Good practice and criteria for selecting candidates when conducting an open competition at

Wroclaw University of Health and Sport Sciences.

1. Good practice

At Wroclaw University of Health and Sport Sciences in the course of the competition conducted, all the experience gained during the professional career is taken into account.

**Principles applied in recruitment activities:**

1. It is necessary to be guided by truth, justice and objectivity, and reject all discrimination.
2. It is necessary to ensure proper selection of scientific and teaching staff.
3. It is necessary to conduct recruitment procedures in an open and transparent manner
4. Candidate selection criteria

**Academic achievements taken into account when recruiting candidates:**

1) Scientific articles in journals with IF impact indicator,

2) scientific articles in journals without IF impact indicator,

3) works published in the materials of foreign and international conferences,

4) works published in the materials of national conferences,

5) monographs, chapters in monographs,

6) number and type of reviews prepared,

7) citations, Hirsch index,

8) scientific awards..

**Scientific supervision:**

1) the number of promoted PhDs,

2) number of doctoral dissertations in progress,

3) experience as an assistant promoter

**Scientific research management and teamwork:**

1. managing research projects including: EU, international, KBN, MNiSW, NCN, NCBiR,
2. participation in research projects,
3. experience in scientific teams

**Transfer of knowledge and mobility:**

1. participation in R&D projects,
2. work experience gained outside the university,
3. experience in mobility programs (interuniversity, international).

**Innovation activities:**

1. patents, patent applications,
2. implementations, scientific, teaching, organizational innovations.

**Spreading scientific awareness in society:**

1. popular science publications,
2. experience in spreading scientific awareness in society,
3. lectures.

**Didactic activities:**

1. experience in teaching,
2. experience in developing didactic materials,
3. textbooks and scripts,
4. awards or honors for didactic work,
5. leadership or participation in didactic grants and projects,
6. participation in didactic conferences,
7. completed training, didactic courses,
8. completed didactic internships.

**Organizational activities:**

1. experience in organizing and managing scientific and didactic activities,
2. participation in the work of committees, teams, scientific, didactic, health care, sports or tourism organizations.

**Other important achievements:**

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