

**AMENDMENT NO. 1
TO THE RULES FOR
SELECTION PROCEDURES
OF BUT**

Heading

Approval by AS: 31.1.2023
Validity: as of the day of registration with the Ministry of Education, Youth and Sports
(see below)
Effectiveness: Personnel Department of Rectorate
Obligation: all BUT units
Number of pages: 2
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Registration

In accordance with Section 36(2) of Act No. 111/1998 Coll., on Higher Education Institutions and on the Modification and Amendment of Other Acts (the Higher Education Act), the Ministry of Education, Youth and Sports registered these internal regulations under Ref.No. MSMT-5938/2023-2

Mgr. Karolína Gondková
Director of Higher Education Department

Section 1
Subject Matter of Modification

The current wording of Section 4 is repealed and replaced by the following:

1. *To fill a job position with an employee under an employment relationship, a selection procedure is required unless otherwise specified.*
2. *A selection procedure is not required when rehiring an employee for the same position they currently hold.*
3. *A selection procedure is not required when an employee transfers within the workplace or from one workplace to another within the BUT and the job is of the same nature as defined in the employment contract.*
4. *A selection procedure is not required when filling the position of an extraordinary professor.*
5. *A selection procedure is not required for the appointment of a non-academic employee in a research and development project that, during the preparatory phase, requires the identification of future employees, including their qualifications and previous scientific achievements. When filling a job position in this manner, the procedure according to Section 4, subsection 2 and 3 of these Rules do not apply after the project's completion.*
6. *A selection procedure is not required when filling a technical/office position or a blue-collar position classified in wage grades T1 to T6 under the BUT Wage Rules.*
7. *A selection procedure is not required if the selected candidate refuses to start work or if their employment ends during the trial period; the next candidate in line may be approached in such a case. If there is no further candidate in line or the candidate refuses to start work, a new selection procedure is conducted.*
8. *No selection procedure is required when filling a position of an employee who is*
 - a) *on long-term sick leave for the duration of the incapacity for work,*
 - b) *on maternity or parental leave for the duration of the incapacity to work,*
 - c) *or absent for an extended period due to other reasons on the employee's side.*
9. *A selection procedure is not required for the intention to fill the position of a research specialist I (wage grade V1 according to the BUT Wage Rules).*

The current wording of Section 18, subsection 3 is repealed and replaced by the following:

If an unsuccessful candidate who participated in an interview for an academic, non-academic scientific, research and development position requests an evaluation of their participation in the selection procedure within 7 days of the notification of the Advertiser's decision, the Committee shall provide it to them.

Section 2
Final Provisions

1. This Amendment No. 1 to the Rules for Selection Procedures of BUT (hereinafter referred to as the "Rules") was approved pursuant to Section 9(1)(b)(3) of Act No. 111/1998 Coll., on Higher Education Institutions and on the Modification and Amendment of Other Acts (the Higher Education Act), as amended, by the Academic Senate of the Brno University of Technology on 31. 1. 2023.
2. This Amendment No. 1 to the Rules shall enter into force on the day of the registration under Section 36(4) of the Higher Education Act by the Ministry of Education, Youth and Sports.
3. This Amendment No. 1 to the Rules shall enter into effect 1. 4. 2023.

doc. Dr. Ing. Petr Hanáček
Chairman of AS BUT

doc. Ing. Ladislav Janíček, Ph.D., MBA, LL.M.
Rector