

# The Human Resources Strategy for Researchers

March 9, 2021

**FBK implements the principles of the European Charter for Researchers. The outcome of the evaluation by the European Commission was positive and FBK was awarded again the HR Excellence in Research certificate**

In October 2016, Fondazione Bruno Kessler joined the initiative called The Human Resources Strategy for Researchers (HRS4R) launched by the European Commission to obtain the European certification for excellence in human resources services.

By joining this program, FBK undertakes to implement a human resources strategy that will:

- promote the professional development of researchers throughout their careers;
- recognize the value of geographic and interdisciplinary mobility as a strategic asset to strengthen scientific knowledge and enhance the professional development of researchers;
- encourage researchers to pursue the objectives established by the European Charter of Researchers, implementing them during the course of their professions

Following the survey submitted to the Research Community and the analysis of the responses prepared by IRVAPP, it defined a Gap Analysis (Step 1) on the basis of which it developed the HR4R Action Plan to be developed in 2018 and 2019 (Step 2).

In particular, the improvement actions on which the Action Plan is based are accountability, dissemination, evaluation/appraisal systems, career development, access to career advice, i.e. the five areas that have received a lower level agreement from the internal survey.

The initiative stems from the desire to institutionally implement the European Charter for Researchers and the Code of Conduct, the corpus of principles and rules in favor of all researchers at every stage of their careers (recruitment, working conditions and social security, professional and ethical elements, training).

More specifically:

- the freedom of scientific research
- respect for ethical principles

- professional and financial accountability
- the commitment to disseminate and enhance the results achieved
- the commitment to continuing professional growth
- the appreciation of the profession of all researchers
- the prohibition of all forms of discrimination
- the assurance of a stimulating research environment, flexible working conditions, stability and continuity of employment, funding and fair and attractive wages

On October 4, 2018, the Foundation obtained the Human Resources Strategy for Researchers award, a certification for the excellence of human resources services, rewarding its commitment and policies in favor of its staff as well as the positive and favorable environment for researchers, with fair and transparent recruitment and evaluation processes and professional development and growth paths (read our FBK Magazine article).

At the end of the first two years, an Interim Assessment Report was submitted in November 2020 and the Action Plan was integrated with new activities for the 2021-2023 three-year period. Assessments and integrated activities received positive feedback from the European Commission.

The final review is scheduled for February 2024; in the meantime, the Human Resources Service will continue to monitor the actions included in the action plan and add new ones according to the Governance plans.

#### PERMALINK

<https://magazine.fbk.eu/en/news/the-human-resources-strategy-for-researchers/>

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