**ECVIM-CA job advert transparency and comparability checklist**(compulsory for all job advertisements published on the ECVIM-CA website)

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| 1. Does this position come with a financial penalty when the successful applicant/resident leaves the position prematurely?  yes/no  *(ECVIM position on penalties and non-competes:*[*https://bvajournals.onlinelibrary.wiley.com/doi/10.1002/vetr.4366*](https://bvajournals.onlinelibrary.wiley.com/doi/10.1002/vetr.4366)*)* |
| 2. Does this position come with a “non-compete”, defined as any contractual obligations to NOT work in a certain position and/or a certain geography after leaving the position for a limited or unlimited time period?  yes/no  *(ECVIM position on penalties and non-competes:*[*https://bvajournals.onlinelibrary.wiley.com/doi/10.1002/vetr.4366*](https://bvajournals.onlinelibrary.wiley.com/doi/10.1002/vetr.4366)*)* |
| 3. Is out of hours work required with this position?  yes/no |
| 4. When out of hours work is required, is a compensatory period of rest given subsequent to the extra work?  yes/no |
| 5. If this concerns a residency position: What is the nett (after tax and compulsory deductions) salary or stipend offered in Euros per month?  Euro xxxx / month |
| 6. If this concerns a residency position: will the employer pay for the examination fees associated with this training position?  yes, fully  yes, but only partially  no |