



Fostering attractive research careers – the role of the EU Human Resources Strategy for Researchers

11 May 2015

Catalonia Delegation to the EU, Rue de la Loi, 227, 1040 Brussels

Background

Attracting and retaining the very best research talent to Europe's universities and its regions is vital for safeguarding the EU global position among the leaders in research and innovation. This requires attractive research career structures with prospects for advancement based on open, transparent and merit-based recruitment, favourable working conditions, continuous assessment of performance and opportunities for mobility.

One of the key pillars of the European Research Area (ERA) is to create an open labour market for researchers. The principles 'European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers' (Charter and Code) were introduced by the European Commission in 2005 with the aim of ensuring that the relationship between researchers and employers is conducive to successful performance and career development.

Through the Human Resources Strategy for Researchers (HRS4R), the European Commission has introduced a step-wise approach to support research institutions in the uptake of the Charter & Code in their HR policies and practices. 'HR Excellence in Research' is awarded to research institutions that have endorsed the Charter and Code and shown progress in implementation of their principles.

To date, 210 research institutions and funders have been awarded 'HR Excellence in Research' and the European Commission's target is to award 800 research institutions by 2020. References to the implementation of the principles of Charter & Code have been included for the first time in the H2020 Grant Agreement, encouraging all project beneficiaries to implement the principles in their institutions.

This event is co-organized by the EuroTech Universities Alliance and the European Regions Research and Innovation Network (ERRIN). The event will provide up-to-date information on the Charter and Code which will be of increasing importance in terms of future EU proposals. The event will provide networking opportunities for HR staff and EU project managers from different European universities and regions.

Please register here: <http://eurotech-universities.eu/fostering-attractive-research-careers-the-role-of-the-eu-human-resources-strategy-for-researchers/>

Programme

10:30 Arrival & Coffee

11:00 Welcome and Introduction by Amadeu Altafaj, Permanent Representative, Catalonia Delegation to the EU

11:10 Setting the scene - presentation of the Charter and Code, the HRS4R and implications for H2020 contracts

Anna Karaoglou, Deputy Head of Unit, ERA Policy and Reforms, European Commission

Irmela Brach, Policy Officer for the Charter and Code and HRS4R

11.30 Two presentations on experience with the “HR Strategy for Researchers” and the opportunities/challenges faced

Nathalie Modjeska, Research Projects Support Office, Department of Innovation and Partnerships, Université de Montpellier

Karen Vandeveldde, Policy Advisor Research, Department of Research Affairs, Ghent University

12:00 Panel discussion

- Anna Karaoglou
- Nathalie Modjeska
- Karen Vandeveldde
- Moderator: Keith Harrap, Independent Scientific Policy Officer

13:00 Networking lunch

Target audience

The target audience (30-50 people) of this event are HR Representatives and EU project managers from Research Universities in Europe and their Brussels Representatives.

Side event on attracting and retaining talent at universities

14.00 Introduction and welcome, European Consortium of Innovative Universities

14.10 Keynote speech

Julie Williams, Chief Scientific Officer for Wales (tbc)

14.50 Case study: Twente University

15.10 Discussion

16.00 Conclusions