UNIVERSITÀ DI MACERATA

HR EXCELLENCE IN RESEARCH

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Introduction to the European Charter for Researchers and the HRS4R Strategy

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What is the European Charter for Researchers?

- Set of general principles that specify the role, the responsibilities and the rights of researchers and of the organisations employing and/or funding researchers.

- Official document released by the EU Commission in 2005 and updated in 2023*



*Council Recommendation of 18 December 2023 on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe, Annex II)

Purpose of the Charter

To create an attractive, open and sustainable European labour market for researchers

- **Stronger European Research Area**
- **Set the common principles for research excellence**
- **Support for researchers' career development at all stages**

Who the Charter addresses

Researchers	Across academia and public and private research organisations
Employers	Organisations employing researchers in the public and private sectors
Funders	Public and private bodies funding research and researchers
Policymakers	Those responsible for policies relevant to the Charter

Scope across research careers

All career stages	Regardless of appointment, employment arrangement or employer’s legal status
All disciplines	Science, technology, engineering and mathematics, and social sciences and humanities
All types of research	Frontier, targeted, strategic, applied and close-to-market research

20 principles organised into four pillars

01 Ethics, Integrity, Gender and Open Science

02 Researchers’ Assessment, Recruitment and Progression

03 Working Conditions and Practices

04 Research Careers and Talent Development

European Charter for Researchers

PILLAR 1 – ETHICS, INTEGRITY, GENDER AND OPEN SCIENCE

1. ETHICS AND RESEARCH INTEGRITY
2. FREEDOM OF SCIENTIFIC RESEARCH
3. OPEN SCIENCE
4. GENDER EQUALITY
5. EMBRACING DIVERSITY
6. THE RESEARCHER
7. FREE CIRCULATION OF RESEARCHERS
8. SUSTAINABILITY OF RESEARCH

PILLAR 2 – RESEARCHERS' ASSESSMENT, RECRUITMENT AND PROGRESSION

1. RESEARCHERS' ASSESSMENT
2. RECRUITMENT
3. SELECTION
4. CAREER PROGRESSION

PILLAR 3 – WORKING CONDITIONS AND PRACTICES

1. WORKING CONDITIONS, FUNDING AND SALARIES
2. STABILITY OF EMPLOYMENT
3. CONTRACTUAL AND LEGAL OBLIGATIONS
4. DISSEMINATION AND EXPLOITATION OF RESULTS

PILLAR 4 – RESEARCH CAREERS AND TALENT DEVELOPMENT

1. VALUING DIVERSE RESEARCH CAREERS
2. CAREER DEVELOPMENT AND ADVICE
3. CONTINUOUS PROFESSIONAL DEVELOPMENT
4. SUPERVISION AND MENTORING

R1



First Stage Researcher

Up to the point of PhD

Students enrolled in a doctoral program doing research under supervision.

R2



Recognised Researcher

PhD holders or equivalent, not yet fully independent

PhD holders who have not yet established a significant level of Independence. Researchers with an equivalent level of experience and competence.

R3



Established Researcher

Researchers who have developed a level of Independence

E.g, Assistant professor, Associate professor, …

R4



Leading Researcher

Researcher leading their research area or field

E.g., the team leader of a research group or head of an industry R&D laboratory.

Mobility as a driver of development

The Charter recognises all forms of mobility as a means of enhancing researchers' professional development.

Intersectoral

Academia • Non-academia

International

European and international

Interdisciplinary

Across disciplines



Mobility experiences should be recognised throughout researchers' careers

European Competence Framework for Researchers

- ResearchComp is a tool that helps researchers assess and develop their own transversal skills

- A self-assessment tool is also available here



EXAMPLES OF TRANSVERSAL SKILLS

- *Project management*
- *Intellectual Property Rights and Exploitation of Results*
- *Research integrity*
- *Communication and presentation skills*
- *Entrepreneurship (when applicable)*
- *Knowledge valorization skills Ethical issues*
- *Open Science (open access, data management, citizen science)*
- *Interdisciplinarity*
- *Research security*
- *Use of generative AI*

UNIMC and the Charter for researchers

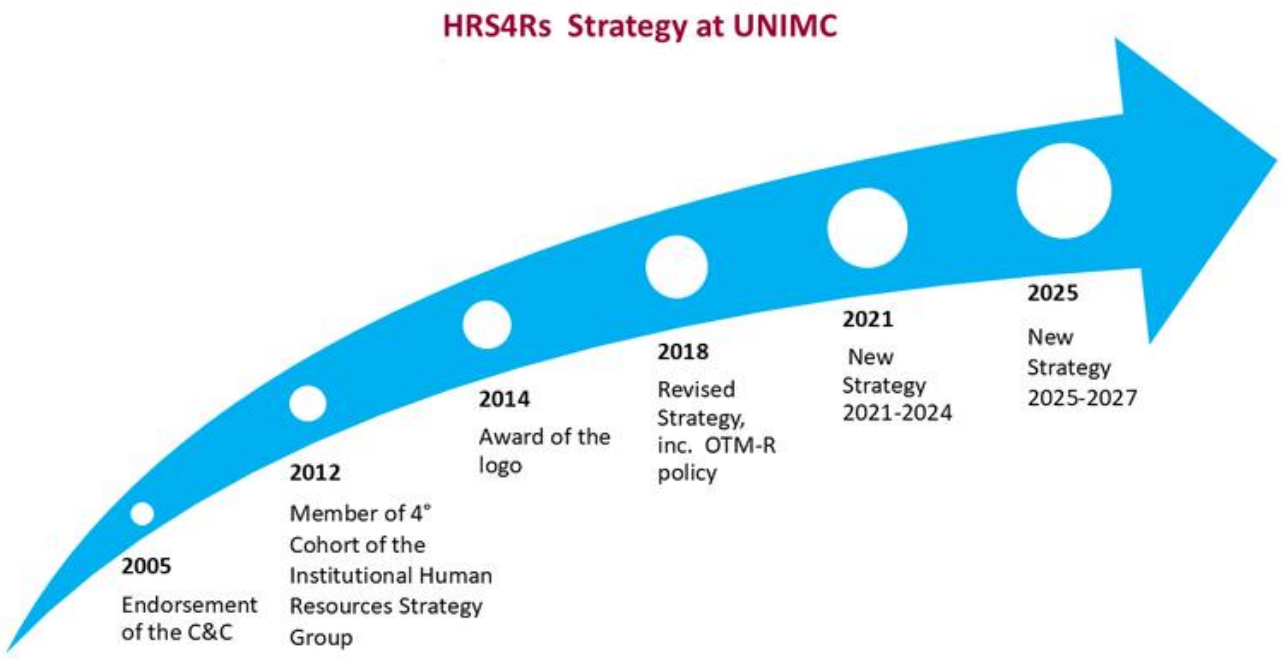
UNIMC has been implementing the HRS4R (Human Resources Strategy for Researchers) process) since 2012, meaning that every 3 years we release a concrete Action plan of measures aiming to implement in practice the principles of the Charter.

For this effort, UNIMC has held the HR Excellence in research logo since 2014.

The "HR Excellence in Research" award gives public recognition to EU research institutions that have made progress in aligning their human resource policies with the principles set out in the "Charter ".

Bottom up approach.

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Some benefits of the HRS4R Strategy at UNIMC

- More European projects where young researchers can be involved
- Attention to early career researchers' needs
- Training opportunities on transversal skills
- Promotion of mobility (international, intersectoral, interdisciplinary)
- Open science Roadmap
- Attention to the quality of supervision
- Masterclass MSCA-PF
- And more…

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UNIMC and the EU Charter for Researchers

Visit the HRS4R @UNIMC website to learn how the Charter shapes our research environment.

The Excellence in Research Task Force (ERT), which includes PhD student representatives, supports and monitors the implementation of the Charter at the University of Macerata

It is chaired by prof. Jessica Piccinini – Technical coordination: Barbara Chiucconi (International research, project design and Open Science Office)

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Have suggestions/concerns? Please contact us or the ERT Task Force or fill in this form

YOUR FEEDBACK CAN HELP IMPROVE THE RESEARCH ENVIRONMENT FOR EVERYONE.

For more information



European Charter booklet

https://euraxess.ec.europa.eu/hrexcellenceaward/european-charter-researchers

Euraxess (for future job opportunities, professional development tools).

HRS4R at UNIMC