

## 2019 Quality Culture Committee Statement on Employment Policy

The selection of academic personnel is conducted based on an open competition and meets the requirements of the legislation and Regulation on Educational and Research Activities. During selection of other employees, it is important to follow the following provisions:

1. Personnel selection at New Vision University is based on the principles of openness, transparency, equality and fair competition;
2. Staff can be selected both inside and beyond the university. In order to personnel selection, the university prefers to encourage internal staff, as it is important to motivate them by giving career opportunities to advance. However, while creating a new staff unit the university bears in mind importance of having equal opportunities and competitive environment, which is reflected in finding new staff;
3. For the purpose of hiring personnel, any measure, approach and their combination permitted by the legislation can be selected, which is most consistent with the university mission, objectives and aims at the particular moment;
4. As an exception, it is permitted to hire or transfer personnel without competition, in accordance with qualifications and experience of employees.