

Public Commitment to a Transparent, Equal, and Non-Discriminatory Recruitment Process



At INDRC and CLARA, we are committed to ensuring that every stage of our recruitment, onboarding, evaluation, and career advancement process is based on the principles of transparency, fairness, equal opportunity, merit, and non-discrimination. We believe that scientific excellence and institutional growth depend on attracting and supporting talented individuals from diverse backgrounds, and that every person must be given a fair and respectful opportunity to contribute and grow.



All vacancies are publicly communicated through appropriate institutional and professional channels with clear role descriptions, required qualifications, expected competencies, responsibilities, and transparent selection criteria. Every job advertisement is reviewed to ensure the use of gender-inclusive, neutral, and welcoming language, avoiding wording that may unintentionally discourage applications from underrepresented groups. The aim is to create equal access to opportunities for all qualified candidates.



The selection process is carried out using structured and competence-based assessment methods, including standardized evaluation sheets, clearly defined interview questions, documented scoring criteria, and written justification of selection decisions where appropriate. This approach helps ensure that recruitment decisions are based solely on professional merit, research excellence, skills, experience, and potential, rather than subjective perceptions or personal bias.



INDRC and CLARA maintain a firm commitment that no applicant or staff member shall be disadvantaged or excluded on the basis of gender, age, nationality, ethnicity, religion, disability, family or parental status, language, social background, career stage, or any other legally protected or ethically relevant characteristic. The same principles apply not only to hiring, but also to onboarding, probation, performance evaluation, access to training, mentoring, mobility opportunities, leadership pathways, remuneration progression, and promotion decisions.



Special attention is also given to the career advancement journey after recruitment. Professional growth opportunities are designed to remain transparent and equally accessible through clear expectations, structured development pathways, fair performance reviews, and documented promotion criteria. New employees are supported through inclusive onboarding processes, equal access to institutional resources, and guidance mechanisms that allow them to integrate smoothly into the research and operational environment.