



HRS4R

Human Resource Strategy for researchers

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Re@WBC, 20/4/2016



EURAXESS

An EU initiative with a strong members states committment for:

- Facilitating the **mobility** of the researchers
- Promoting and developing **careers** in research

Euraxess : 4 initiatives

JOBS

JOBS

Employers and funders have jobs and fellowships up for grabs.

[See who's offering what](#)



SERVICES

Seeking personalised assistance or advice when relocating?

[Get in touch with one of the hundreds of professionals here to support you and your family!](#)



RIGHTS

Did you know that hundreds of institutions are doing their best to improve your working environment?

[See who does what!](#)



LINKS

Are you a European researcher working outside Europe? Or are you a non-European researcher wishing to come to Europe?

[Discover what opportunities are available!](#)



Euraxess SERVICES

SERVICES

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200 mobility centres in 36 countries in Europe

In Wallonia :

- Each university hosts a Mobility Centre
- ULg can deliver scientific visas
- > 1,000 clients in 2015

Euraxess JOBS

JOBS

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European Jobs platform for researchers
One national portal (3)

In wallonia:
One portal for Wallonia-Brussels (French)
Platform used for all our offers

<http://ec.europa.eu/euraxess/index.cfm/jobs/index>

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Euraxess Jobs

The screenshot shows a web browser window with the URL ec.europa.eu/euraxess/index.cfm/jobs/jvSearch. The page features a navigation bar with 'JOBS', 'SERVICES', 'RIGHTS', and 'LINKS'. A search bar contains the text 'ucl belgium'. Below the search bar, the 'Search Results' section displays 6 results, with 1-6 displayed. The results are listed as follows:

- Dynamics and biodegradation potential of aquatic microbial communities - (Project DYNAMO)** [Job](#)
A PhD studentship is available at the Laboratory of Bioengineering (<http://www.uclouvain.be/gebi>) of the Earth & Life Institute, University of Louvain (UCL), Louvain-la-Neuve, Belgium for a highly motivated doctoral candidate. The [...] 15/12/2014 - 10:59 | **Country:** Belgium | **Organisation:** Université Catholique de Louvain (UCL) | **Research field:** Environmental science, Biological sciences | **Application deadline:** 13/01/2015 | **Nr. of offers:** 1
- Two Post-doctoral Research Positions in Experimental Particle Physics – CMS experiment** [Job](#)
The research of the UCL CMS experimental group is led by profs. G. Bruno, C. Delaere, A. Giammanco, V. Lemaitre, and K. Piotrkowski. CMS activities currently focus on physics data [...] 25/11/2014 - 14:07 | **Country:** Belgium | **Organisation:** Université catholique de Louvain (UCL) | **Research field:** Physics | **Application deadline:** 04/01/2015 | **Nr. of offers:** 2
- Post-doc position in Neuroscience - UCL (Belgium)** [Job](#)
A postdoc position is available (starting January 2015) at the Institute for Neuroscience, within the Alzheimer's Research Group at the Catholic University of Louvain, Belgium, (I. Dewachter). Using combined expertise [...]

On the right side of the page, there is a 'Refine By' section with the following filters:

- Type:** Job Vacancies (5), Fellowship Programmes (1)
- Research field:** Biological sciences (3), Environmental science (2), Physics (2), Neurosciences (2), Medical sciences (2), [More +](#)
- Country:** Belgium (6)
- Publishing Organisation:** Université Catholique de Louvain (UCL) (4), NatureJobs (1), Université catholique de Louvain (UCL) (1)
- EU Research Framework Programme:** Marie Skłodowska-Curie Actions

Additional features include a 'Log in / Register' button, a cookie consent message, and a sidebar with 'EURAXESS Statistics', 'Useful Links', 'Suggest New Link', 'Policy Library', and 'Help Desk'. There is also a promotional banner for publishing positions online and a widget for adding job vacancies to web pages.

Euraxess LINKS

LINKS

Are you a European researcher working outside Europe? Or are you a non-European researcher wishing to come to Europe?

[Discover what opportunities are available!](#)



Networks of researchers in

- North America
- Japan
- China
- Asia
- India
- Brazil

Interactive website

Euraxess RIGHTS

RIGHTS

Did you know that hundreds of institutions are doing their best to improve your working environment?

[See who does what!](#)



Human Resources Strategy for researchers :
HRS4R

A tool for helping institutions to implement
- the European Charter
- the Code of conduct for employers



HR EXCELLENCE IN RESEARCH

The Charter and Code

(2005) 40 principles describing the rights and obligations of researchers and employers, for guaranteeing attractive careers and working conditions

- | | |
|------------------------|--------------------------|
| 1. Freedom of research | 20. Career Development |
| 2. Ethics | 21. Mobility recognition |
| 3. Contracts | 34. Selection |
| 10. Thesis Directors | 37. Recruitment |
| 14. Non discrimination | |



HRS4R

One institution - One HRS4R

Belgian institutions acknowledged :

FWO, UGent, UAnvers, UHasselt, VUB, IMEC, VIB
UCL, ULG, ULB, UMons, UNamur



HR EXCELLENCE IN RESEARCH

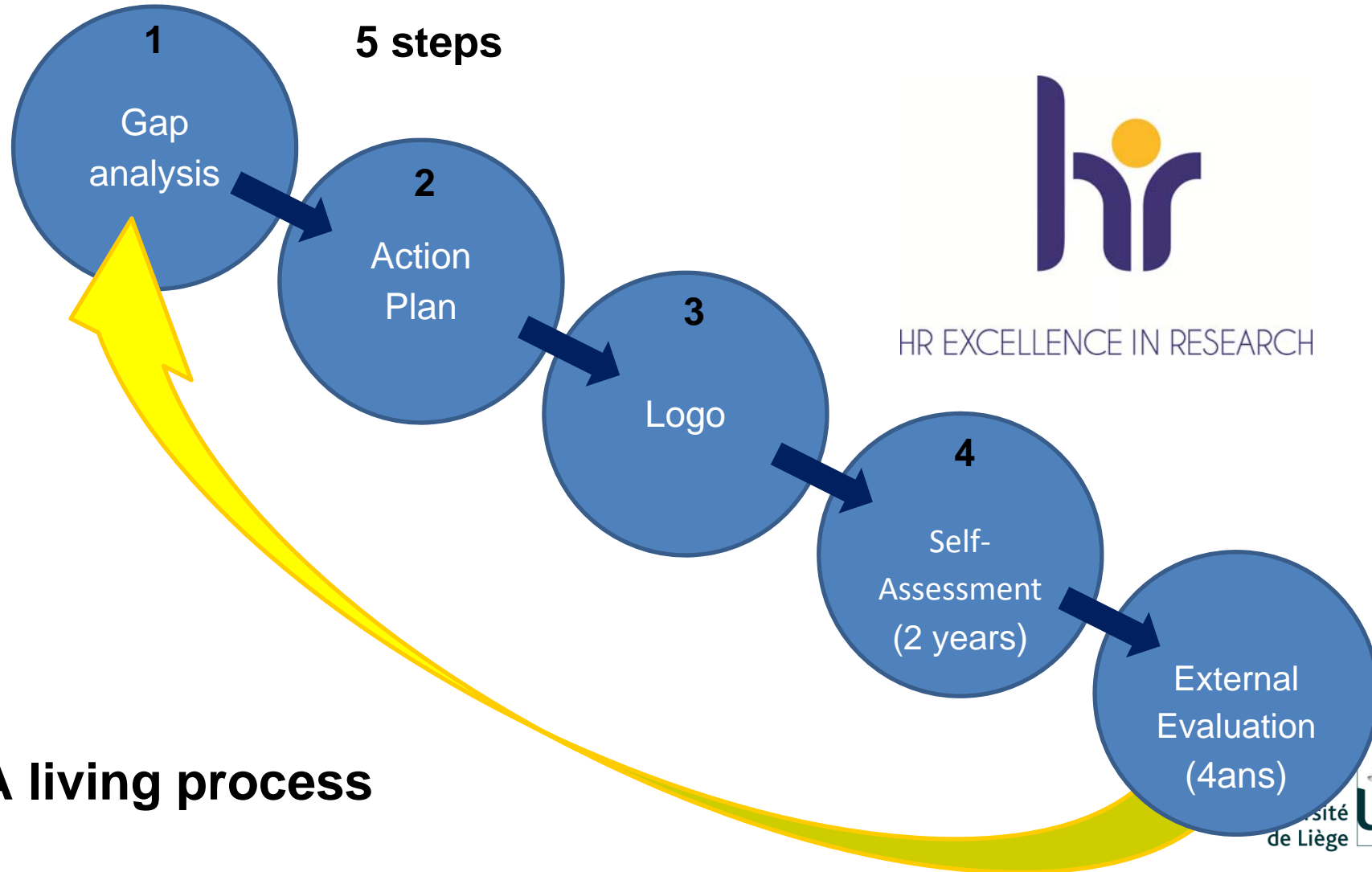
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HR EXCELLENCE IN RESEARCH





Euraxess in FWB and at ULg

The National Research Fund is Bridgehead

- Representation at the EU
- Portal manager
- Mandated by the Minister for some actions

The University of Liege is involved in

- the inter-university Euraxess WG
- representing Belgium in TOP 3 (Euraxess network)
- the different EU HRS4R-cohorts
- disseminating results and good practices
- evaluating HRS4R and peer-reviewing



Evolution

Strengthening the process

- By awarding those who are really active
 - Giving penalties to those who are not implementing the Charter and Code
-
- ➔ Requirement for the acknowledgment(step 3)
 - ➔ New rules for renewing the award
 - ➔ Requirements for H2020 proposals
 - ➔ Contractual articles (H2020)

Target : new members



Acknowledgment and logo

Procedure with :

- Gap analysis involving the stakeholders
- Action plan, with detailed short-term actions
- Evaluation by international experts-peers (site visits)

Fixed agenda for applicants (4 deadlines/year)



HRS4R is important+++ in H2020

At the level of the proposal :

Elements related to principles from the Charter and code are to be integrated, and are significant for the evaluation:

- Contract and working conditions
- Training programme for researchers
- Career development and support to career
- Recognition of currciula, family friendliness, etc.

At the level of the Contract:

Article 32 of the Grant agreement

32.1 Obligation to take measures to implement the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers

The beneficiaries must take all measures to implement the principles set out in the Commission Recommendation on the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers⁴⁶, in particular regarding: working conditions, transparent recruitment processes based on merit and career development.

The beneficiaries must ensure that researchers and third parties involved in the action are aware of them.

32.2 Consequences of non-compliance

If a beneficiary breaches its obligations under this Article, the *[Commission][Agency]* may apply any of the measures described in Chapter 6.

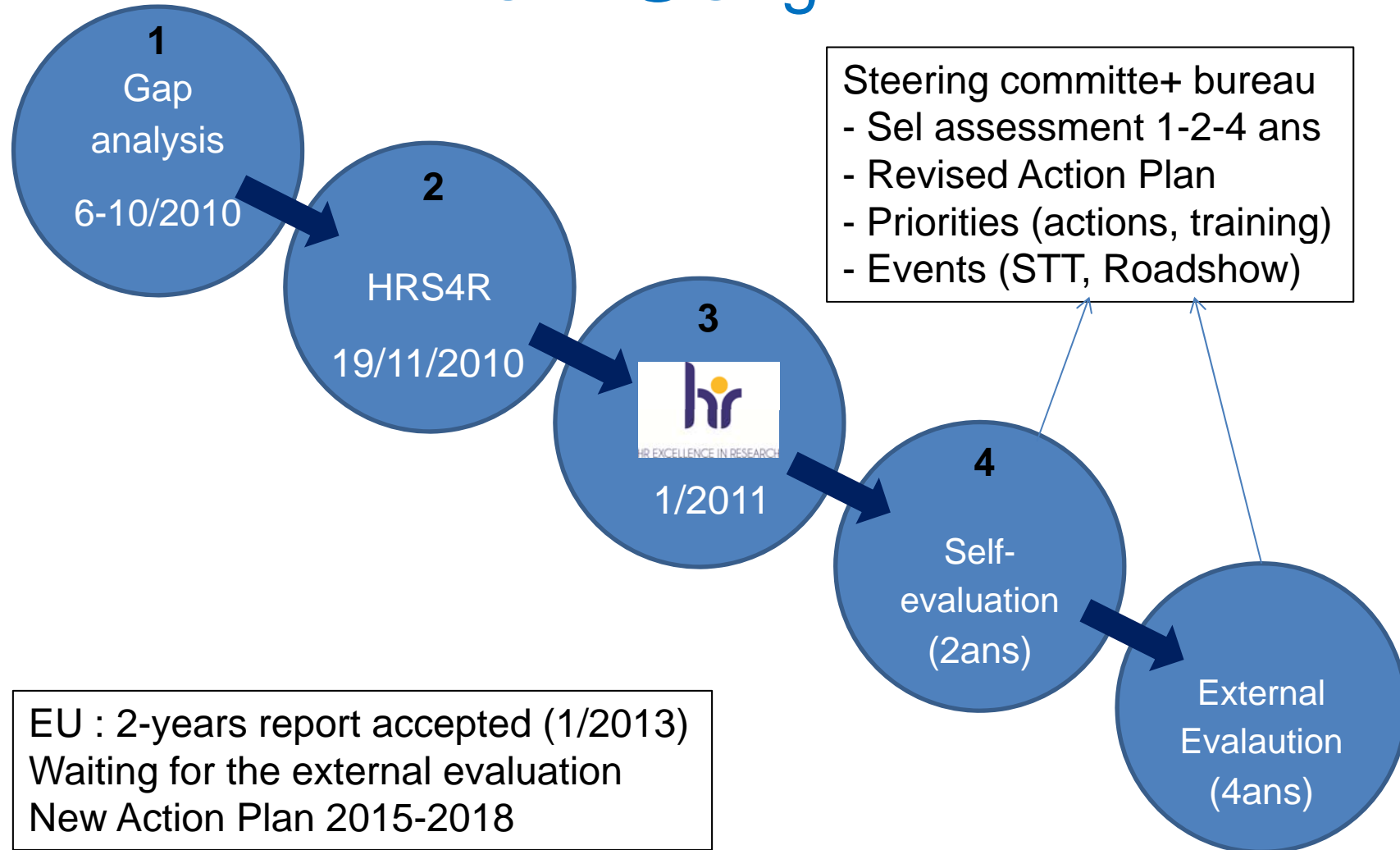
REJECTION OF COSTS - REDUCTION OF THE GRANT - RECOVERY - PENALTIES
DAMAGES - SUSPENSION - TERMINATION - FORCE MAJEURE

At the level of the Contract:

Other articles of Grant agreement

- Gender equality
- IP
- Conflict of interest
- Recruitment
- Ethics
- ...

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Action Plan 2011-2015 :

1. Institutional positioning
2. Researchers
3. Implementation

Main results:

- Salary for PhD graduated and permanent contract after 6 years
- Publication of job offer on Euraxess Jobs
- All the doc in English, comprehensible annexes to the contract
- Ad how support services
- Soft skills programme
- Financial support and management of infrastructures
- Euraxess mobility services on the campuses
- Expertise and International Projects ; (Linkin'Wallonia, ImpactE, Cofund post-doc)
- Dissemination on HRS4R and C&C

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Action Plan 2015-2018 :

1. Ethics
2. Gender and Diversity
3. New Research structure and support services
4. New doctoral structure, new dynamics with supervisors
5. Services for the career development

Better integration in the ULg strategic plan

Special attention paid on training : go-in-thesis, communication, open science, leadership, entrepreneurship

OTM-R recruitment