

European Commission  
Directorate General for Research and Innovation  
Att. Robert-Jan Smits - Director-General  
B-1049 Brussels  
Belgium

**Declaration of Commitment on behalf of Centre for Research in Agricultural Genomics (CRAG) to the Principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers**

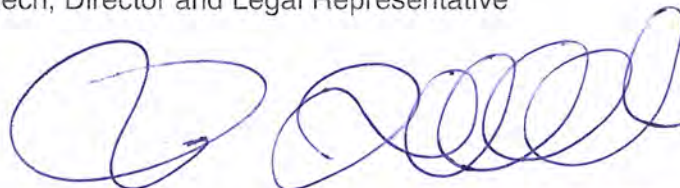
The Centre for Research in Agricultural Genomics (CRAG) is a public consortium that incorporates among its research groups the Consejo Superior de Investigaciones Científicas (CSIC), the Institut de Recerca i Tecnologia Agroalimentàries (IRTA), the Universitat Autònoma de Barcelona (UAB), and the Universitat de Barcelona (UB), as well as other researchers hired by the CRAG or other institutions as ICREA, all of which devoted to the study of genomics and genetics of plants and farm animals. It aims to be a centre of excellence, centred in Southern Europe but open to the surrounding regional areas, with an international strategy based on the attraction, maintenance and motivation of highly qualified and professional human resources.

The Centre for Research in Agricultural Genomics recognises the value of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers and supports and endorses the principles set down in them and wishes to build on them.

Within its legal boundaries, Centre for Research in Agricultural Genomics (CRAG) hereby commits itself to applying the stated principles via its human resources policies for researchers and to promoting transparency, accessibility, equity and the pursuit of excellence in the recruitment of researchers, and to creating the best possible framework so as its researchers can develop their careers, while at the same time contributing to the development of the European Research Area.

In Bellaterra (Cerdanyola del Vallès), November 9<sup>th</sup> 2012.

Pere Puigdomènech, Director and Legal Representative



## Lara Cejudo

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**De:** RTD-CHARTER@ec.europa.eu  
**Enviado el:** domingo, 29 de marzo de 2015 15:25  
**Para:** Lara Cejudo  
**CC:** José Luis Riechmann; Laura Molinero Ruiz  
**Asunto:** RE: Application HR Excellence in Research logo  
**Datos adjuntos:** HR\_01.eps; HR\_01.tif; HR\_01.ai; HR\_01.jpg; HR\_01.psd; HR Excellence Graphic guidelines.pdf

**Marca de seguimiento:** Seguimiento  
**Estado de marca:** Completado

Dear Ms Cejudo,

Thank you for the revised Action Plan and further explanations.

We are pleased to inform you that CRAG's comprehensive analysis and action plan meet all the requirements for the use of the 'HR Excellence in research' award.

CRAG can now use the 'HR Excellence in Research' award to help promote itself as a provider of a stimulating and favourable work environment. The award reflects your commitment to continuously improve your human resource policies in line with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, notably your commitment to achieve fair and transparent recruitment and appraisal procedures. Please find the badge attached in different formats along with graphic guidelines for use.

We would also like to inform you that, once CRAG duly registered at the EURAXESS Jobs portal, the 'HR Excellence in research' award will be activated: since then, every time CRAG posts a vacancy on it, the 'HR Excellence in research' icon will appear. Furthermore, CRAG will be listed in the EURAXESS Rights section under 'HR Acknowledged Institutions' (<http://ec.europa.eu/euraxess/index.cfm/rights/strategy4ResearcherOrgs#S> ).

Please be reminded that retaining the logo requires an internal review of your action plan in two years' time (Step 4), followed by an external peer review in four years' time (Step 5).

We wish you every success in continuing to implement the Human Resources Strategy for Researchers at your institution.

With best regards,  
The EURAXESS Rights Team

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**From:** Lara Cejudo [mailto:lara.cejudo@cragenomica.es]  
**Sent:** Wednesday, March 25, 2015 3:54 PM  
**To:** RTD CHARTER  
**Cc:** José Luis Riechmann; Laura Molinero Ruiz  
**Subject:** RE: Application HR Excellence in Research logo

Dear EURAXESS Rights Team:

We appreciate your feedback to CRAG's HR award application.

We have followed your recommendations and modified the Action Plan as suggested (see attachment for the revised Action Plan).

Please find below a point-by-point response to the issues raised.

ASSESSORS  
COMMENTS

- The timeline indicated in the Action Plan (AP), though thoroughly broken-down, seems too short if compared to the whole AP time-span 2014-17. Indeed, there are 4 actions to be accomplished by Q4/2014 (already done, then); 8 by

2015; 1 by  
2016 and 1 by  
2017. Does  
this mean that  
there is no  
further  
activity  
foreseen  
beyond 2015?  
If so, what  
progress  
would be  
monitored in  
2017, at the  
end of the  
AP?  
- A reference  
to job  
advertisement  
at the  
EURAXESS  
Jobs portal is  
recommended  
as a sign of  
tangible effort  
towards real  
job opening  
and  
transparency.

The initial Action Plan did concentrate most of the actions in 2015. However, this was not because we did not foresee or planned to commit to further activities in 2016 and 2017. Rather, we envisioned an internal review of the implementation of the Action Plan in Q1/2016 (a Self-Assessment exercise, as indicated in the Introduction of the Plan), which we expect will lead to new specific actions in 2016 and 2017. This concept is maintained in the revised plan, but we have also shifted 3 of the actions planned for 2015 to 2016. This change results in a more balanced distribution (4 actions in Q4/2014; 7 in 2015, 4 in 2016, and 1 in 2017), and will also facilitate implementation of the plan as, in hindsight, we realize that we were perhaps too ambitious for 2015. The actions that were shifted are: III-6,

IV-1 and IV-2. We also would like to point out that many of the actions that will be initiated during 2015 and 2016 involve repeated (yearly) or continuous engagement, and therefore continuous monitoring up to the end of the Action Plan. These actions are: I-3, I-4, I-5, III-2, III-3, III-4, IV-1, and IV-2.

The EURAXESS Jobs portal is now specifically mentioned, and, in fact, we have added a new action (II-3) related to job advertisement.

Last, we can confirm that the four actions planned for Q4/2014 have already been performed (or initiated, as three of them are recurrent or continuous). These actions were key to the Action Plan, so it was our intention to act on them as soon as possible.

We hope that you will find that these changes to the Action Plan address satisfactorily the issues raised by the assessors.

Sincerely,

José Luis Riechmann  
Director

Lara Cejudo

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**De:** [RTD-CHARTER@ec.europa.eu](mailto:RTD-CHARTER@ec.europa.eu) [<mailto:RTD-CHARTER@ec.europa.eu>]

**Enviado el:** viernes, 20 de marzo de 2015 15:51

**Para:** Lara Cejudo

**CC:** José Luis Riechmann; Laura Molinero Ruiz

**Asunto:** RE: Application HR Excellence in Research logo

Dear Ms Cejudo,

Once again, apologies for the delay of our feedback: the organisation of the Charter & Code 10<sup>th</sup> Anniversary event, held last 3 March, has required the full involvement of most of the assessors.

We can now get back to you with some news regarding Centre for Research in Agricultural Genomics' submission for the HR award.

We are pleased to say that the assessors welcomed the care taken to align HR practices with those of the Charter and Code.

However, there is just one main key element which needs revising before the HR Excellence in Research badge can be awarded.

In particular, this include a more articulated timeline for the Action Plan with actions taking place also in 2016 and 2017 (beyond the two indicated), if possible.

We are including some of their remarks below, which we trust will be constructive in allowing you to update your documents before you resubmit for approval.

- The timeline indicated in the Action Plan (AP), though thoroughly broken-down, seems too short if compared to the whole AP time-span 2014-17. Indeed, there are 4 actions to be accomplished by Q4/2014 (already done, then); 8 by 2015; 1 by 2016 and 1 by 2017. Does this mean that there is no further activity foreseen beyond 2015? If so, what progress would be monitored in 2017, at the end of the AP?

- A reference to job advertisement at the EURAXESS Jobs portal is recommended as a sign of tangible effort towards real job opening and transparency.

Once these few changes implemented, CRAG can resubmit its documents for award.

Should you have any questions, please do not hesitate to ask.

Best wishes,  
The EURAXESS Rights Team

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**From:** Lara Cejudo [<mailto:lara.cejudo@cragenomica.es>]  
**Sent:** Wednesday, December 24, 2014 9:19 AM  
**To:** RTD CHARTER  
**Cc:** José Luis Riechmann; Laura Molinero Ruiz  
**Subject:** Application HR Excellence in Research logo

To whom it may concerns,

You will find attached the Action Plan for the Implementation of Human Resources Policies in Accord with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers from the Centre for Research in Agricultural Genomics.

You can find the information also published at: <http://www.cragenomica.es/hrs4r-action-plan>

Please if you have any question or clarification, don't hesitate to contact us.

We are waiting your answer and comments.

Sincerely,

Lara Cejudo

***Area de Recursos Humanos***

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