



# THE EUROPEAN HUMAN RESOURCES STRATEGY FOR RESEARCHERS

*At Wrocław University of Science and Technology, we know how important it is to create a friendly and stimulating environment for scientific research. That is why we implement and maintain the European Human Resources Strategy for Researchers (EHRS4R), which ensures that the researchers we employ enjoy stable working conditions and opportunities for professional development.*

– Prof. Tomasz Nowakowski  
Vice-Rector for Organisation and Development of the University



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Members of the team monitoring the implementation of the European  
Human Resources Strategy for Researchers at Wrocław University of  
Science and Technology

<https://pwr.edu.pl/uczelnia/europejska-strategia-dla-naukowcow>



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# THE EUROPEAN HUMAN RESOURCES STRATEGY FOR RESEARCHERS

The European Human Resources Strategy for Researchers aims to continually improve the employment and recruitment conditions of researchers in European institutions.

The guiding documents for the strategy are:

- the European Charter for Researchers
- the Code of Conduct for the Recruitment of Researchers

Institutions implementing the principles of the Charter and the Code are awarded the European Commission's "HR Excellence in Research" label.



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626 organisations worldwide have received the  
HR Excellence in Research distinction.

Wrocław University of Science and Technology received this  
prestigious award in **2016** as one of the first institutions in Poland.



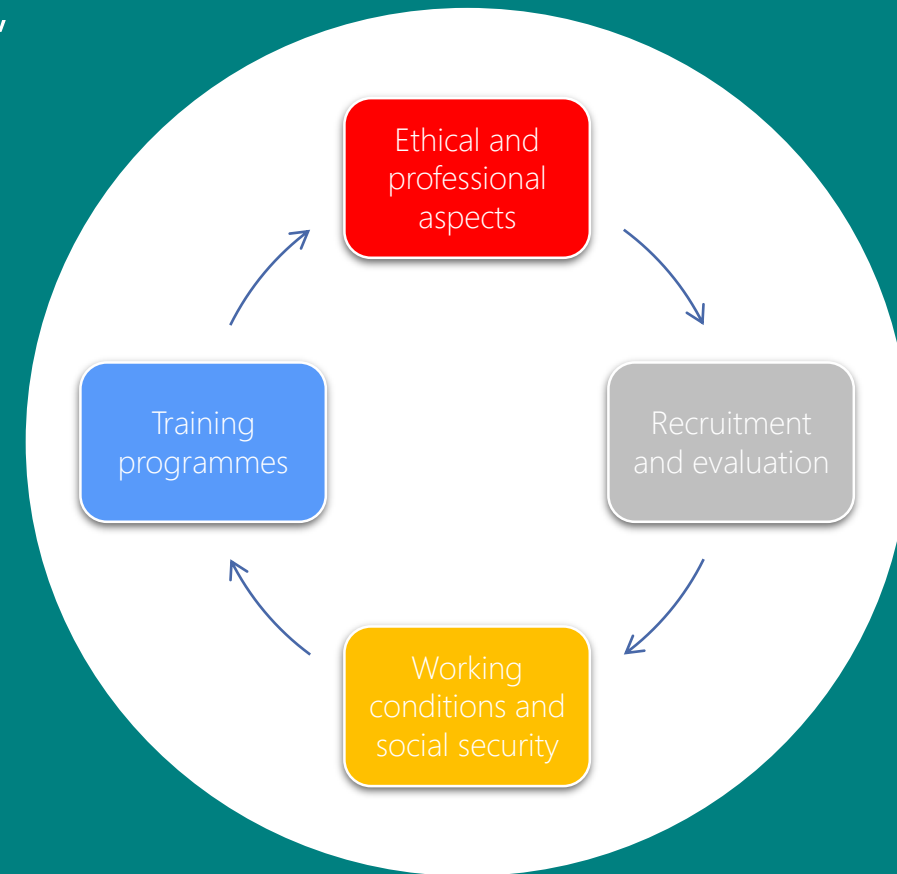
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# THE EUROPEAN CHARTER FOR RESEARCHERS

- It describes the rights and obligations of researchers, their employing institutions, and funders
- It is addressed to all researchers in the EU at any stage of their career
- It recognises the value of **mobility** as a means of furthering the professional development of researchers

## 40 principles in four areas:

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



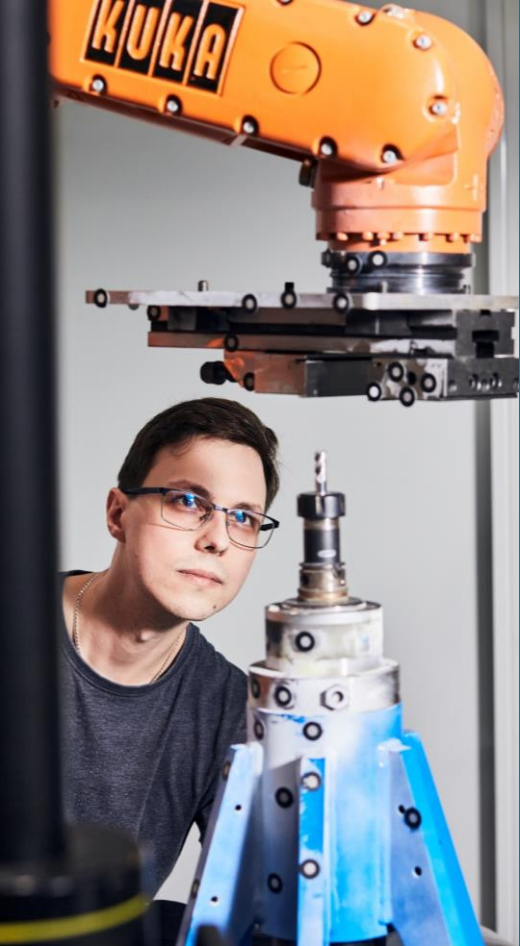
# WHY DO WE NEED THE EUROPEAN CHARTER FOR RESEARCHERS?

Key principles and values:

- Recognition of the profession of researcher
- Freedom of research
- Dissemination and application of results
- Working conditions and stability and continuity of employment
- Salary package (subsidies and salaries)
- Gender balance
- Access to research training and continuous development
- Intellectual property rights
- Teaching
- Evaluation and assessment systems
- The Academic Staff Recruitment Code (OTMR)



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# THE **CODE OF CONDUCT** FOR THE RECRUITMENT OF RESEARCHERS

The Code of Conduct for the Recruitment of Researchers describes the principles for recruiting researchers that employers should follow in ensuring equal treatment for researchers recruited in Europe.

## **OTM-R** – OPEN, TRANSPARENT AND MERIT-BASED RECRUITMENT OF RESEARCHERS

Developed at the University in 2018, it contains resources including guidelines on the content of job advertisements to be published, through the process of recruitment itself, to the closing of the competition and making its results available to the public.

### Application stage

- Job advertisement template
- Regulations for open competitions for the position of professor at Wrocław University of Science and Technology
- Regulations for open competitions for the position of language teacher or instructor, lecturer, senior lecturer, assistant, or adjunct professor at Wrocław University of Science and Technology
- Procedure for recruiting academic teachers to be employed on a part-time basis (up to 50% of the full-time working pattern) at Wrocław University of Science and Technology

### Evaluation stage

- Good practice in recruiting research staff

### Selection stage

- Feedback form
- Guide for newly hired employees



# HOW DOES HR EXCELLENCE IN RESEARCH BENEFIT US?

- EC's testimony to the fact that Wrocław Tech applies the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers
- additional marks in the parametric evaluation of academic entities,
- extra marks in the European Commission's international grant competitions, national grant competitions of the National Centre for Science and the National Centre for Research and Development, as well as competitions and science financing schemes organised by the Ministry of Science and Higher Education, among other ones
- increased international visibility of the university,
- promotion of employment opportunities on the Euraxess website



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# RESULTS OF THE IMPLEMENTATION OF THE EUROPEAN HUMAN RESOURCES STRATEGY FOR RESEARCHERS AT WROCŁAW TECH

We support research staff at every stage of their career:

- Providing researchers with flexible working conditions:
  - working hours tailored to the needs
  - remote working
  - sabbatical
- We recognise the value of mobility in evaluation and professional development systems for researchers
- We value the contribution of young researchers to the development of the university - Academia Iuvenum
- We create favourable conditions for researchers to do their teaching work, e.g.:
  - time devoted to degree candidates/doctoral students is included in the teaching load
  - there is also a limit of doctoral students under one supervisor
- We help researchers in their professional development:
  - consultations with a vocational counsellor
  - subsidised post-graduate programmes or language courses
- We provide access to information on current international projects
- We have launched the Centre for Psychological Consultation and Mediation



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# RESULTS OF THE IMPLEMENTATION OF THE EUROPEAN HUMAN RESOURCES STRATEGY FOR RESEARCHERS AT WROCŁAW TECH

We attempt to introduce an open recruitment policy (Open, Merit-Based, and Transparent Recruitment Policy with respect to researchers, Polish acronym: OTM-R) which guarantees, among other things:

- a transparent system for recruiting research staff
- adherence to the principles of equality and non-discrimination in recruitment
- competition procedures adjusted to the type of position offered
- competition committees appointed to represent a variety of backgrounds and qualifications
- information on the candidate's strengths and weaknesses made available to them at the end of the recruitment process



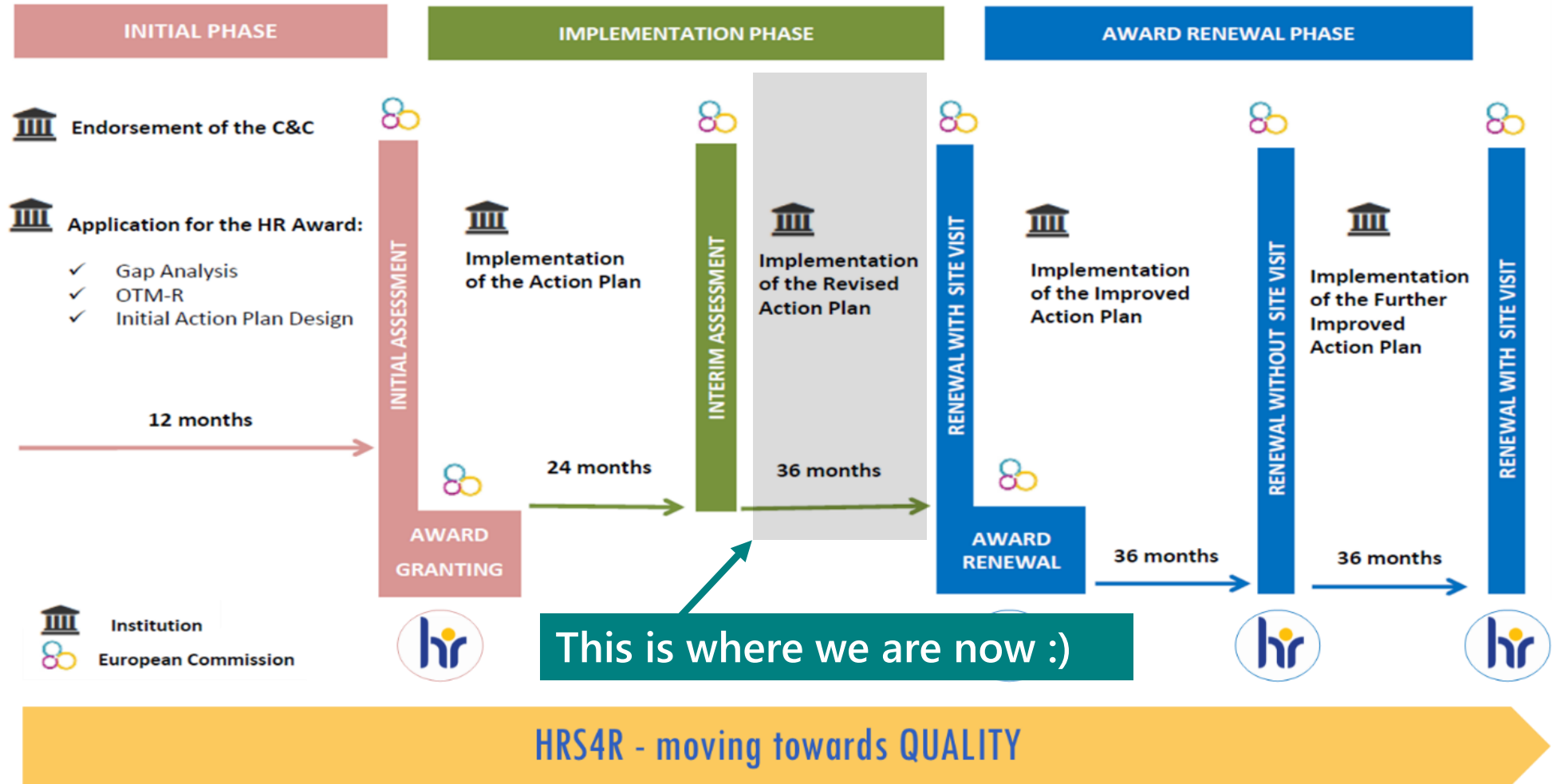
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Politechnika  
Wroclawska



# INSTITUTIONS AWARDED HR EXCELLENCE ARE EVALUATED CYCLICALLY



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# CURRENT ACTIVITIES

- Information campaign targeting all Wrocław Tech staff
- Evaluation of the performance metrics for the tasks carried out so far (2018-2020)
- Survey among our employees regarding the implementation of the European Human Resources Strategy for Researchers at Wrocław Tech (late October)
- Compilation of results and development of conclusions from the survey



Your voice is  
POWER  
USE IT

- Development of guidelines for the Action Plan from 2022.



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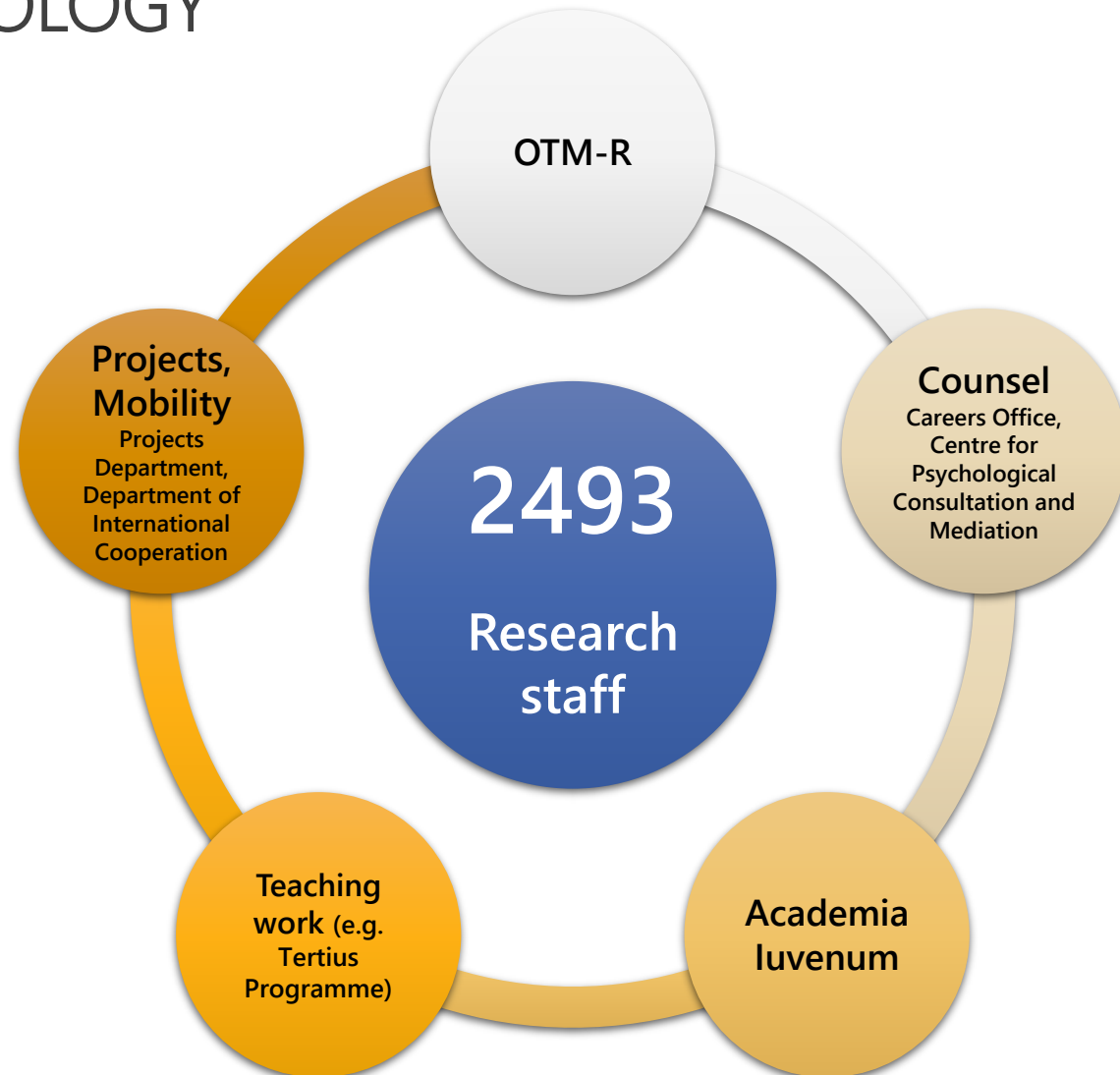


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# EUROPEAN HUMAN RESOURCES STRATEGY FOR RESEARCHERS AT WROCLAW UNIVERSITY OF SCIENCE AND TECHNOLOGY



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## YOU'RE WELCOME TO CONTACT US

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