

Important message to institutions:

Due to exceptional circumstances linked to COVID19, processing of HRS4R applications on the European Commission (EC) side might suffer additional delays. Moreover, in the context of extraordinary measures taken at national level (e.g. universities or other institutions closed), all self-assessment deadlines between 15 March and 30 April can be extended by one or two months, depending on your needs. You only need to apply for an extension electronically in your dashboard or, if you need more than one month extension, send an email to the functional mailbox: RTD-CHARTER@ec.europa.eu.

Site Visits: All in house audits planned for April (and possibly May – depending on how the pandemic situation evolves) are cancelled. HRS4R experts and/or EC will contact you in due course to arrange additional dates. No other site visits dates will be set before the situation both at EU and national level stabilises. Meanwhile, you can continue using the HR Excellence in research award.

Remote assessments: We will continue processing remote evaluations within the limits of HRS4R experts' availability and the special circumstances of EC staff being on mandatory teleworking. Please note that evaluation and communication of outcome might incur further delays.

Implementation Phase Interim Assessment - EC Consensus Report

Case number: 2019ES442467
Name Organisation under assessment: Maimonides Biomedical Research Institute of Cordoba - IMIBIC
Submission date of the Interim Assessment Internal Review: 06/11/2019
Submission date: 16/03/2020

Quality assessment

The quality assessment evaluates the level of ambition and the quality of progress intended by the organisation.
If any statements have prompted a "no" or "partly" in the evaluation, please provide recommendations:

YES / NO / PARTLY		Recommendations
Has the organisational information been sufficiently updated to understand the context in which the HR Strategy is implemented?		Yes

	YES / NO / PARTLY	Recommendations
Does the narrative provided list goals and objectives which clearly indicate the organisation's priorities in HR-management for researchers?	Yes	
Has the organisation published an updated HR Strategy and Action Plan been updated with the actions' current status, additions and/or modifications?	Yes	
Is the implementation of the HR strategy and Action Plan sufficiently embedded within the organisation's management structure (e.g. steering committee, operational responsibilities) so as to guarantee a solid implementation?	Yes	
Has the organisation developed an OTM-R policy?	Yes	

Strengths and weaknesses

On the basis of the information submitted and taking into account the organisation's national research context, how would you as an assessor judge the HR Strategy's **strengths and weaknesses?** (maximum 1000 words)

In the frame of the interim assessment, IMIBIC confirms its full institutional commitment to the successful implementation of the HRS4R, providing evidence in the revised action plan and related explanation as well as in the OTM-R checklist.

The HRS4R and related OTM-R have been effectively embedded into the legal and institutional context of IMIBIC.

The revised work plan is extensively and clearly explained, covers all the principles of the Charter & Code and includes a wide range of new actions, well explained and with clear indicators.

Clear indicators have been set and productively used during the implementation process, and allow a straightforward and transparent overview of the progress that has been carried out so far.

The indicated strengths and weaknesses reflect and further clarify the revised action plan; sound justifications and remarkable positive measures have been provided whenever there is room for improvement.

Key institutional stakeholders have been actively involved, and evidence is given throughout the submitted documents. The bottom-up approach adopted is particularly appreciated and ensures the involvement of the research community at any stage of their career and of the management and administrative structures as well.

The action plan is available on the institution's English-language website and can be found easily through the navigation system.

If relevant, please provide suggestions for modifications or revisions to the (updated) HR strategy: (maximum 2000 words)

No suggestions/modifications

During the transition period special conditions apply:

Institutions having started the HRS4R implementation prior to the publication of the OTM-R toolkit and recommendations by the European Commission (2015) may not have prioritised actions implementing the OTM-R principles yet. In this case, they should not be penalised but strong recommendations should be made to address these principles appropriately.

At this point of the INTERIM assessment, the institution does not jeopardise maintaining the HR award.

Nevertheless, the institution is advised to take into account the comments and recommendations of the assessors to meet all assessment criteria at the next assessment (in 36 months).

Recommendations

Which of the below situations describes the organisation's progress most accurately? Tick the right situation and add comments/general recommendations accordingly.

HRS4R embedded



HRS4R embedded, corrective actions needed



HRS4R embedded, strong corrective actions needed



Additional comments *

We wish to congratulate IMIBIC on their effective HRS4R implementation, their full commitment and their monitoring efforts during the implementation phase and we hope they continue to keep their level of quality in HR policies for their research community.

Explanation

- **HRS4R embedded:** The organisation is progressing with appropriate and quality actions as described in its Action Plan. **There is evidence that the HRS4R is further embedded.**
- **HRS4R embedded, corrective actions needed:** The organisation is, for the most part, progressing with appropriate and quality actions as described in its Action Plan, but could benefit from alterations as advised through the Assessment process. **There is some evidence that the HRS4R is further embedded.**
- **HRS4R embedded, strong corrective actions needed:** The organisation is not deemed to be implementing appropriate and quality actions and this raises some concern for the future efforts to implement actions closely aligned to the Charter and Code. **There is a lack of evidence that the HRS4R is further embedded.**