

## Policy #2

### Recruitment

#### Intent

The IPP will follow a fair and equitable procedure to recruit the best qualified RS. Recruitment procedures follow Canadian Immigration Department requirements.

#### Procedure

1. Approval by NSERC is necessary to appoint a RS.
2. Procedure shall be determined by the Director with advice from Council. The same search procedure shall be followed for all the candidates for a given search. The procedure should contain some or all of the following:
  - a. Position should be advertised internationally. It should include magazines, or journals or newspapers with a wide readership among particle physicists.
  - b. Applicants must provide a curriculum vitae and a list of referees or arrange references to be sent.
  - c. There should be an interview and the applicant should normally give a seminar.
  - d. IPP members should have an opportunity to comment on the candidates.
3. The Director decides who is appointed based on the recommendation of the Council.