



HR EXCELLENCE IN RESEARCH

How to implement the HRS4R process? Let's get the overview!

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European Research Area

A banner image showing a satellite view of Europe with a network of glowing green and yellow lines connecting various points across the continent, symbolizing research networks.

European Research Area

An open space
for knowledge and growth

- *PRIORITY 3. An open labour market for researchers*
- European Charter for Researchers and Code of Conduct for their Recruitment - Charter & Code, C&C
- **HRS4R** - a tool to implement the 40 principles of C&C
- 960 organizations have endorsed the Charter & Code principles.

✓ **key elements in the EU's policy to boost researchers' careers!**



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Charter & Code – 40 principles

- Ethical & Professional aspects

include research freedom and accountability, non-discrimination, evaluation/appraisal

- Recruitment

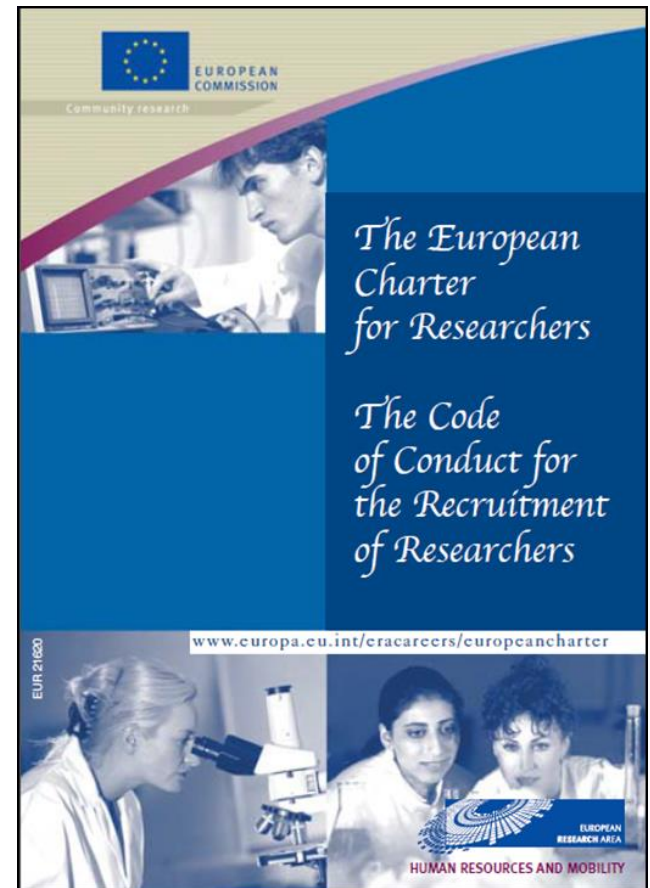
include transparency of the process, judging merit, recognition of value of mobility and of qualifications

- Working conditions & social security

include research environment, stability of employment, gender issues, career development, and representation in governance

- Training

include supervision, continued professional development and access to training





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HRS4R -work flow





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HRS4R process & OTM-R

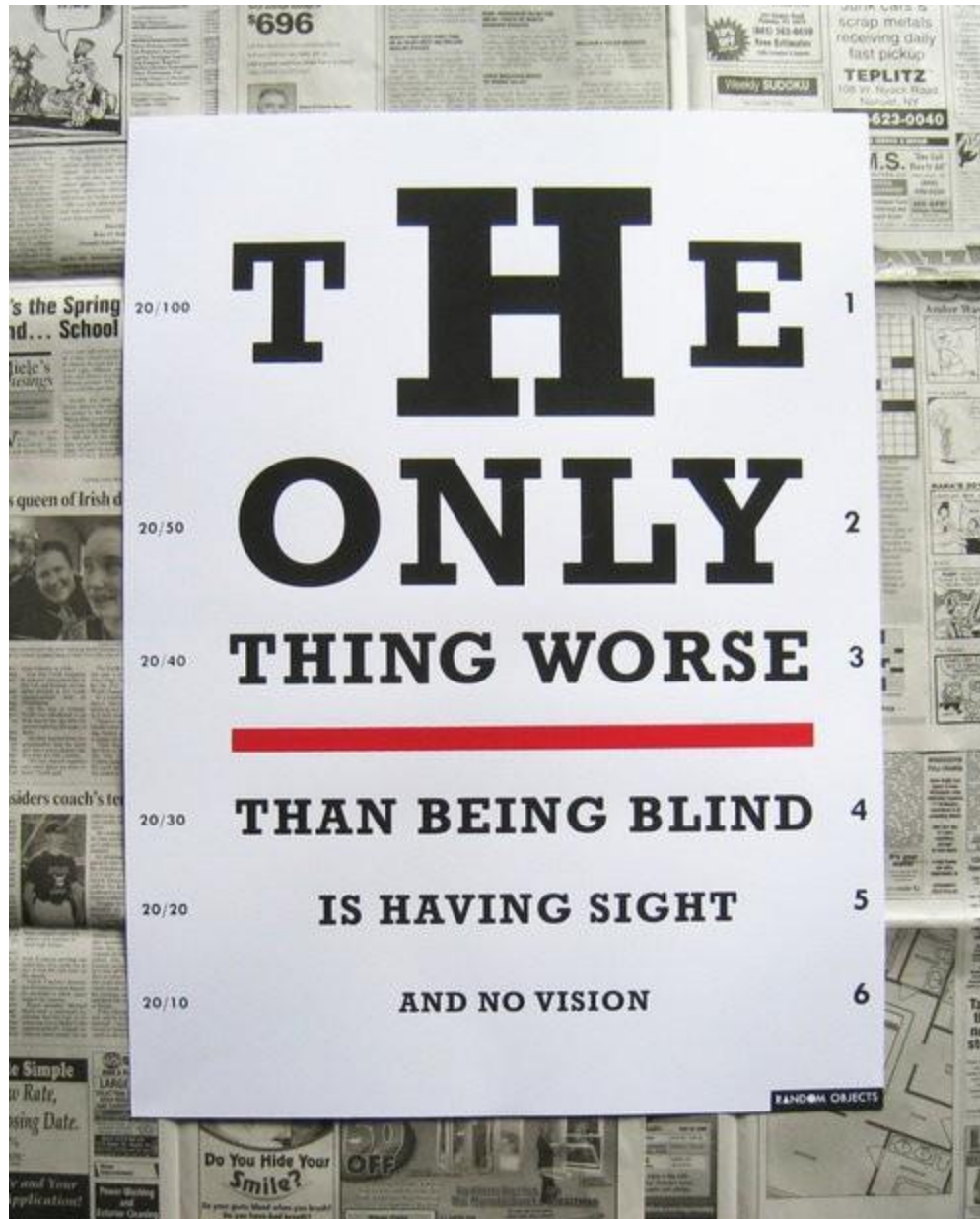


- ✓ **OTM-R**
Open, Transparent and Merit-based Recruitment of researchers – main pillar of the C&C
- ✓ **OTM-R check list**
Review of their current procedures and practices in your institution??!

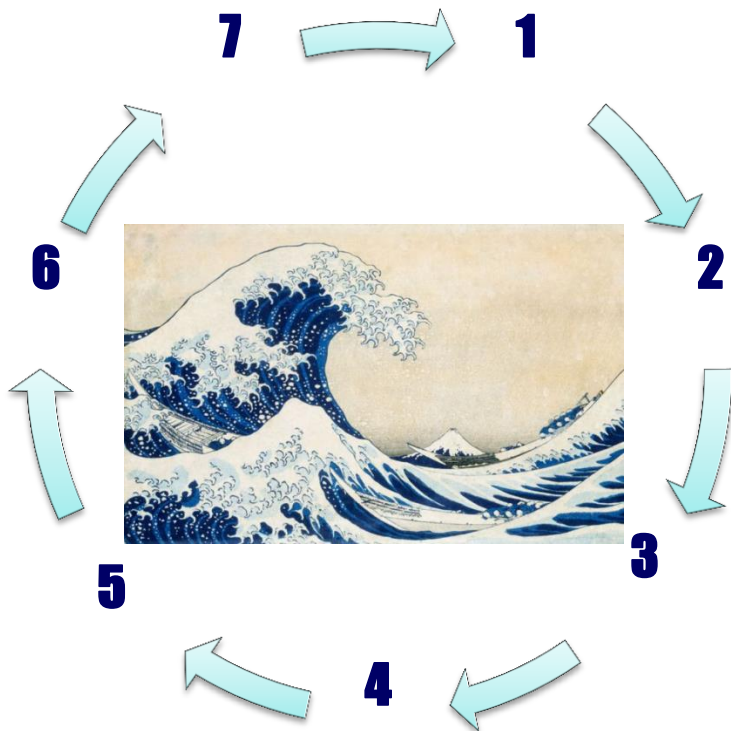
https://cdn5.euraxess.org/sites/default/files/policy_library/otm-r-checklist.pdf



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Clear Vision



1. The University's general strategy
2. University's research strategy
3. **Desire** to increase the national and international visibility
4. Acknowledge the University's **research strengths** and the possibility to reinforce it with foreign researchers
- ➔ 5. Appoint a committed project sponsor and a Working group
6. Compile a stakeholder communication plan
7. Be curious to measure the GAP and do waves!



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KEY CONTRIBUTORS

• **Steering Committee:**

University Management

- Rector & Vice-rectors
- Chief of Administration
- Different institutional bodies/
Committees...

Heads of Departments

- International Cooperation
- Research Projects
- Quality Office
- Legal Affairs
- Personal Administration and
HR office
- Office for Academic affairs

✓ **They will overcome
organisational roadblocks
as they arise!**





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CHALLENGES



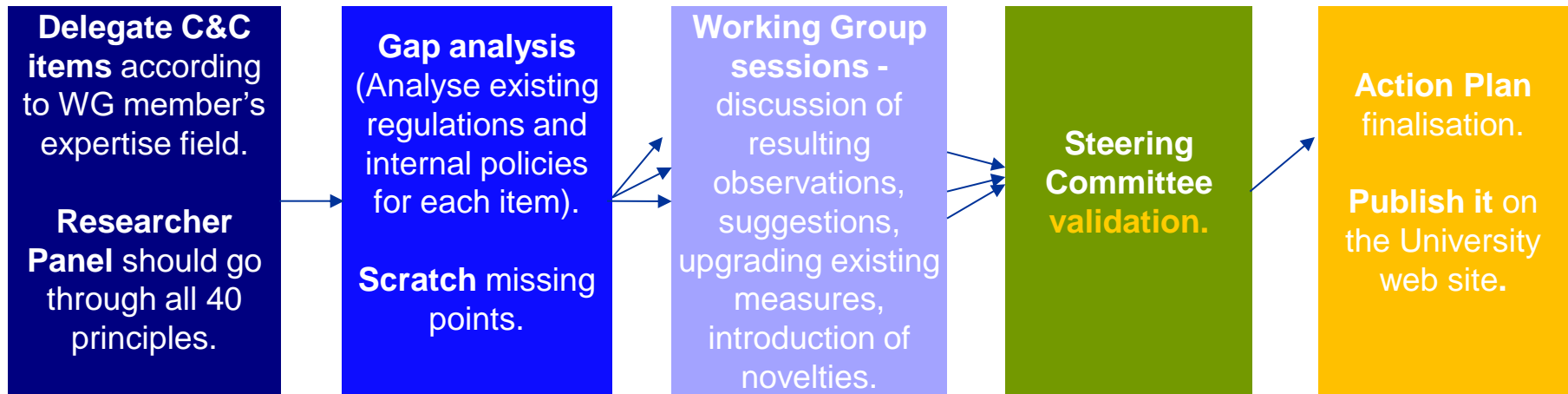
- related with HR ISSUES :
 - work overload, not willing to get involved
 - Admin staff has a lack of English language skills
 - Not **open for change – internal working culture**
- Let's make it an **OPPORTUNITY**:
 - Include from the beginning the admin staff in the HRS4R process
 - Keep in mind - you can transform in an **outstanding place to work** and be an **attractive employer** for foreign researchers!
 - **Set new practices and standards** by acquiring the 40 principles of the Charter & Code as role models and **tailor it** to your reality
 - University strenghts – make them visible!

✓ Foreign researchers make a shift in the internal working culture – they bring new working habits and new practices too!



METHODOLOGY

- It is a TWO-WAY approach:



- 1 year process
- Embedded by the institution means all supporting offices and bodies should be involved.
- Set up a Communication plan –involve all staff...



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IMPACT & BENEFITS



- **Implementing HRS4R** contributes to **promoting internationalization** at your institution (and help to accept this mind-set).
- It will **increase** your national and **international visibility** and **attractiveness**.
- **It will raise awareness of international context to all staff.**
- It will **leverage** for real changes in HR area!
- **It as an opportunity to put some important issues on the agenda!**



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A large school of fish swimming in clear blue water, viewed from an underwater perspective. The fish are densely packed in the center, creating a circular shape, and become more sparse towards the edges. Sunlight rays filter through the water from the top.

Proud member of
EURAXESS
community!

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