

## **SUMMARY OF ANNEX 9: STAFF RECRUITMENT OR HIRING POLICY**

Universitas Pendidikan Indonesia has a workforce recruitment policy divided into two main pathways:

1. ASN/Civil Servants Employees

Civil Servant Lecturers and Educational Staff are recruited through a national selection (CPNS) in accordance with government regulations as stated in the [Regulation of the Minister of Administrative and Bureaucratic Reform of the Republic of Indonesia Number 6 of 2024 concerning the Procurement of Civil Servant Employees.](#)

2. Non-ASN/ Non-Civil Servants Employees

Non-ASN lecturers and educational staff are recruited through internal selection at UPI based on formation needs, qualifications, and competencies, with the principles of transparency and professionalism as stated in the [Rector's Regulation of Universitas Pendidikan Indonesia Number 3543/UN40/HK/2017 concerning the Procurement of Permanent University Employees within Universitas Pendidikan Indonesia.](#)