

**Order No. 01-05-04/232**  
**Of the Academic Board of**  
**LEPL Georgian Technical University**

Tbilisi

August 21, 2019

**On the approval of the “Strategy for employment and retention of young people  
in academic and scientific positions at the Georgian Technical University”**

According to the Article 8 of the Charter of Legal Entity under Public Law – Georgian Technical University approved by the article 21 of the Georgian Law on the Higher Education and the Order No. 133/N dated September 9, 2013 of the Minister of Education and Science of Georgia and Protocol No. 01-05-02/18 of the Academic Council dated August 21, 2019, the Academic Council of the Georgian Technical University established as follows:

1. To approve the “Strategy for employment and retention of young people in academic and scientific positions at the Georgian Technical University” in the form presented in the appendix (refer to the Appendix);
2. The order can be appealed within 1 month after its publication in the Tbilisi City Court (located at: Davit Aghmashenebeli alley, 12<sup>th</sup> kilometer, 38, No. 6, Tbilisi).

Chairman of the Academic Council

A. PRANGISHVILI

Secretary of the Academic Council

G. SALUKVADZE

**The Strategy for employment and retention of young people in academic  
and scientific positions at the Georgian Technical University**

**1. General Provisions**

1. The Georgian Technical University (hereinafter referred to as the University) is provided with highly qualified personnel. At the same time, the University understands the significance of having young staff. As a rule, young staff are an important resource for the University, as they are particularly motivated and have a great interest, ability and determination to absorb and implement new ideas and approaches, as well as for personal development and career advancement.

2. According to the Georgian Law on Higher Education, the Charter of the University and other legal acts, academic and scientific positions can be held only through open competition, which must comply with the principles of transparency, equality and fair competition.

3. In general, the Georgian Technical University is attractive to job seekers, including young people, due to its high reputation, image, career advancement opportunities, favorable geographical location and other factors.

4. The University tries to further improve the enabling conditions and reduce the impact of the hindering factors with various support measures aimed at young employees, which increases the number of applicants for competitive positions.

5. The Strategy of attracting and retaining young people in academic and scientific positions in the University is based on existing traditions and new approaches.

**2. Strategy for Employment of Young People in Academic and Scientific Positions**

1. During the review of the project of the staffing schedule of the University, the possibility of increasing the number of academic and scientific positions in the list of positions, for which less work experience is sufficient, will be studied. This will increase the opportunity for young people to participate in the competition. For the same purpose, the rules for hiring scientific staff approved for independent scientific research institutes and centers (hereinafter referred to as the Institute) define the features of accepting post PhD fellows, while the University Charter defines the possibility of inviting a person to the position of assistant professor.

2. Information about the announcement of competition for academic and scientific positions is published in all places and means of communication determined by the established rules. In addition, deans, academic departments, institutes are tasked to provide information about the competition to outstanding, successful young graduates with relevant qualifications, studies and research, to assist them in preparing the necessary documents and to provide appropriate consultations, to explain the features of the competition procedures.

3. In the approved form of the Contestant's Questionnaire, information is requested about the pedagogical activities of the last five years; in addition, it is differently requested to reflect the works/activities published in the last 10 years and earlier years, which increases the chances of more recently active, including young contestants.

4. The University sees the future academic and scientific personnel in the students involved in the implementation of scientific-research projects. Therefore, the University plans and implements numerous supporting and encouraging activities:

- A scientific conference of students is held every year;
- At the conference, the winners are identified and awarded with diplomas;
- A collection of conference proceedings are published.
- The participation of the University student in the internal University grant project is mandatory;
- The University supports the scientific initiatives presented by students;
- The University has a Student Engineering Academy, a center for promoting the innovative activities of young scientists and students “Together”, and a “Student Service Center”. These services help to popularize sciences among young people, strengthen their research potential, and stimulate interest in research.
- In order to carry out high-standard research and teaching in the University, it is planned to introduce new organizational units that will contribute to the establishment of an institutional network between higher educational institutions. Inter-faculty University structures (graduate schools and colleges) of PhD and Master's phase will be formed. Groups of highly rated researchers – “Excellent Clusters” and structures supporting knowledge transfer, ensuring the identification of new research topics, their systematic promotion and strengthening.
- The University co-finances fundamental and applied research, PhD and Master's degree competition projects submitted to international scientific funds.

5. As one of the prerequisites for occupying mainly academic and/or scientific positions is the presence of a PhD or equivalent degree, the University strongly supports talented and active undergraduate and graduate students to continue their studies at the next level of education after graduation. In addition, in order to successfully pass the relevant competitions, it supports them by providing appropriate advice and free consultations.

6. The University widely disseminates information about the participation in the most important international researches and the achieved successes, which would make any University of a developed country proud, which has already become a business card of GTU and should become a powerful advertising tool in terms of employment in it:

- Work at the Center for Nuclear Research (CERN, Switzerland) to implement the “Atlas” project;
- Scientific construction work carried out on the basis of the agreement signed between the United Institute of Nuclear Research (Dubna, Russia) and the Georgian Technical University;
- Membership of many international networks or associations of the University (EUA, BSUN, AAC&U, etc.);

- Successful partnership relations of the University with such leading educational and scientific-research organizations of the world. Such as: Japanese High Energy Accelerator Research Organization - KEK, German Jülich Scientific Research Center, CERN - European Organization for Nuclear Research (Switzerland), Joint Institute for Nuclear Research - JINR (Dubna, Russia), Italian Institute of Nuclear Physics - INFN, etc.;
- Four joint projects successfully implemented within the framework of the cooperation agreement between the University and CMS (LHC, CERN);
- The University's participation in the “Millennium Challenge Fund of Georgia” project, within the framework of which GTU implements an undergraduate educational program in cooperation with San Diego State University (SDSU);
- Implementation of ABET accredited undergraduate educational programs at the University;
- Implementation of joint projects within the framework of the memorandum signed between the University and Iowa State University (USA);
- Based on the same agreement, implementation of existing programs at the University of Iowa within the framework of the partnership, inviting colleagues from the mentioned University;
- Implementation of a joint Georgian-German language Bachelor's education program in logistics by Wildau, Flensburg and Brandenburg Universities and the Logistics Department of GTU;
- Within the framework of the Georgia-Germany scientific bridge, GTU's cooperation with the Jülich Scientific-Research Center of Germany, the purpose of which is to facilitate the involvement of undergraduate, master's and PhD students in the ongoing scientific and educational projects at the Jülich Scientific-Research Center;
- In 2012-2015, the winners of the grant competition of the Shota Rustaveli Scientific Foundation and the Jülich Center were conducting research in Jülich by the master's and PhD students of GTU;
- In 2010-2017, dozens of GTU students completed internships at the Jülich Research Center;
- With the support of the Institute of Neuromedicine and Medicine of the Jülich Center, the implementation of the master's degree educational program “Medical Physics” in GTU;
- Implementation of joint master's education program “Biomedical Engineering” by GTU, A. Tsereteli State University and Tbilisi Medical University;
- In 2013 and 2015, within the framework of the international program “Autumn Lectures in Tbilisi” in GTU, the participation of students from Italian and German higher education institutions together with students of STU, where lectures were given by professors and teachers of the Jülich Research Center;
- Within the framework of the agreement, the Jülich scientific-research center will provide technical equipment to GTU, which will ensure the conduct of research projects of international standards;
- For the first time in Georgia, starting the production of modern elevators according to European standards on the basis of the Scientific and Production Center of GTU, etc.

7. The University will continue and strengthen the established tradition of recruitment of bachelor's, master's and PhD students to the positions of laboratory technician/specialist/researcher and/or other positions, as long as the young people employed in the mentioned position become more motivated to choose academic and/or scientific work as a way of career advancement.

8. The University operates a career support service, where students receive appropriate counseling and support related to employment and career development. Students who excel in study and research are advised to pursue academic and/or scientific positions at their home University as a future orientation.

### **3. Strategy for the Retention of Young people in Academic and Scientific Positions**

1. Dean's offices, academic departments and institutes support young employees, especially in the initial period of activity, so that these persons can adapt quickly and painlessly. For this purpose, the following events are held and will continue to be held:

- Presentation of a new employee by the head to the faculty council to the scientific council of the institute in the academic department and/or other structural/organizational unit;
- Providing consultations for the correct understanding of the rights and duties determined by the official instructions or other documents for the position held, as well as about the peculiarities of their realization;
- Providing assistance in timely understanding of unclear issues;
- A variety of professional development programs will be offered;
- Providing a comfortable environment for teaching and scientific activities.

2. Organization and holding of scientific conferences, including conferences intended for young scientists, will continue to be facilitated within the University.

3. Support to academic/scientific staff and, preferably, young people will be continued in order to:

- Properly plan the research process using the University's resources as much as possible;
- To formalize the research results in the form of articles and monographs;
- Publish papers in high-rated scientific journals and international publishing houses;
- To participate in international conferences;
- Complying with the requirements of the established rules, to complete and submit grant projects to scientific funds;
- Conduct patent research and sign applications for obtaining a patent, answer questions asked by experts;
- Participate in exchange programs;
- To enjoy the flexible work schedule, etc.

4. Persons involved in the activities referred to in paragraph 6 of article 2, as a rule, connect their careers entirely with the University. Such persons are motivated not to look for a job elsewhere, but to implement larger, long-term and important projects within the University. Therefore, increasing the number and volume of such projects will be one of the cornerstones of the University's strategy.

5. In case of outflow of academic scientific personnel, especially young people, the underlying causes will be identified and eliminated. For this purpose, the University regularly conducts confidential surveys of academic and scientific staff, which ensures reliable and objective assessments. Such surveys inform the University about the established views and opinions about the reasons for staff leaving and choosing another institution, providing information about problem areas (teaching, research, administrative-organizational activities) and

the circumstances contributing to existing problems. This will give the University an opportunity to set new, effective strategic directions regarding ways to improve the University's activities and staff conditions.