



An institutional Strategy for Researchers' Career Development (HRS4R)

MSCA workshop – 2 October 2018

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Expectations on RESEARCHERS

- **innovate** for the benefit of all of Europe
- produce **high quality** research
- solve **global** challenges such as climate change, security and energy
- contribute to the **European Union's** better life goals
- enhance the **European Union's** international reputation
- enhance **attracting and retaining investment and people**
- enrich **science, culture and civilisation**

**RESEARCHERS
are important to us!**



RESEARCHERS deserve

- **equal treatment**, irrespective of type of contract or environment they work in (*OS, international or industry...*) – non-discrimination
- active **career guidance & career development**
- **transparent criteria** for recruitment, promotion & career assessment
- adequate **working conditions**
- **training opportunities** to develop their career
- supervision by competent and responsible managers

RESEARCHERS need to be recognised and valued as an essential part of an institutional **HR Strategy**



Recruitment tool with job vacancies, funding opportunities, grants, employment, etc.



Network of 200 service centres in 40 European countries. Provides assistance for researchers and their family on issues such as accommodation, visa and work permits, language lessons, schools for their children, social security and medical care.



Information on the Charter and Code (i.e. rights and obligations for researchers, employers and funders), Pensions for Researchers and Entry Conditions



A networking tool for European and non-European researchers outside EU. Links Officers in US, CAN, JAP, CHI, IND, BRA, ASEAN etc.



A quiet revolution in Doctoral training in Europe

- In Europe, the **number of Doctoral candidates** is increasing.
- PhDs candidates have increasingly found **career opportunities outside traditional academic research careers**.
(FR, DE, UK > 50% of PhDs take jobs outside academia)
- Doctoral training is the **primary source of new knowledge** for the R&I in Europe
- **Education of excellent young scientists**: a key goal to secure Europe's position in the global economy.



European Research Area (Article 179 of the Treaty)

An open space for knowledge and growth

ERA priority 3 - An Open Labour Market for Researchers

(‘in which, researchers, scientific knowledge and technology will circulate freely’)

- **Charter & Code, HR Strategy for Researchers**
- Innovative Doctoral Training
- Open, transparent and merit-based recruitment
- Pensions (RESAVER)
- EURAXESS
- Scientific visa package
- Working with Member States & monitoring

Linking Policies and Practices

- C & C:** ↑ a vision for research support and development
- HRS4R:** ↓ a mechanism to agree objectives to reach that vision
- article 32:** ↔ a (*supporting & helpful*) instruction to implement the above via a **best effort obligation**

Horizon 2020 - Multi-beneficiary Grant Agreement (*)
SECTION 4 - other rights and obligations (ALL beneficiaries)

Article 32:

RECRUITMENT & WORKING CONDITIONS for researchers

32.1 **OBLIGATION** to take all measures to implement C&C

32.2 **CONSEQUENCES** of non-compliance

2005



CHARTER & CODE

EC adopted a **‘European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers’**
(Charter and Code)

40 principles on the

- roles
- r

> 1200 institutions endorsed



for... in an open European
lab



TOOL to implement the 40 principles of C&C

The Human Resources Strategy for P...

- voluntary, flexible
- based on...
- de...
- ...

**~420 institutions
are implementing**

OTMFR means Open, Transparent and Merit-based Recruitment



HRS4R - work flow



No withdrawal of HR award
at this stage



One platform = one dashboard = one reporting tool on EURAXESS for the application, implementation and assessment processes of HRS4R procedure

- ✓ Procedural **CONSISTENCY**
- ✓ **SIMPLIFICATION**
- ✓ **CLEAR** expectations/responsibilities/obligations/timelines
- ✓ **STANDARDISED** approach, but **FLEXIBLE** and **CUSTOMISABLE**
- ✓ **PARTIAL AUTOMATISATION**



Since May 2018 for newcomers:



Since mid September 2018 for all institutions already enrolled in the HRS4R process

HRS4R e-TOOL

What's in for institutions?



✓ Supportive elements:

- Workflow and timelines clearly illustrated
- Deadlines automatically set for each task
- Automatic reminders
- Templates turned into digital forms
- "Need help?", step-by-step user manuals.

✓ Easy access:

At a click distance: the history of the application, implementation, assessment process.

✓ Facilitating action planning:

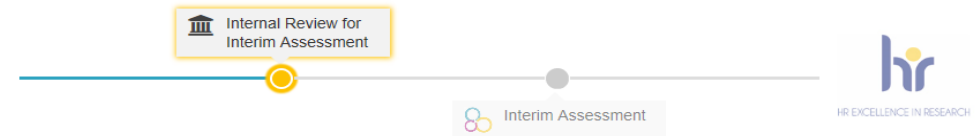
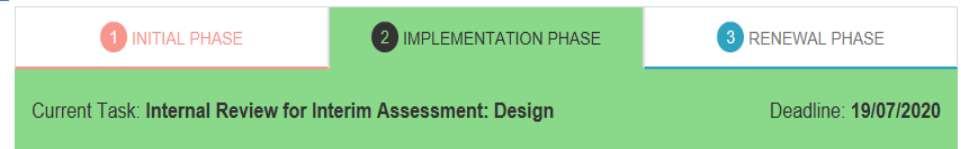
The gaps which remain addressed are reflected in the action plan from one phase to another.

✓ Saving time:

The information is retrieved automatically from one phase to another requiring only updates.

✓ Creating value:

Better quality applications, less resubmissions, a more efficient management process of the HRS4R procedure.



NEED HELP?

Internal Review for Interim Assessment: Design

Date: Thu, 19/07/2018 - 09:08 Pending

[Request Extension](#) ⌚ **Deadline: 19/07/2020**

Interim Assessment

Internal Review Pending

[Document Status Explanation](#)

Comments

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Submission is possible only when the Internal Review is duly filled in and saved.

SUBMIT

WHY ?



Considering **HRS4R** as a prerequisite for successful host-driven MSCA projects – a success story from IE



HR EXCELLENCE IN RESEARCH

Setting the scene:

2006 – signed the Charter and Code

2009 – Introduced the Research Careers Framework (RCF)

Ongoing – range of supports for researchers (predominantly post doc)

Introduction of Structured PhD across all courses

March 2012 – Start of HRS4R

MSCA COFUND – UCD ENERGY21

- *Submitted proposal in December 2012*
- *Proposed to support the Career Development of 21 top-class Post Docs*
- ***Successful!! Ranked 1st in Europe in COFUND 2012/2013***
- *Top 3% of all applications since the start of the COFUND award*
- *Commission fund 40% of overall programme*



What help was HRS4R in applying for COFUND?

- Due to the **Gap Analysis** and **Action Plan**, the institution was familiar with their strengths and weaknesses
- They could articulate **their ability to attract mobile researchers**, implement **robust recruitment**, and support/ enable their **research career**
- They could easily **communicate their commitment** to these kinds of processes...

Essentially - The Principles of the Charter and Code are embedded in the assessment criteria of MSCA applications



What help was HRS4R in applying for COFUND?

Charter and Code

- Ethical and professional aspects
- Recruitment
- Training
- Working conditions and social security

Action plan Themes

- Research integrity and ethical considerations
- Improved Recruitment processes for Postgraduate researchers
- Enhanced skills and career development
- Mobility, attracting researchers and the portability of grants

COFUND assessment criteria

- Quality of the selection process for the fellows under the programme **30%**
- Implementation & Management of the Programme **30%**
- Relevance and impact to "Lifelong training and Career development" **40%**



HR EXCELLENCE IN RESEARCH



Adds value to funding applications



Demonstrates a **commitment to good working conditions and career development** for researchers.



It **promotes this commitment** to researchers who might be considering moving to an HR awarded institution



Advertising on **EURAXESS jobs** and the 'HR Excellence in Research Award' icon is automatically profiled next to the job adverts.



It brings **opportunities to share practice** with other award-holders and organisations working towards the Award.



It increases the **attractiveness of research careers** in Europe, through more attractive working conditions and more open, more transparent and more merit-based recruitment processes.



It makes Europe more competitive.



The Human Resources Strategy for Researchers



The 'HR Strategy for Researchers' supports research institutions and funding organizations in the implementation of the Charter & Code in their policies and practices.

HR EXCELLENCE IN RESEARCH The implementation of the Charter & Code principles by research institutions render them more attractive to researchers looking for a new employer or for a host for their research project.

The European Commission recognizes with the **'HR Excellence in Research Award'** the institutions which make progress in aligning their human resources policies to the 40 principles of the Charter & Code, based on a customized action plan/HR strategy.

<https://euraxess.ec.europa.eu/jobs/hrs4r>

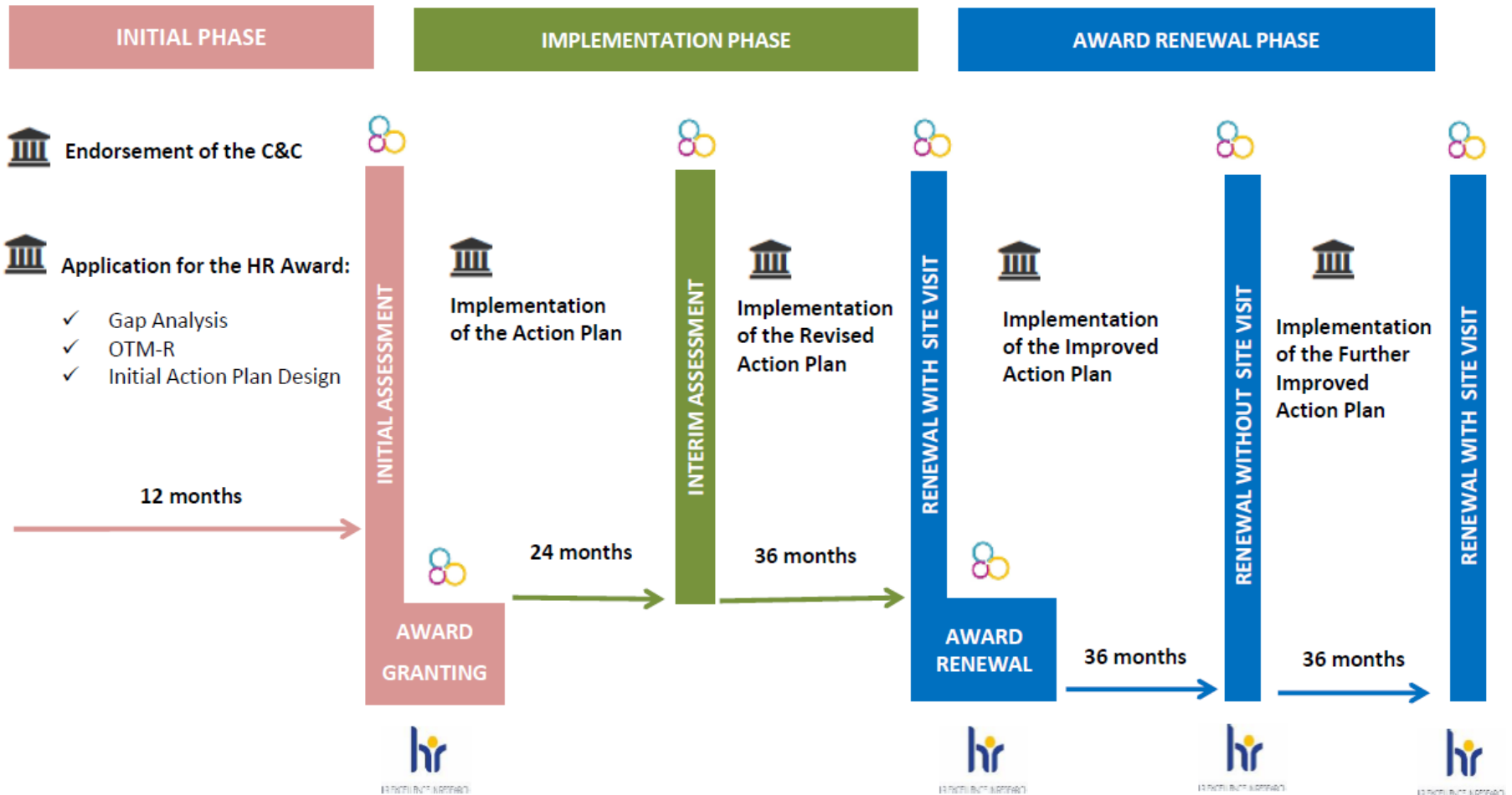
419 organisations have received the HR Excellence in Research award.

WILLING TO APPLY FOR THE HR AWARD?



STARTING





HRS4R- from PROGRESS to QUALITY



**THANK YOU
FOR YOUR
ATTENTION**



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