

Human Resources Strategy for Researchers – HRS4R

HRS4R was initiated by the European Commission. It supports research institutions in the implementation of the HR policies that contribute to the creation of a transparent, attractive and open labour market for researchers.

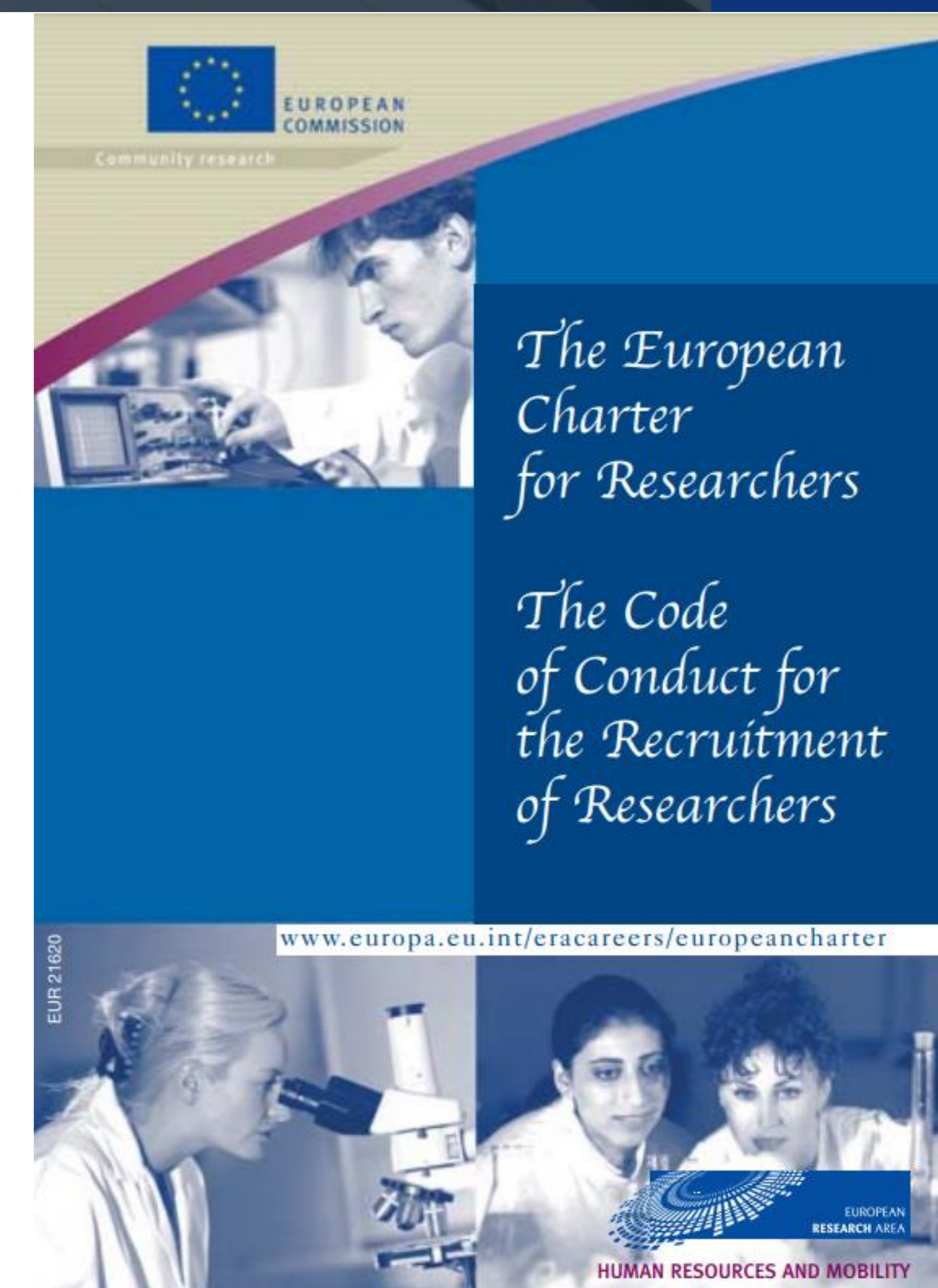
The HRS4R is based on the European Charter of Researchers and the Code of Conduct for the Recruitment of Researchers.

The European Charter of Researchers (**Charter**) is a set of general principles and requirements specifying the roles and responsibilities of researchers as well as of employers or funders.

Complementary to the Charter, the Code of Conduct for the recruitment of Researchers (**Code**) consists of a set of general principles and requirements that should be followed by employers when recruiting researchers (**Open, Transparent and Merit based Recruitment, OTM-R**).

The Charter & Code include 40 Principles which are grouped into 4 areas:

- I. Ethical and Professional aspects
- II. Recruitment and Selection
- III. Working Conditions
- IV. Training and Development



HR EXCELLENCE IN RESEARCH



Complete list of Principles: <https://euraxess.ec.europa.eu/jobs/hrs4r>
IMIBIC HRS4R: <https://www.imibic.org/site/page?view=human-resources>

Human Resources Strategy for Researchers – HRS4R



HR EXCELLENCE IN RESEARCH



The European Commission recognises 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 customised HR strategy and Action Plan.

1

Charter & Code

IMIBIC adhered to the Principles of the Charter and Code in 2015 by signing a letter of commitment

2

Strategy

IMIBIC developed its Human Resources Strategy for Researchers (HRS4R) in 2015-2016

3

Recognition

The European Commission recognised IMIBIC's HR policies and implementation of the HRS4R in 2017

4

Interim Evaluation

In 2020 the European Commission provided us feedback about the implementation of the HRS4R Action Plan

5

Action Plan

In 2022, IMIBIC continues implementing improvements based on the HRS4R Action Plan 2020-2022

6

External Audit

In early 2023, external, independent experts will visit IMIBIC to audit our HRS4R Action Plan

I. Working conditions

Research environment

Employers should ensure a stimulating and safe *research environment*, as well as offer appropriate equipment, resources, support, facilities and opportunities for collaboration.

Working conditions

DID YOU KNOW...?

That FIBICO's Internal Work Regulation was revised in November 2020. The update includes new permissions for teleworking, extension of paid leaves, increase in the number of annual holidays, and improved work time flexibility.

Stability and permanence of employment

The Charter encourages employers to develop a *career development strategy* and offer *career advice* for researchers at all stages of their career.

Career development

The principle of *gender balance* aims for a representative gender balance at all levels of staff as well as in selection and evaluation committees.

Access to career advice

DID YOU KNOW....?

That IMIBIC

- has a Gender Equality Plan
- has a Gender Equality Committee
- has a Guide for non-sexist language
- received an award for conciliation in 2020 and 2021



Gender balance

Intellectual property rights

All institutional documentation is being revised to ensure the correct use of non-sexist language. Aspects concerning gender equality have been included in the employee satisfaction surveys.

Value of mobility

What can we do better?

Share your feedback, ideas and suggestions about IMIBIC's HR Strategy via calidad@imibic.org

II. Ethical and professional aspects

Research freedom

RESEARCHERS SHOULD...

- Adhere to the recognised ethical practices and fundamental ethical principles
- Ensure that their research is relevant to society and does not duplicate research
- Be familiar with the current national legal requirements regarding data protection and confidentiality

DID YOU KNOW...?

- IMIBIC has a Code of Good Scientific Practice in Biomedical Research
- Our Data Protection Officer can be contacted at dpd@imibic.org

Accountability

RESEARCHERS SHOULD...

- Be aware that they are accountable towards their employers and funders as well as towards society as a whole
- Ensure that the results of their research are disseminated and exploited
- Ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists

DID YOU KNOW...?

IMIBIC is active in Responsible Research and Innovation (RRI) activities, e.g. Bold and Beautiful, #Science4u, and Science at 2 meters. We received the first RRI award of ISCIII in 2020.



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II. Ethical and professional aspects

Contractual and legal obligations

RESEARCHERS SHOULD...

- Be familiar with the strategic goals, and national, sectoral and institutional regulations
- Adopt safe working practices
- Seek all necessary approvals before starting their research or accessing resources
- Recognise the limitations of particular research circumstances or operational constraints
- Inform their employers, funders or supervisor when their research project is suspended, delayed, redefined or completed

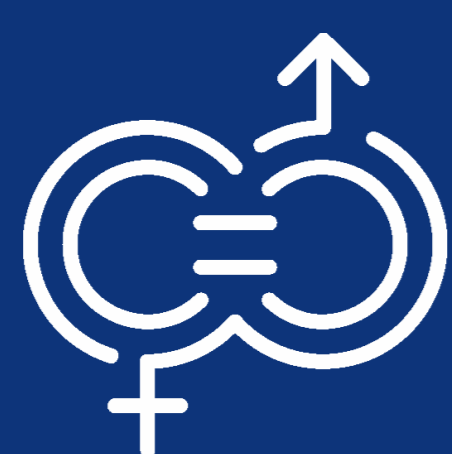
While

EMPLOYERS COMMIT TO...

- Not discriminate against researchers in any way
- Evaluate researchers' professional performance on a regular basis, in a transparent manner, and by an independent committee
- Ensure that early-stage researchers can refer to an appointed supervisor
- Ensure supervisors are sufficiently expert in supervising research

DID YOU KNOW...?

IMIBIC has 0 tolerance against discrimination on the basis of gender, age, ethnic, national or social origin, religion, sexual orientation, language, disability, political opinion, social or economic condition.



Icons from Flaticon.com

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III. Recruitment and Selection

Candidates should be informed about the recruitment process and the selection criteria, the number of available positions, and the career development prospects.

Merit should be judged qualitatively as well as quantitatively, and not only on the number of publications. Career breaks or variations in the chronological order of CVs should not be penalised.

Any mobility experience should be considered as a valuable contribution to the professional development of a researcher.

Selection committees should bring together diverse expertise and competences and should have an adequate gender balance.

DID YOU KNOW...?

The number of job applications for open vacancies at IMIBIC has increased 50% from 2019 to 2021.

The majority of job applicants are women:

- 75% in 2019
- 68% in 2020
- 71% in 2021

In 2021, 64% of all staff hired were women.

In 2021, 7% of all applicants were foreigners.

In 2021, 83% of the selection committee panels were gender-balanced.

These data reflect only recruitment and selection managed by FIBICO.

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IV. Training and Development

RESEARCHERS IN THEIR TRAINING PHASE SHOULD....

Establish a structured and regular relationship with their supervisor(s). This includes keeping records of all work progress and research findings, obtaining feedback by means of reports and seminars, applying such feedback and working in accordance with agreed schedules, milestones, deliverables and/or research outputs.

Relation with supervisors

RESEARCHERS SHOULD...

Seek to continually improve themselves by regularly updating and expanding their skills and competencies. This may be achieved by a variety of means including, but not restricted to, formal training, workshops, conferences and e-learning.

Continuing Professional Development

SENIOR RESEARCHERS SHOULD...

- Devote particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators
- Build up a constructive and positive relationship with the early-stage researchers

Supervision and managerial duties

EMPLOYERS SHOULD...

Ensure that all researchers at any stage of their career are given the opportunity for professional development and for improving their employability.

Access to research training and continuous development

DID YOU KNOW IMIBIC HAS...?

- A MSc in Translational Biomedical Research (UCO)
- A PhD programme in Biomedicine (UCO)
- An extensive yearly training offer
- An accredited Training Unit (ACSA 2021)
- A Training Committee



UNIVERSIDAD DE CÓRDOBA



Agencia de Calidad Sanitaria de Andalucía

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