sciences - Order No. 92/16 of the Rector of Poznan University of Medical Sciences of 22 September 2016
- Act of 20 July 2018. -The Law on Higher Education and Science (Journal of Laws 2018.1668 as amended)
- Act of 26 June 1974. - Labour Code (i.e. Journal of Laws 2018. 917 as amended)