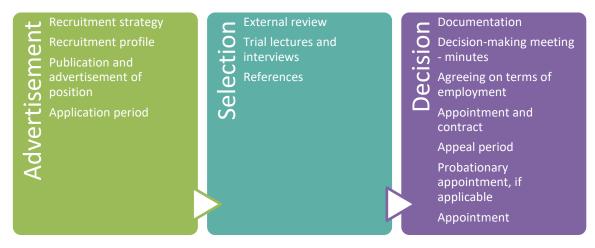
## Lead times in the recruitment process

There are significant lead times in the recruitment of academic staff due to the external review process:



The length of the process varies significantly and can take anything from 273 to 574 days, and sometimes even longer, depending on the position in question and other circumstances. Examples of long and short processes are illustrated below.

