

### Portal HRS4R - IUNG PIBk..... :

The "**HR Strategy for Researchers**" supports research institutions and funding organisations to implement "The European Charter for Researchers" & "The Code of Conduct for the Recruitment of Researchers" in their policies and practices. The concrete implementation of the Charter & Code by research institutions will render them more attractive to researchers looking for a new employer or for a host for their research project. Funding organisations implementing the Charter & Code principles will contribute to the attractiveness of their national research systems and to the attractiveness of the European Research Area together. The award "HR Excellence in Research" will identify the institutions and organisations as providers and supporters of a stimulating and favourable working environment.

Since the adoption of the Commission Recommendation on the Charter & Code in 2005 to 2016, over 1 200 institutions from 40 European countries but also outside Europe (and European/international organisations) have expressed their explicit support to the Charter & Code and 232 have obtained the Commission's "The HR Excellence in Research" badge.

The "HR Excellence in Research" award gives public recognition to research institutions that have made progress in aligning their human resource policies with the principles set out in the "Charter & Code". Institutions that have been awarded the right to use the icon can use it to highlight their commitment to implement fair and transparent recruitment and appraisal procedures for researchers.

In March of 2016 The European Commission granted the logo "HR Excellence in Research" to the Institute of Soil Science and Plant Cultivation - National Research Institute in Pulawy. There are 74 research institutions in Poland awarded "*The HR Excellence in Research*" ( [see listing...](#) -28.03.2018 r.)

In the last years, the Institute increased efforts to prepare and adapt to a coherent Strategy. In addition to Scientific Strategy, which is based on 5 years plan and is required by the Ministry of Science and Higher Education and the Ministry of Agriculture and Rural Development, the Institute prepared HR for Researchers Strategy and Media strategy (PR Strategy in action plan) for the following 5 years.

After January 2018, the Institute has started adapting its policy to the standards of **Open**,

## Transparent and Merit recruitment

for researchers. The first step was to analyse the current state of IUNG-PIB regulation, taking into account Polish laws. This analysis has shown that although great step forward in the recent two years has been made, there are still many issues that need to be change. OTM-R practices were included in the Director's regulation regarding Research Vacancies Competition Commission appointment.

We have updated our action plan and sets out the focus of our HR strategy for the next 3 years (March 2018-March 2021). This plan includes continuing actions from our previous action plan and further actions that will build on progress achieved to date. IUNG will continue to monitor progress towards our action plan.

- [IUNG Open Transparent and Merit Based recruitment \(OTM-R\) policy](#)
- [IUNG-PIB Human Resources Strategy for Researchers with Action Plan \(HRS4R\) – \(Revised - March 2018\)](#)
- [IUNG-PIB Human Resources Strategy for Researchers with Action Plan \(HRS4R\) - \(February 2016 – the previous version\)](#)
- [Declaration of commitment to “The European Charter for Researchers” and “The Code of Conduct for the Recruitment for Researchers”](#)
- [The European Charter for Researchers](#)
- [The Code of Conduct for the Recruitment of Researchers](#)

