



MINISTRY OF SCIENCE AND HIGHER EDUCATION OF THE RUSSIAN FEDERATION
Federal State Budgetary Educational Institution
higher education
"Ural State University Economics"
(USUE)

"APPROVED"
Rector of USUE



Y.P. Silin

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REGULATIONS
For the Employer Case Competition
"HR GROWTH"

Yekaterinburg

2025



1. General regulations

1.1. These Regulations (hereinafter referred to as the Regulations) regulate the procedure for organizing and conducting the Employer Case Competition “HR GROWTH” (hereinafter referred to as the Competition).

1.2. The competition is held within the framework of the Congress of Management and Law of the Eurasian Economic Youth Forum (hereinafter referred to as EEYF) and is implemented at the main site of EEYF - at the Ural State University Economics (hereinafter referred to as the USUE site), as well as at foreign/regional sites that have chosen this Competition.

The list of foreign and regional sites that have chosen this Competition is indicated on the Competition page of the EEYF website, as well as on the pages of the foreign/regional sites themselves on the EEYF website.

1.3. Internet address of the EEYF website www.eurasia-forum.ru

1.4. Organizers of the Competition:

- Department of Labor Economics and Personnel Management, Federal State Budgetary Educational Institution of Higher Education "Ural State University Economics" (Ural State University Economics),

- employer club “HR-mnenie”,

- SROO "Association of Managers and Specialists in Human Resource Management".

1.5. Co-organizers of the Competition:

Universities-organizers of foreign and regional EEYF platforms that have chosen this competition for implementation at their sites.

1.6. Competition partners:

- Council for Professional Qualifications in Human Resources Management,

- Ural branch of the Free Economic Society of Russia,

- ROO “Sverdlovsk Regional Union of Industrialists and Entrepreneurs”,

- enterprises and organizations whose representatives are members of the employers’ club “HR-mnenie”, as well as the SROO "Association of Human Resources Managers and Specialists", Association of Recruiting Agencies.

1.7. The goal of the competition is to create a tool to improve the quality of interaction between promising HR specialists and their future employers, developing competencies in the development and presentation of business solutions.

2. Directions of the Competition

The competition is aimed at developing professional competencies among young professionals, as well as assisting young HR in finding their future employers from among the most promising companies.

Employer partners of the competition will offer cases, the topics of which are aimed at solving applied problems in the field of human resource management and labor economics, including in the areas of: modern technologies and solutions in selection, adaptation, assessment, certification, personnel development, labor organization and remuneration of personnel, formation and development of corporate social policy, organization of work with talents, formation and organization of internal corporate communications, etc.



3. Conditions of participation in the Competition

3.1. Students, graduate students, young HR specialists of enterprises and organizations under the age of 35 are invited to participate in the Competition (hereinafter referred to as the Participants).

3.2. Case solutions for the Competition are sent from individual authors and teams of up to 3 people.

3.3. One participant has the right to submit only one work to the Competition.

3.4. The prize place can be distributed between several participants.

3.5. The competition includes two tracks for the correct distribution of cases between the participants, assessment and support of the competitiveness of solutions:

3.5.1. Track "Student" - for students in bachelor's, specialist and master's degree programs (without work experience or with work experience up to 2 years in the field of personnel management, labor economics, and related areas);

3.5.2. Track "Specialist" - for students in master's programs, postgraduate students, as well as young specialists with work experience of more than 2 years in the field of personnel management, labor economics, and related areas.

3.6. There is no registration fee for participation in the competition. Expenses for accommodation of non-resident participants, food and transportation costs for participation in the full-time stage of the competition are paid by the participants themselves or by sending organizations. The exception is the winners of foreign/regional competition sites.

4. Stages and timing of the Competition

4.1. The final dates for the Competition, as well as its main stages, are established by order of the rector of the Ural State University Economics and are posted on the Competition page of the EEYF website.

4.2. The competition is held in three stages.

4.2.1. **First stage (formative):**

4.2.1.1. Registration of an application for participation in the competition (**until March 01, 2025 inclusive**)

4.2.1.2. Sending a set of cases to a registered participant of the Competition for him/her to select and notify the organizers about the preparation of a decision on a specific case (**within a week after registration of the application on the website**)

4.2.1.3. Reception and registration of competitive works (case solutions); checking the work for compliance with the requirements put forward for the work.

The first stage is conducted by the Organizing Committee of the Competition within the time limits established by the Directorate of the Eurasian Economic Youth Forum.

4.2.2. **The second stage (qualifying) (from March 21 to March 31, 2025)** – examination of competitive works (case solutions) registered and admitted to the Competition based on the results of the first stage; determination of the finalists of the Competition.

4.2.2.1. **Conducting the qualifying stage at the USUE site**

The examination of competitive works received through the USUE site is carried out by the expert commission of the Competition of the USUE site. The commission selects from 15 to 20 finalists in



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absentia. The final number of finalists from the USUE site depends on the actual number of finalists from foreign/regional sites of the Competition. Lists of finalists who made it to the finals of the Competition are published on the Competition page of the Congress of Management and Law of the EEYF website.

4.2.2.2. Conducting qualifying stages at foreign/regional competition sites

The examination of competitive works at the EEYF sites is carried out by expert commissions of foreign/regional Competition sites. Expert commissions select 5-10 best participants in the national/regional round of the Competition. **On March 21 to March 31, 2025**, the organizing committee and the expert commission of the foreign/regional site of the Competition will conduct a full-time defense of the selected works and determine the winner and prize-winners of the national/regional round of the Competition.

The winner (first place) of the national/regional round of the Competition becomes a finalist in the international final of the Competition. He is given the opportunity to participate in the finals of the Competition and other final events of the XV EEYF **on April 23-24, 2025 in person**. Payment for travel and accommodation is provided by the main organizer of the EEYF - USUE.

Participants who took 2nd and 3rd place will be solemnly presented with certificates and memorable gifts at a foreign/regional site **on April 24, 2025**.

The general list of finalists of the international final of the Competition is formed from the finalists from the USUE site and the winners of foreign/regional sites that have chosen this Competition. The general list of finalists of the Competition is published on the EEYF website, on the Competition page of the Congress of Management and Law **from April 1 to April 10, 2025**.

4.2.3. The third stage (final) (April 23, 2025) – defense of the competition works (case solutions) of the finalists; determination of winners and prize-winners of the Competition.

The third stage is held between the finalists of the Competition through full-time public defense of competition works. Defense of projects remotely using online communication is carried out by decision of the Organizing Committee of the Competition.

**5. Registration of participants, requirements for submitted documentation
and rules for registration of competitive works**

5.1. Algorithm for registration of participant(s) and submission of competition works:

5.1.1. the author's statement about participation in the Competition (Appendix 1) - is submitted by filling out the participant's registration form on the EEYF website www.eurasia-forum.ru.

5.1.2.1. on the level (bachelor's degree, specialist's degree, master's degree, postgraduate degree), in the form (full-time, part-time, correspondence, candidate), direction (profile) of study (for participants targeting the "Student" track), or on work experience, indicating the length of service (number of years) in the field of personnel management, labor economics, as well as related areas (for participants targeting the "Specialist" track)

5.1.2.2. about professional guidelines, research and applied scientific interests;

5.1.3. the competition coordinator sends a case kit to the e-mail address specified by the participant during registration and taking into account the information provided in the e-mail to prepare a decision on it;



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5.1.4. **the participant sends the competition work to the coordinator by reply letter by March 20, 2025**; recommended file name: "Case No. - Surname of Acting Principal"; updates to decisions (including those recommended by coordinators) are also subsequently sent to the coordinator by email.

5.2. The competition entry must meet the following requirements:

5.2.1. the work must contain a solution to a specific case, taking into account the following examination criteria:

5.2.1.1. a step-by-step description of the process of solving the assigned task with deadlines and justification of the resources involved, the use of specific indicators and empirical data;

5.2.1.2. the use of an analytical approach (tools) in preparing the solution (including benchmarking and searching for analogues);

5.2.1.3. work with project risks, including a description of problem areas, possible counterarguments and responses to them;

5.2.1.4. practical significance of the research results, the possibility of implementing the proposed solution, applicability to real business;

5.2.1.5. the presence of a predicted economic and social effect on the proposed solutions.

5.2.2. **the work must consist of two files:**

5.2.2.1. **a text document** (in *.doc, *.docx or *.rtf format) containing a detailed solution to the case, including:

- relevance, goals, objectives, hypotheses (if any) of the study;
- scientific-theoretical, analytical and recommendatory components;
- conclusions (results);
- it is recommended to have reference material, i.e. links to sources from which quotes, digital data in the text, tables, graphs, diagrams were used;

5.2.2.2. **a presentation** (in *.ppt, *.pptx or *.pdf format) including provisions, ideas, graphic materials submitted for defense in the final of the competition; the following design of the presentation material is recommended:

- font size (size) of at least 20 pt, sans-serif fonts are desirable;
- the selected color composition should be readable and perceived when sunlight hits the screen or canvas (in case of reproduction via a projector), and should have signs of contrast;
- the information on the slide should be structured;
- the orientation of the sheet is landscape, the overall design is at the participant's choice;
- typical structure: introduction; case solution; conclusion (results); list of sources used.

6. Procedure for holding the Competition and criteria for evaluating works

6.1. At the first stage of the Competition, the organizing committee admits works (case solutions) for further expert evaluation according to the requirements specified in Section 5 of the Regulations.

6.2. During the second (selection) stage, members of the expert commission(s) of the Competition conduct an examination of the competition works of the participants and determine up to 20 (twenty) finalists of the Competition.

The lists of finalists are published on the Competition page. Information letters about reaching the finals are sent to the finalist participants.



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6.3. Criteria for evaluating participants during the in-person defense of the work at the third (final) stage.

6.3.1. The case solution must:

- contain a step-by-step description of the process of solving the assigned task with deadlines and resources involved. A conditional description of the resources is allowed, but calculations must be presented justifying the amount of necessary resources, in the opinion of the competition participant;
- include arguments necessary to defend the project before the expert committee and work with the project risks, including a description of weaknesses, possible counterarguments and responses to them;
- use analytical approaches when preparing a solution, including a benchmarking approach based on comparing the proposed solution with the solution of similar problems in real business;

6.3.2. During the in-person defense of the project, the expert committee will take into account the quality of the presented presentation and the direct defense of the contestant (answers to the experts' questions).

6.4. If the winners and prize-winners of the Competition have the same (equal) number of points, the decision to determine the winners and prize-winners is made by the expert committee of the Competition. The expert committee also takes into account the track within which the solution was submitted.

7. Awarding the winners

7.1. Based on the results of the international final of the Competition, the winners and prize winners of the Competition are determined. The winners and prize winners are awarded with Diplomas of the 1st, 2nd, 3rd degree and the large orders "Star of EurAsia" for 1st, 2nd and 3rd place, respectively.

Participants who took 4th and 5th places in the Competition are awarded with Certificates for 4th and 5th places, respectively.

All participants of the Competition receive certificates of finalists of the Competition in electronic form.

7.2. The winners and prize winners (1st, 2nd and 3rd place) of the Competition are awarded cash prizes within the framework of the prize fund of the Competition, established on the basis of the order of the rector of USUE and in accordance with the minutes of the expert commissions of the Competition. Cash prizes (including income tax) are transferred by the Competition organizer within 1.5 months to the personal accounts of the winners and prize winners using the details provided to the Competition coordinator, subject to the following documents being submitted to the competition organizer:

- a printout from the personal bank account: bank details and personal account number for transferring money;
- a copy of the passport, pages 1, 2 and the page with registration;
- a copy of the TIN or a printout of the TIN data from the website.

If the winner or prize winner of the Competition is a group of authors (team), the cash prize is divided equally between all members of the group (team).

Cash prizes for foreign participants participating in the final in person are issued at the USUE cash desk on the day of the awards ceremony.

7.3. Participants who take 1st, 2nd and 3rd place at the foreign/regional site will be awarded with certificates for 1st, 2nd and 3rd place in the national/regional round and small orders of the "Star of EurAsia". 7.4. The awarding of all finalists of the Competition will take place as part of the final events of



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the XV EEYF on April 24, 2025, simultaneously at the USUE site and at the foreign/regional sites of the Competition via online communication.

8. Management of the Competition on the USUE site

8.1. The Competition is managed by the EEYF Organizing Committee and the Competition Organizing Committee.

8.2. The Chairman of the Organizing Committee of the EEYF - the Rector of the USUE:

- approves the Regulations on the Competition, signs the order on holding the Competition and the composition of the Organizing Committee of the Competition, the order on the composition of the expert commission of the Competition;

- carries out general management of the organization and holding of the EEYF events, within the framework of which the Competition is held.

8.3. In order to organize and hold the Competition, an Organizing Committee of the Competition is formed, consisting of:

- the scientific director of the Competition;
- the coordinator of the Competition;
- members of the expert commission of the Competition;
- representatives of the organizations - partners of the Competition,
- the secretary(s) of the Competition.

8.4. The Scientific Director of the Competition:

- prepares the draft Regulations on the Competition, prepares amendments and additions to it;
- is the chairman (co-chairman) of the expert commission of the Competition;
- selects the composition of the expert commission of the Competition.

8.5. Competition Coordinator:

- ensures the invitation of the members of the Competition expert committee;
- organizes the distribution of information letters to educational, research and scientific organizations of the Russian Federation and Eurasian countries;
- organizes registration (via the registration system of the EEYF website) and verification of the compliance of the received competition documents with the established requirements; sends competition works to the members of the expert committees for evaluation;
- organizes and monitors the progress of the Competition;
- organizes the work of the expert committee during the international final of the Competition;
- organizes the execution of diplomas, certificates and the awarding of the winners and prize-winners of the Competition;
- organizes the collection of abstracts of competition works of the Competition finalists and their transfer to the USUE Publishing House for inclusion in the collection of EEYF materials;
- organizes the collection of the necessary documents for the issuance of cash prizes to the winners and prize-winners of the Competition;
- compiles a report on the Competition.

8.6. To conduct an expert evaluation of the competition works, an expert committee of the Competition is created.

The chairman of the expert committee of the Competition is the director of the EEYF Congress where the competition is held. The co-chairman of the expert committee of the Competition is the scientific director of the Competition. The expert committee includes highly qualified teaching and research workers, leading specialists from among the organizers of the EEYF, as well as invited experts.



More than half of the members of the expert committee must be representatives of third-party organizations. The decisions of the expert committee are made by open voting, by a simple majority of votes of the members of the expert committee present, are recorded, the minutes are signed by the chairman, secretary and members of the expert committee (Appendices 3, 5).

Information on the composition of the organizing committee and expert committees of the Competition is published annually on the Competition page of the EEYF website.

9. Management of the Competition at foreign/regional sites of the EEYF

9.1. The Competition is managed by the organizing committee of the foreign/regional EEFM site and the organizing committee of the Competition of the EEYF site.

9.2. The organizing committee of the Competition of the EEYF site includes:

- Competition coordinator;
- Competition expert committee consisting of at least 3 people from among highly qualified teaching and research staff of the university-organizer of the site, as well as invited experts.

– Competition secretary.

9.3. Competition coordinator:

- ensures the invitation of members of the Competition expert committees;
- organizes the distribution of information letters to educational, research and scientific organizations of their country or region of Russia;
- organizes registration (via the registration system of the EEYF website) and verification of the compliance of the received competition documents with the established requirements, sends competition works to members of the expert committees for evaluation;
- organizes the work of expert commissions during the selection round of the Competition;
- together with the organizing committee of the USUE site, organizes the trip of the winner of the selection round of the Competition to USUE to participate in the international final of the Competition (1st place), as well as remote participation of the finalists who took 2nd and 3rd place in the final of the Competition using online communication;
- organizes the transfer of the abstract of the Competition winner's work to the coordinator of the USUE site for inclusion in the collection of materials of the EEFY.

9.4. To conduct an expert evaluation of the competition works, an expert commission of the foreign/regional site of the Competition is created.

The composition of the expert foreign/regional commission of the Competition is approved by the organizing committee of the foreign/regional site. The expert commission includes highly qualified teaching and research workers, leading specialists from among the organizers of the EEYF site, as well as invited experts, including, by agreement, the scientific director of the Competition. Decisions of the expert commission are taken by open voting, by a simple majority of votes of the members of the expert commission present, and are recorded in minutes; the minutes are signed by the chairman, secretary and members of the expert commission (Appendix 4).

10. Coordinates of the Organizing Committee of the Competition

10.1. Competition organizer: Federal State Budgetary Educational Institution of Higher Education "Ural State University Economics" (Ural State University Economics)



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Address: 620144. Ekaterinburg, March 8/Narodnaya Volya street, 62/45 bldg.

Telephone: (343) 283-13-28; (343) 283-11-07; (343) 283-11-11, fax: (343) 283-13-25

Official website of the organizer: www.usue.ru

Official website of the Competition and the Eurasian Economic Youth Forum (EEYF):
www.eurasia-forum.ru

The USUE division responsible for holding the Competition: Department of Labor Economics and Personnel Management.

Contact details of the Competition coordinators are indicated on the Competition page of the EEYF website.

10.2. Co-organizers of the Competition: Universities-organizers of foreign and regional EEYF sites that have chosen this Competition for implementation at their sites. The list of foreign and regional sites that have chosen this Competition is indicated on the Competition page of the EEYF website, in the Management and Law Congress section, as well as on the pages of the foreign/regional Sites of the EEYF website.

Contact details of the coordinators of foreign/regional Competition sites are indicated on the pages of the foreign/regional sites of the EEYF website.



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Appendix 1

PARTICIPANT APPLICATION

International competition of cases from employers " HR GROWTH "

Please accept my work for participation in the International Employer Case Competition " HR GROWTH ". I provide the following information about myself:

Participant	Surname	
	Name	
	Surname	
	Date of Birth	
	Country (citizenship)	
	City of study	
	contact number	
	e-mail	
	Place of study/work	
	Course/group/position	
	Institute/faculty	
	Direction/profile of training	
	Topic/team name	
Scientific director	Full name	
	Academic degree, title	
	University/Organization	
	Department	
	contact number	
	e-mail	

The application is submitted in the form of filling out the participant registration form on the specialized website of the EEYF.

If the work is prepared by a group of authors, one of the authors registers as a "team captain" and attaches a file with the competition work and a file with the abstract of the work to the participant registration form. The remaining authors of the work register as a "team member", to complete the registration they attach a file with an essay and a list of authors, the second file can be empty.



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Appendix 2

Employer case competition

"HR GROWTH"

Competition work

Case name

Author:

(full name)

Student (graduate student, etc.) _____ group, _____ course

Name of university _____

Name of position/organization _____

Scientific supervisor (if available) _____

(full name, academic degree, position)

City _____

Year



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Appendix 3

PROTOCOL OF THE MEETING OF THE EXPERT COMMISSION

on determining the finalists of the International Employer Case Competition " HR GROWTH "

Site USUE

01.04.2025

№ 1

Yekaterinburg

Composition of the expert commission:

Chairman of the expert commission:

FULL NAME - job title

Members of the expert commission:

FULL NAME - job title

Secretary of the expert commission:

FULL NAME - job title

Agenda of the expert committee meeting:

Determination of finalists of the International Employer Case Competition " HR GROWTH " from the USUE platform.

Based on the results of the first stage of the International Employer Case Competition " HR GROWTH ", _____ works of the participants were admitted to expert evaluation.

After evaluating the submitted works, the committee decided to bring the following participants to the finals:

Table 1 – Competition Finalists

No.	Full Name	Name of the university, organizations

Chairman of the expert commission

Full name

Signature

Members of the expert commission

Full name

Signature

Secretary of the expert commission

Full name

Signature



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Appendix 4

PROTOCOL OF THE MEETING OF THE EXPERT COMMISSION
on determining the winners and prize-winners of the national/regional
round of the International Employer Case Competition
" HR GROWTH "

(name of foreign/regional Competition site)

01.04.2025

№ 2

Composition of the expert commission:

Chairman of the expert commission:

FULL NAME - job title

Members of the expert commission:

FULL NAME - job title

Agenda of the expert committee meeting:

Determination of the winners and prize-winners of the national/regional round of the International Employer Case Competition " HR GROWTH " at the _____ site.

Based on the results of the first stage of the foreign/regional round of the International Competition, _____ projects of the participants were admitted to expert evaluation at the _____ site.

After evaluating the submitted works, the commission decided:

1. To determine the winners and prize-winners of the national/regional round of the Competition.

Table 2 – Award documents of the participants

No.	Full Name	Name of university, organization	Award document
			Certificate for 1st place
			Certificate for 2nd place
			Certificate for 3rd place



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2. Be recognized as the winner of the national/regional round and **the finalist** of the International Employer Case Competition " HR GROWTH "

(full name)

(job title)

3. Be recognized as a winner (2nd place) of the national/regional round of the International Competition of Employer Cases " HR GROWTH "

(full name)

(job title)

4. Be recognized as a winner (3rd place) of the national/regional round of the International Employer Case Competition " HR GROWTH "

(full name)

(job title)

Chairman of the expert commission

Signature

Full name

Co-chairman of the expert commission

Signature

Full name

Member of the expert commission

Signature

Full name

Secretary

Signature

Full name



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Appendix 5

PROTOCOL OF THE MEETING OF THE EXPERT COMMISSION

on determining the winners and prize-winners of the International
Employer Case Competition " HR GROWTH "

23.04.2025

№ 3

Yekaterinburg

Composition of the expert commission:

Chairman of the expert commission:

FULL NAME - job title

Co-chairman of the expert commission:

FULL NAME - job title

Members of the expert commission:

FULL NAME - job title

Agenda of the expert committee meeting:

Determining the winners and prize winners of the International Employer Case Competition " HR GROWTH " within the framework of the final (final) stage.

Based on the results of the selection round of the International Employer Case Competition " HR GROWTH ", _____ works of the participants were admitted to the final.

After evaluating the submitted works, the commission decided:

1. To award the following award documents to each participant of the final (final) Competition:

Table 1 – Award documents of participants

No.	Full Name	Name of university, organization	Type of award document, amount of cash prize

2. To recognize the winner of the International Competition of Employer Cases
" HR GROWTH "

(full name)

(job title)



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3. To recognize the winner (2nd place) of the International Competition of Employer Cases " HR GROWTH "

(full name)

(job title)

4. To recognize the winner (3rd place) of the International Competition of Employer Cases " HR GROWTH "

(full name)

(job title)

Chairman of the expert commission

Signature

Full name

Co-chairman of the expert commission

Signature

Full name

Member of the expert commission

Signature


Full name

Secretary

Signature

Full name


The draft Regulation introduces
Scientific director of the competition


_____ S.B. Dolzhenko


Agreed:
Vice-Rector for Social Work
and Youth Policy,
Co-Chairman of the EEYF


_____ R.V. Krasnov

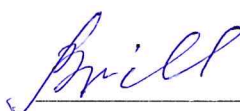
Vice-Rector for Research


_____ V.E. Kovalev

Director of the Congress of
Management and Law,
Director of the ISMML


_____ A.V. Kurdyumov

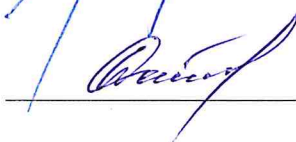
Head of the Legal Department


_____ M.I. Brill

Head of MSRR


_____ V.A. Blaginin

Head of International Cooperation
Department


_____ O. A. Bazhenova