

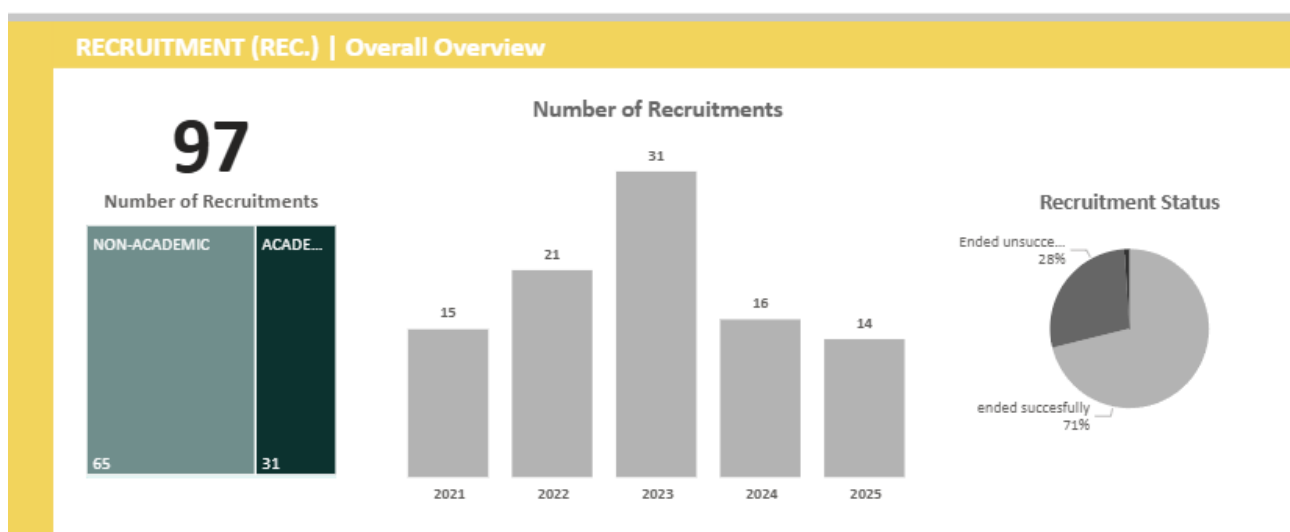
Selection procedures at the Faculty of Informatics, Masaryk University (2021-2025): Overview of statistical data

Effective employee recruitment plays a crucial role in the faculty’s personnel strategy. This overview presents data and selected indicators for the Faculty of Informatics, Masaryk University, for the period 2021–2025, with a focus on recruitment processes, applicant structure, and gender balance.

The publication of these data contributes to the transparency of the faculty’s personnel processes, in line with the principles of the HR Excellence in Research Award and the promotion of equal opportunities.

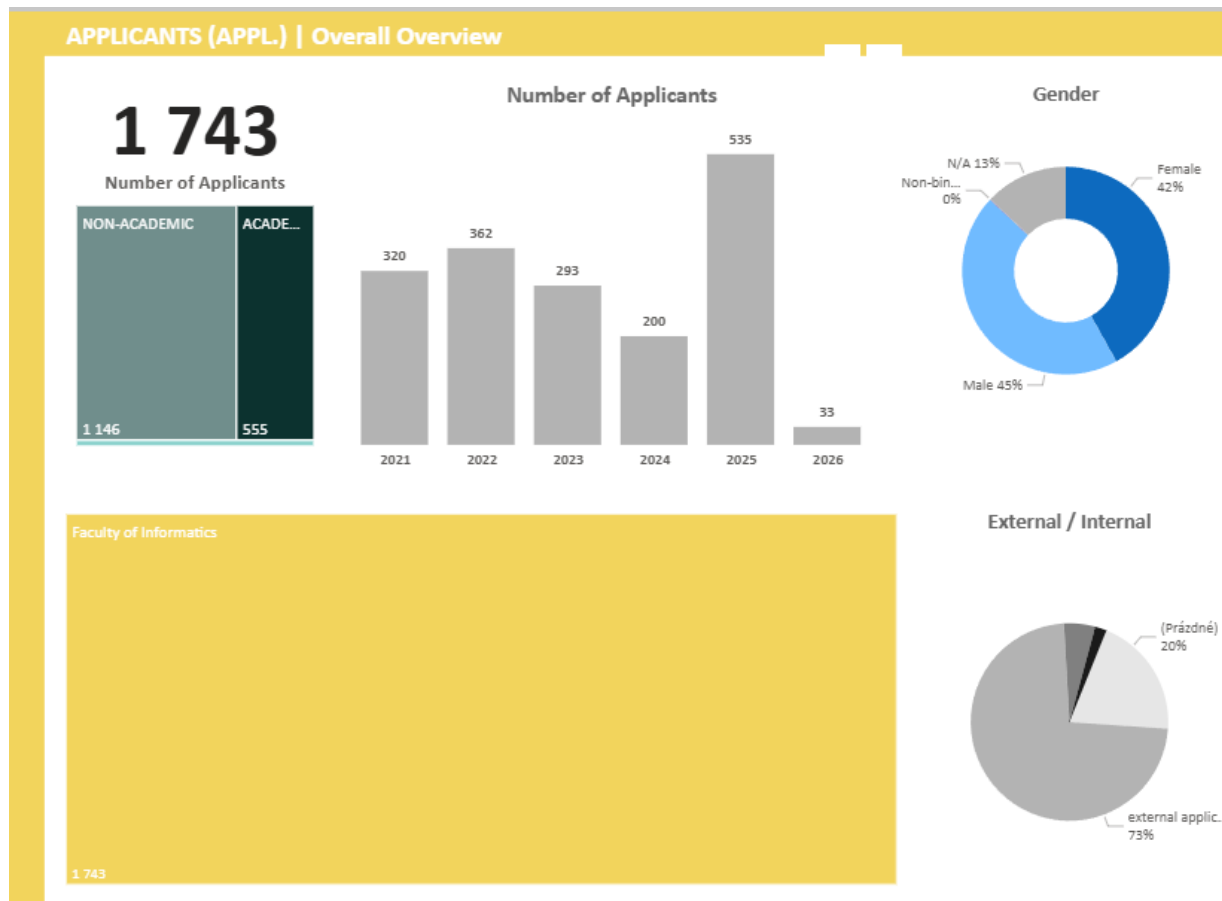
Throughout the observed period, the Faculty of Informatics of Masaryk University announced a total of 97 selection procedures, with the highest number (31) conducted in 2023. Of these, 31 selection procedures were for academic positions, 1 for non-academic research position and 65 for non-academic positions.

Graph: Number of Selection Procedures



In total, 1,743 applicants applied to the selection procedures during the monitored period: 320 applicants in 2021, 362 in 2022, 295 in 2023, 200 in 2024, and 535 in 2025. The year 2023 recorded the highest number of selection procedures; however, the greatest number of applicants was observed in 2025. The data clearly indicate a long-term high demand for employment at the Faculty of Informatics.

Graph: Number of Applicants



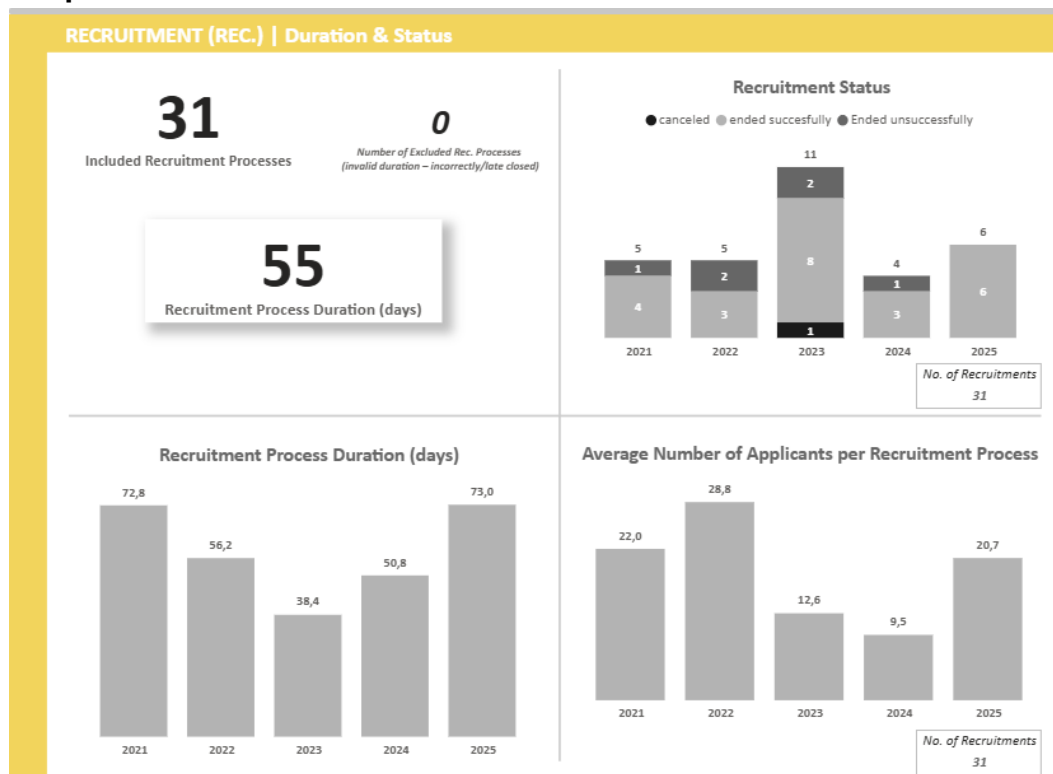
With regard to selection procedures for **academic positions**, a total of 31 selection procedures were conducted between 2021 and 2025. The **average number of applicants per selection procedure** was 22 applicants in 2021, 28.8 in 2022, 12.6 in 2023, 9.5 in 2024, and 20.7 in 2025.

The **average duration** of academic selection procedure also varies between individual years. A year-on-year comparison of the average duration of the selection procedure in 2024 and 2025 shows a clear increase, from 50.8 to 73 days. This increase is due to a longer publication period of the job advertisements.

Job advertisements for academic positions are published for a minimum of 30 calendar days in accordance with the university's recruitment regulations. For some positions, this period is extended to 45 days (depending on the time of year when the recruitment process is announced and other circumstances). The duration of the selection process is also

influenced by the number of stages. Academic recruitment processes consist of three rounds (administrative screening, interview, and public lecture).

Graph: Academic Selection Procedures

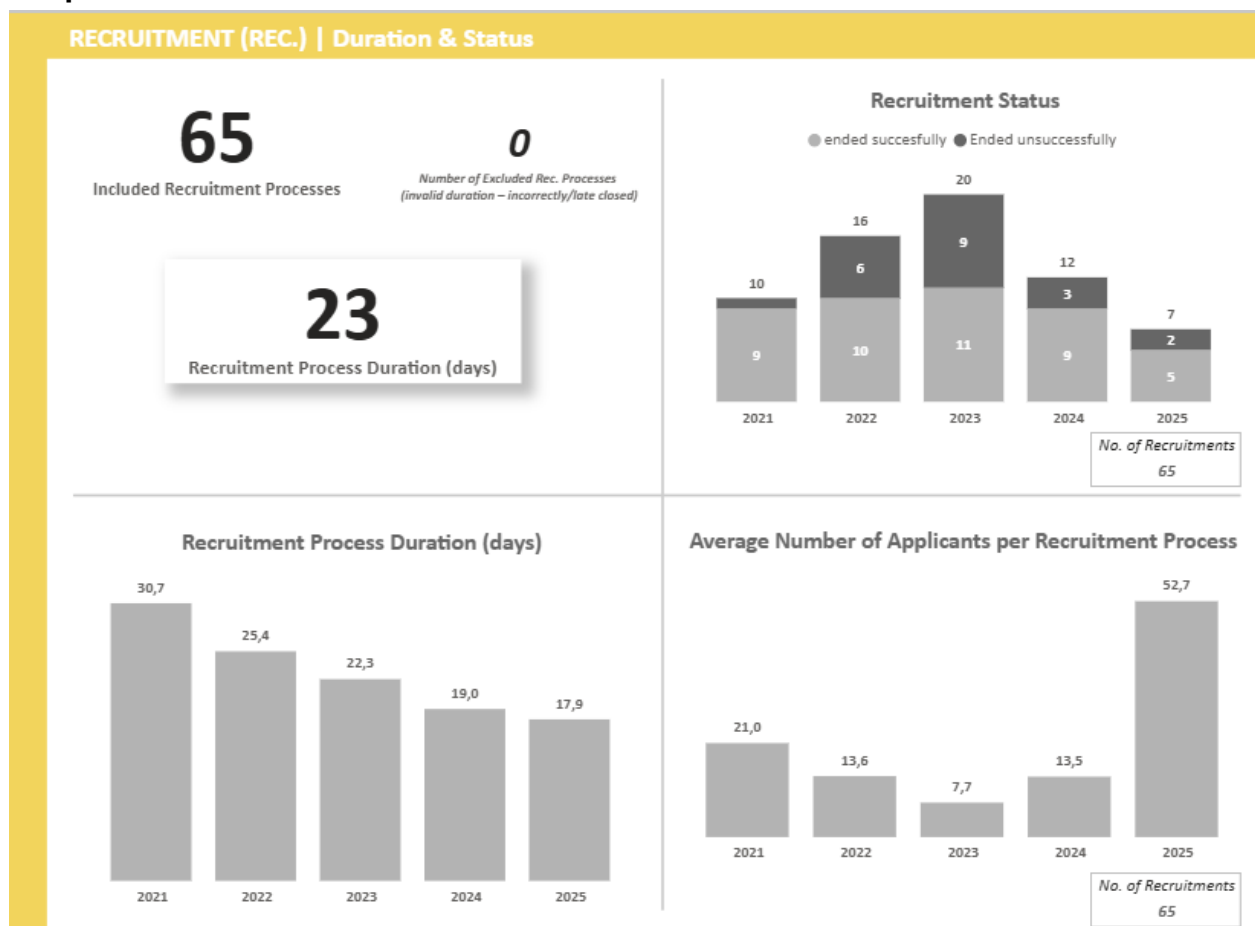


With regard to selection procedures for **non-academic positions**, a total of 65 selection procedures were conducted between 2021 and 2025. The **average number of applicants per selection procedure** was 21 applicants in 2021, 13.6 in 2022, 7.7 in 2023, 13.5 in 2024, and 52.7 in 2025.

The **average duration** of non-academic selection procedures has shown a long-term declining trend. This is due to the specific composition of the advertised job positions in a given year. According to the university’s recruitment regulations, job advertisements must be published for a minimum of 7 days prior to the application deadline. Positions such as receptionists or cleaning staff are typically advertised for 7–10 days, while professional administrative and technical positions are usually announced for a longer period (10-15 days).

The data of applicants numbers indicate that interest among applicants for academic and non-academic positions fluctuates across individual years. **A positive development can be observed in 2025, with an increase in the average number of applicants in both academic and non-academic selection procedures.**

Graph: Non-academic Selection Procedures

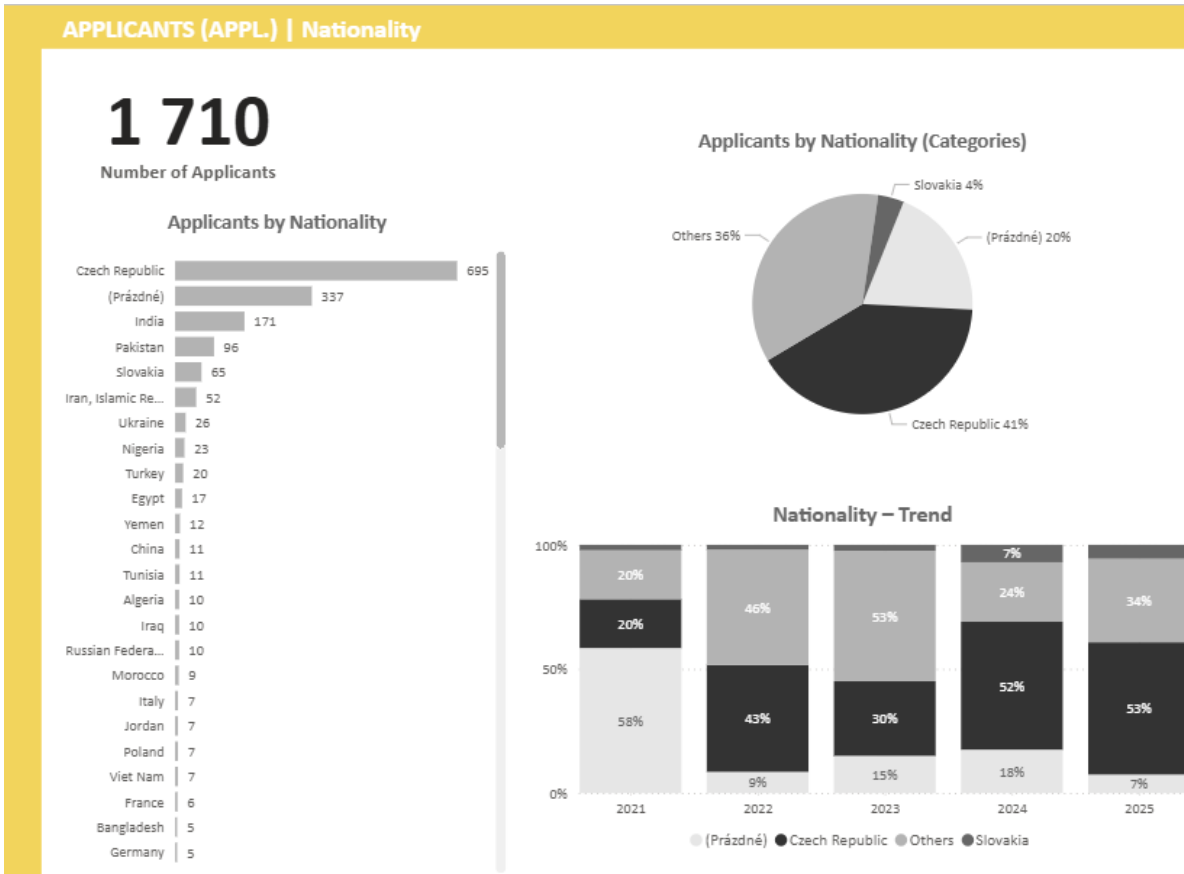


In terms of **applicants' nationality**, 1,710 candidates from 23 countries applied for selections procedures between 2021 and 2025. On average, applicants from the Czech Republic represented 41% over the observed period. The ratio of domestic to international applicants varies significantly both year by year and between academic and non-academic selection procedures.

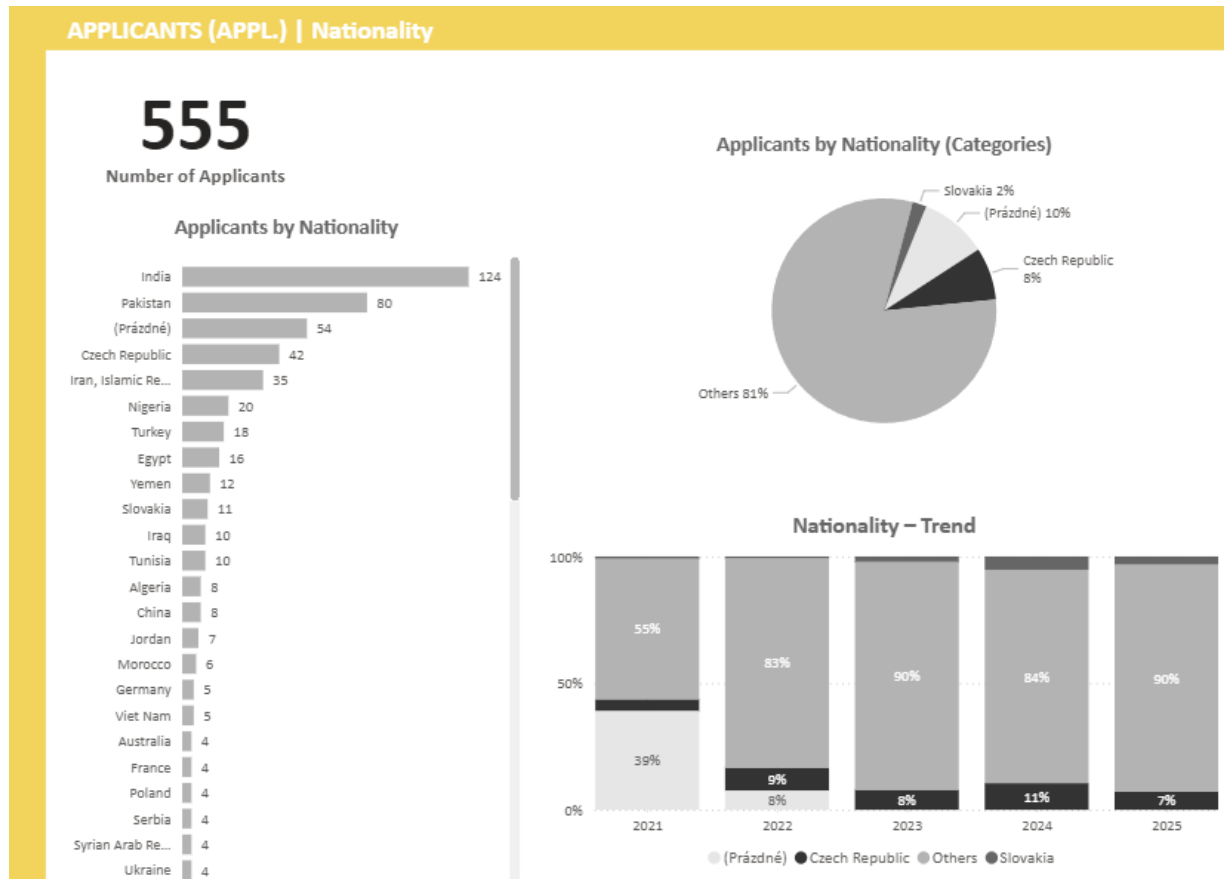
In **academic selection procedures**, only 7%–11% of applicants on average came from the Czech Republic in the individual years, while **83%–90% of applicants were from abroad**. By contrast, non-academic selection procedures attracted 50%–75% of applicants from the Czech Republic and 7%–22% from abroad. (The data are slightly biased, as a small share of applicants did not state their country of origin – see individual graphs.)

The Faculty of Informatics has long focused on attracting applicants for academic positions from abroad. Since 2021, all job advertisements for academic positions have been published in English, both on [Masaryk University's career webpages](#) and on the [EURAXESS Jobs and Opportunities webpage](#) and [THE Unijobs](#) (Times Higher Education) webpage.

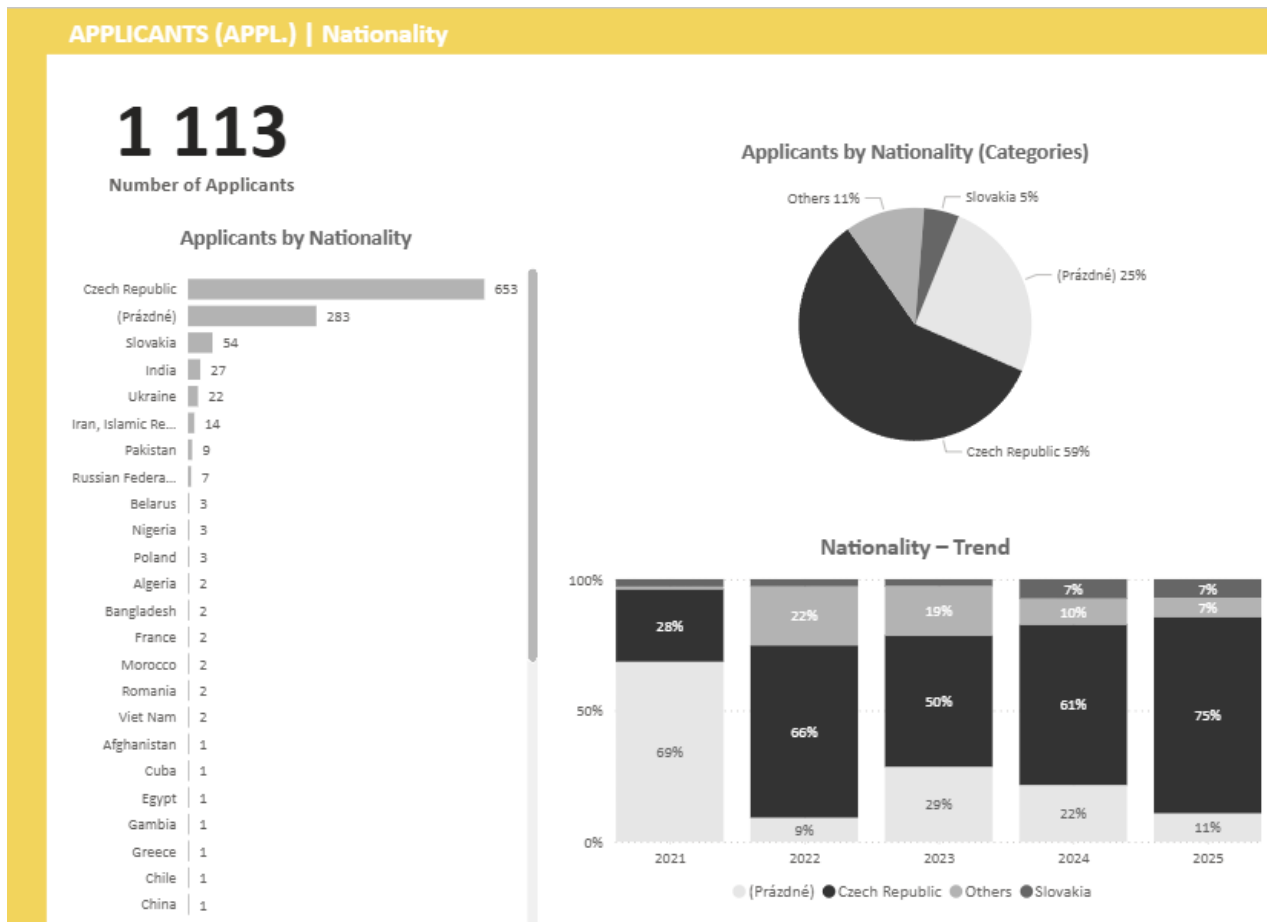
Graph: Applicants' nationality



Graph: Applicants' nationality – academic selection procedures



Graph: Applicants' nationality – non-academic selection procedures

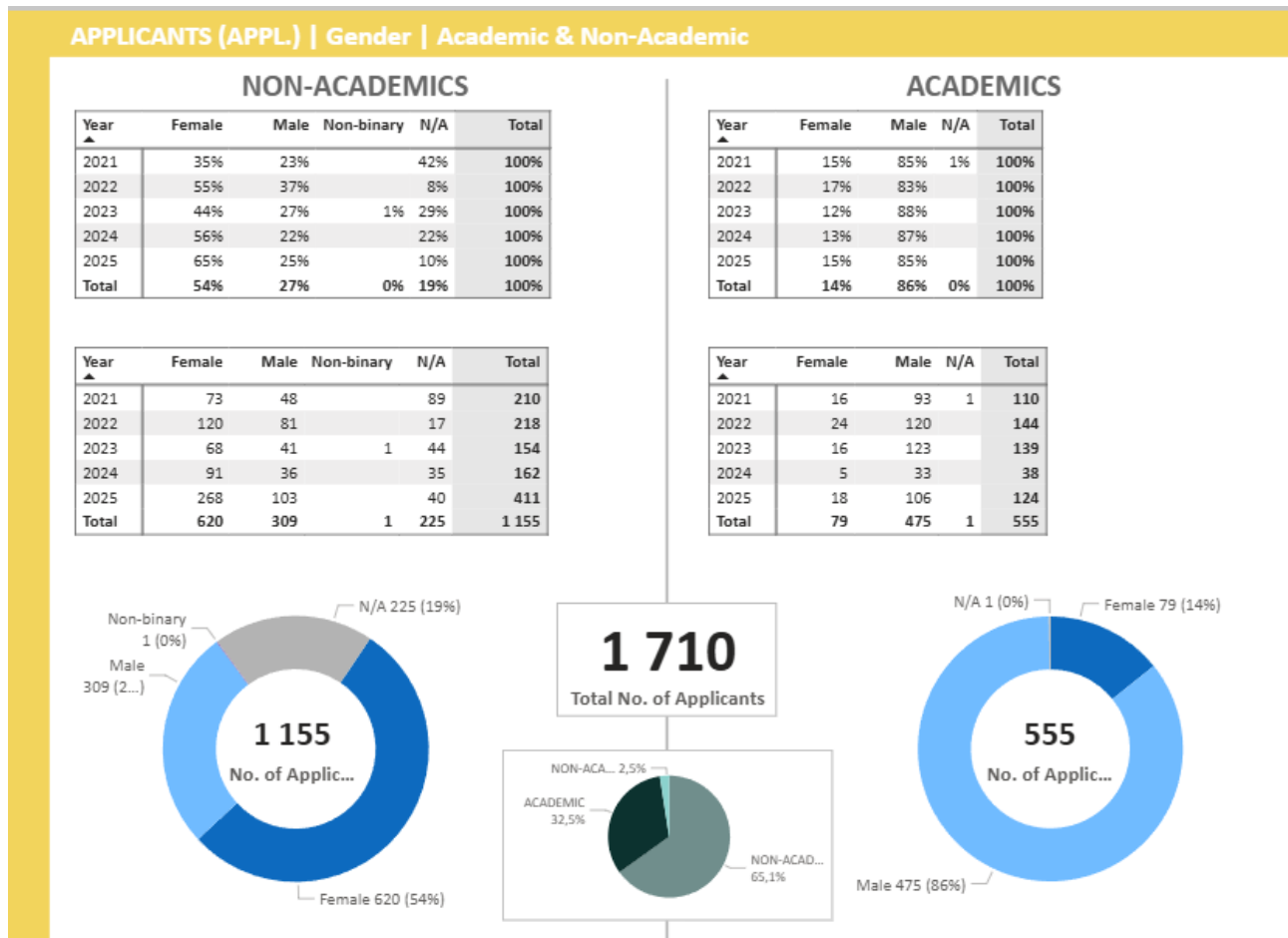


From the perspective of **gender composition**, differences can be observed between academic and non-academic selection procedures. Non-academic selection procedures consistently attract a higher proportion of women, while academic selection procedures are dominated by men. On average over the monitored period, applicants for academic positions comprised 86% men and 14% women. In the case of non-academic recruitment procedures, women accounted for 54% of applicants and men for 27%, with the remaining applicants not indicating their gender in the application.

At the same time, the gender composition of selection procedures reflects the proportion of women and men employed in academic positions at the Faculty of Informatics MU.

The share of women is higher than the national average for the IT sector in the Czech Republic (approximately 10% according to the [Czech Statistical Office](#)) and corresponds to the [European average](#).

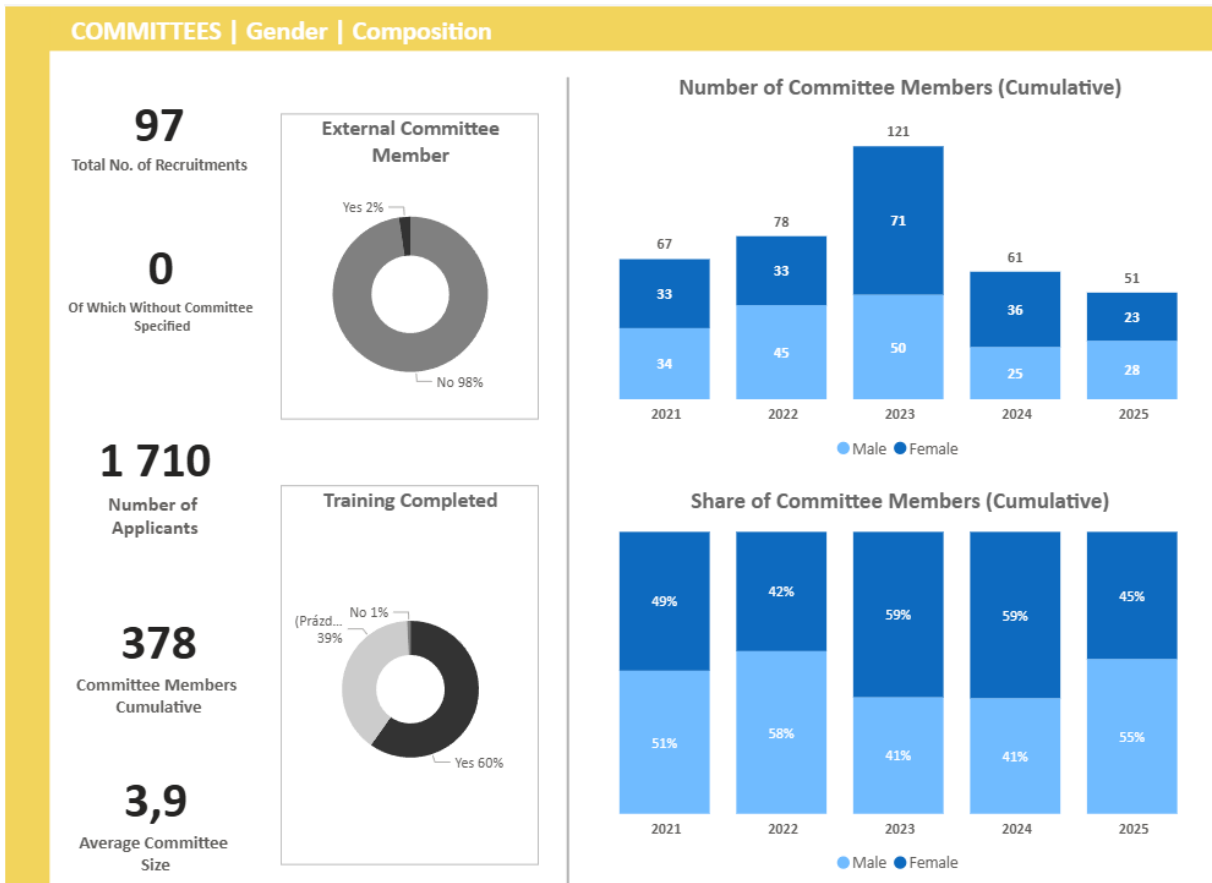
Graph: Applicants' gender



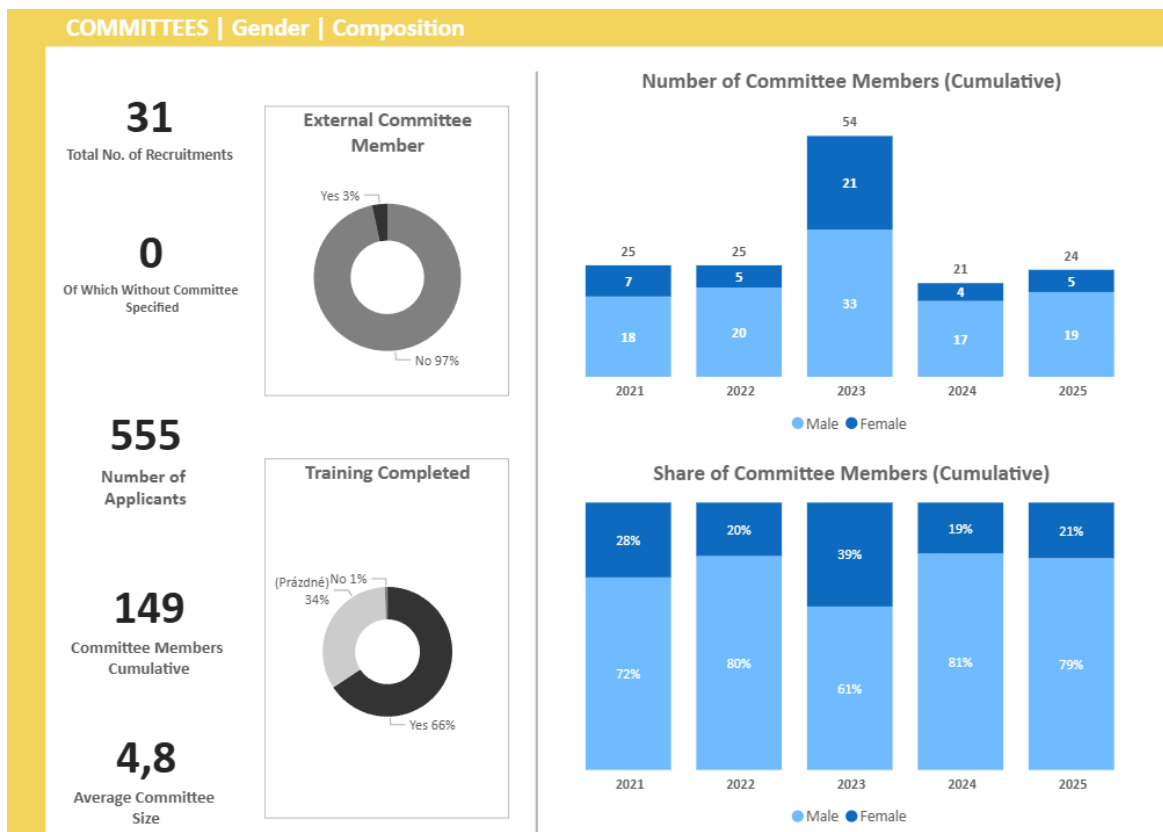
Gender composition is also monitored in **selection committees**. While efforts are made to ensure gender balance within the committees, professional expertise and experience in the relevant field remain the primary criteria for the selection of committee members. The committee includes the head of the respective unit.

The statistical data indicate that, across all selection procedures at the faculty, gender balance is generally achieved when viewed on an annual basis. However, this is not the case when academic and non-academic selection procedures are assessed separately. In academic selection procedures, men predominate on selection committees - the gender ratio is approximately 1:4 (women to men), whereas women predominate in committees for non-academic positions - the gender ratio is approximately 2.3 :1 (women to men). These proportions are comparable to the gender composition of academic and non-academic employees.

Graph: Selection committee members' gender



Graph: Gender composition of selection committees in academic selection procedures



Graph: Gender composition of selection committees in non-academic selection procedures

