



**Better Research Talent Management  
for a better Bugaria and Romania**  
**REGIONAL WORKSHOP – Sofia (BG)**  
Representation of the European Commission in Bulgaria  
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SOFIA UNIVERSITY  
ST. KLIMENT OHRIDSKI



## What are the HRS4R benefits/impact for institutions and researchers?

Isabelle Halleux, Dr. Ir.  
University of Liège (BE)



*All my presentations are published on <http://orbi.ulg.ac.be>, the ULiège Open Repository*

# 2006

## ULiège signed for being on board



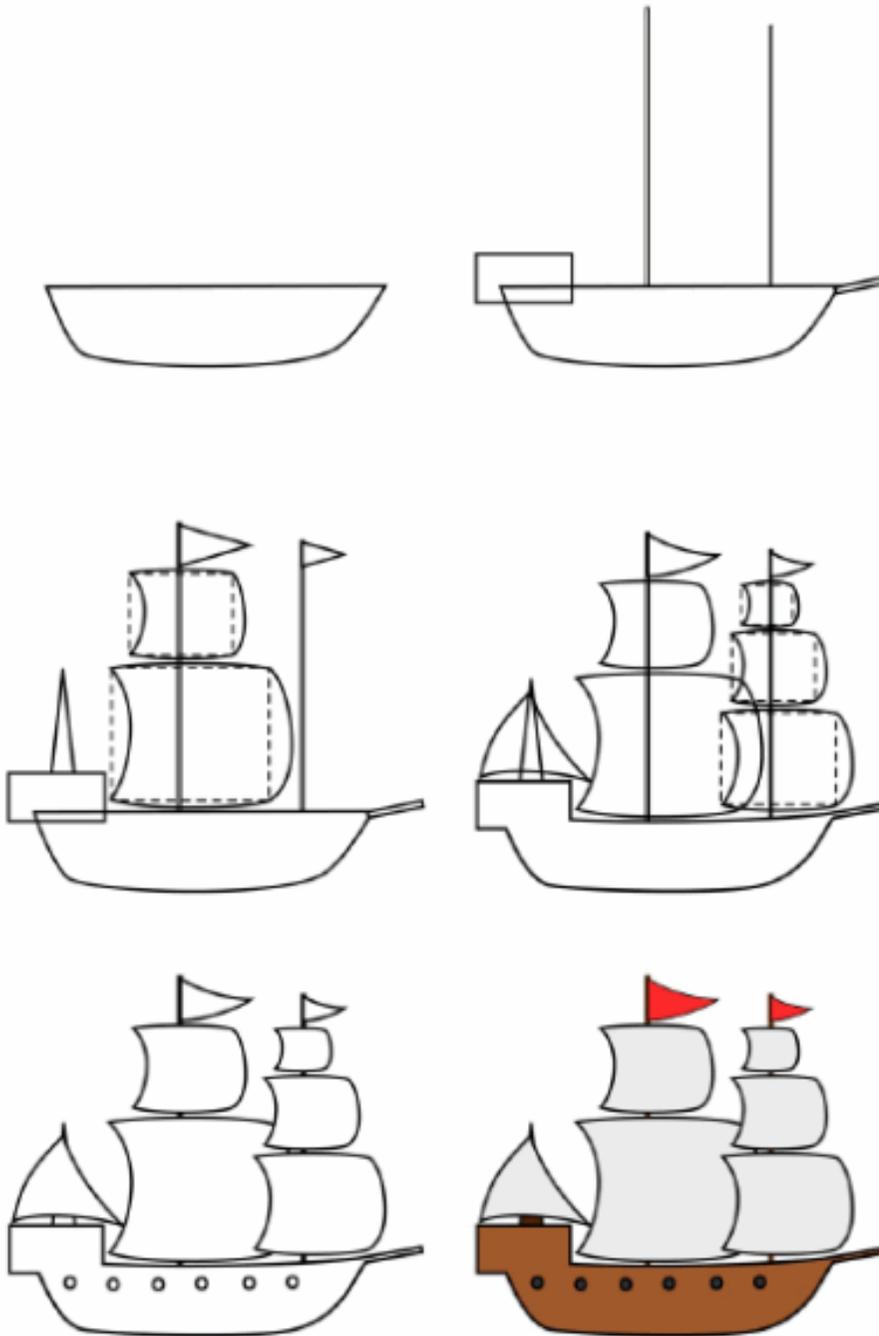
*Each institution has to draw its own boat and to embed the Euraxess initiatives in its Institutional Strategic Plan*

*In 2006, ULiège began by committing with the C&C principles, creating an Euraxess Mobility Centre and implementing some few HR actions*



Sofia, BG, 17/10/2017

# 2010/11



- Gap analysis
- Action plan
- Award



HR EXCELLENCE IN RESEARCH

*We adapted our structure to the needs for a more effective implementation of the Charter and Code. ULiège was the first Belgian University awarded for its HRS4R*

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2013/14

*The boat navigated on calm and furious seas. Results were mostly collected from existing actions. Transversal training for young researchers and supervisors was developed.*

Sofia, BG, 17/10/2017

# Advices from safeguards

- Work on HRS4R as a project :
  - Get a strong commitment
  - Devote competences and time
  - Use or develop drivers for action
  - Accept risks and uncertainty
  - Track and record progress
  - Communicate, disseminate
- Be open, proactive, patient, resilient and brave !
- Find and use drivers for action

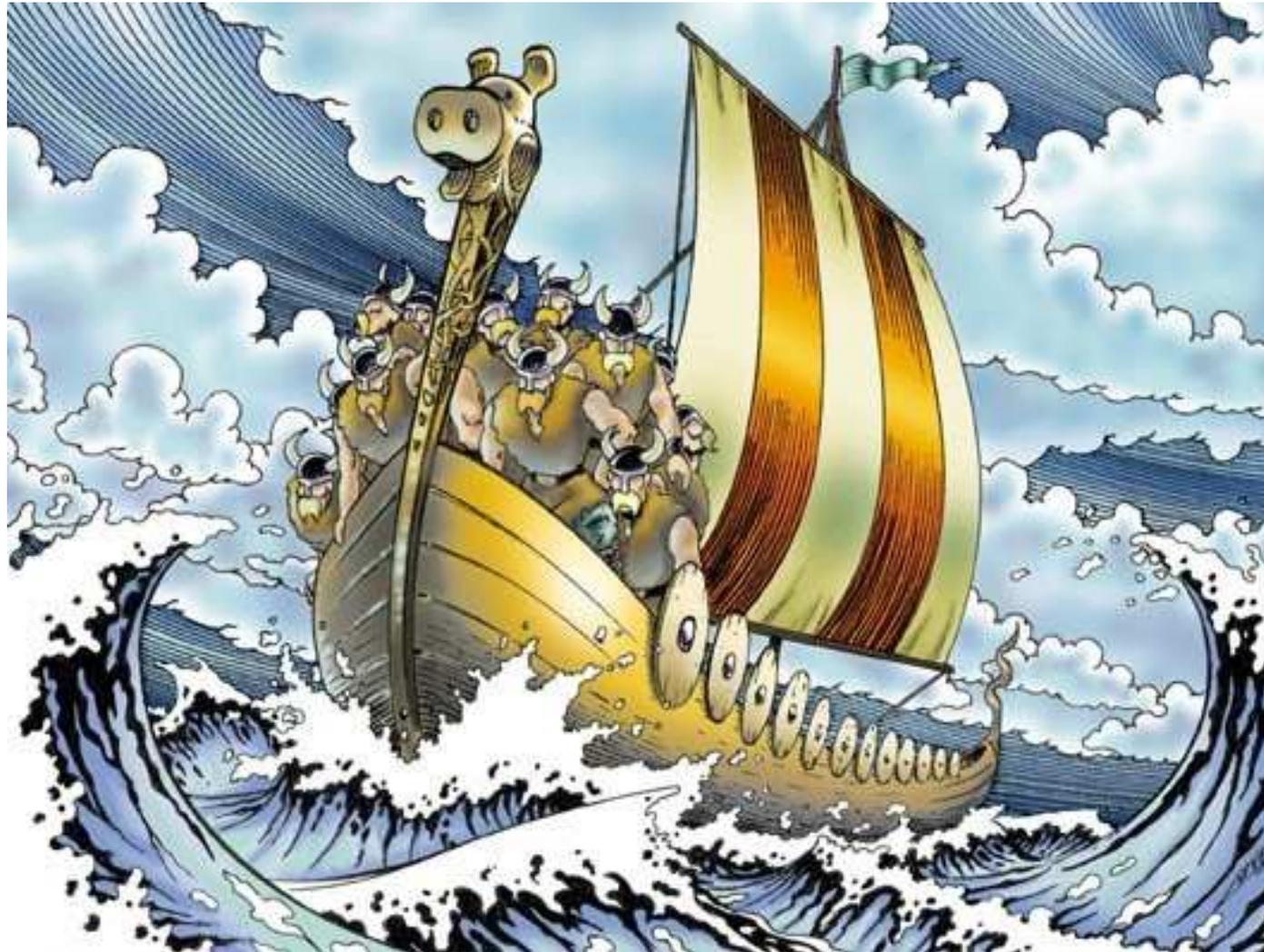


# Drivers for action?

- Involve colleagues & board
- Communicate with governmental bodies
- Benefit from your networks
- Participate in international projects
- Engage and disseminate



# 2015/16

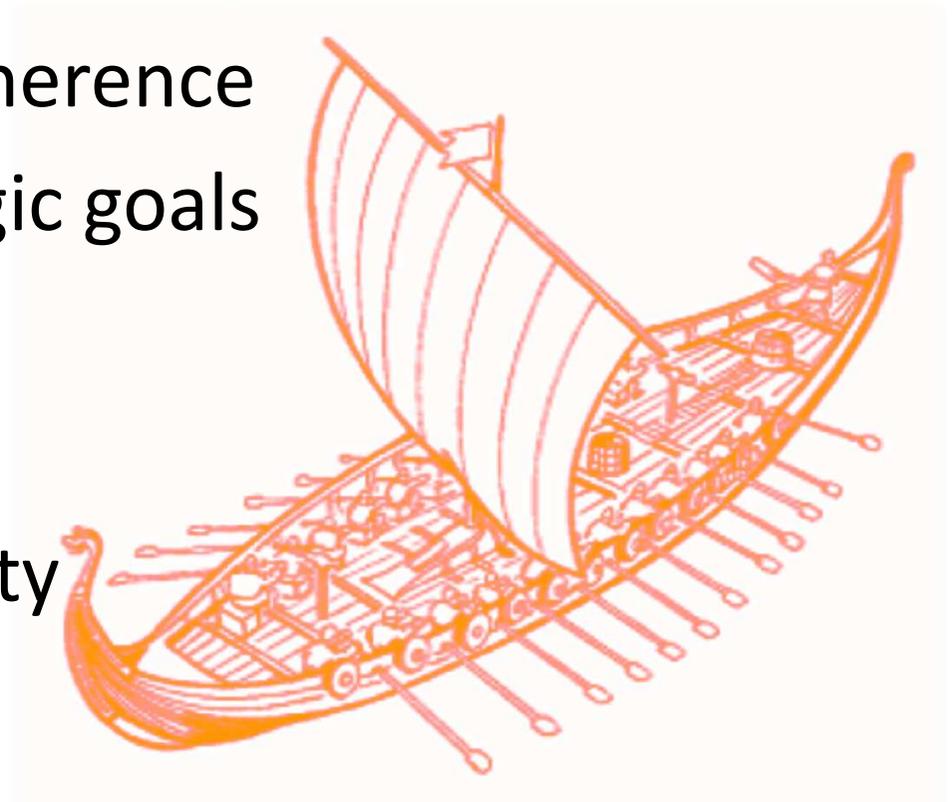


*The boat was ready to sail the oceans, with a lot of people on board with visibility, efficiency, transparency ...*

Sofia, BG, 17/10/2017

# Benefits for the institution

- Meet researchers' needs
- Supportive network of colleagues
- Support to internal coherence
- Contribution to strategic goals
- Impetus for change
- Transparency, visibility
- International attractivity and competitiveness



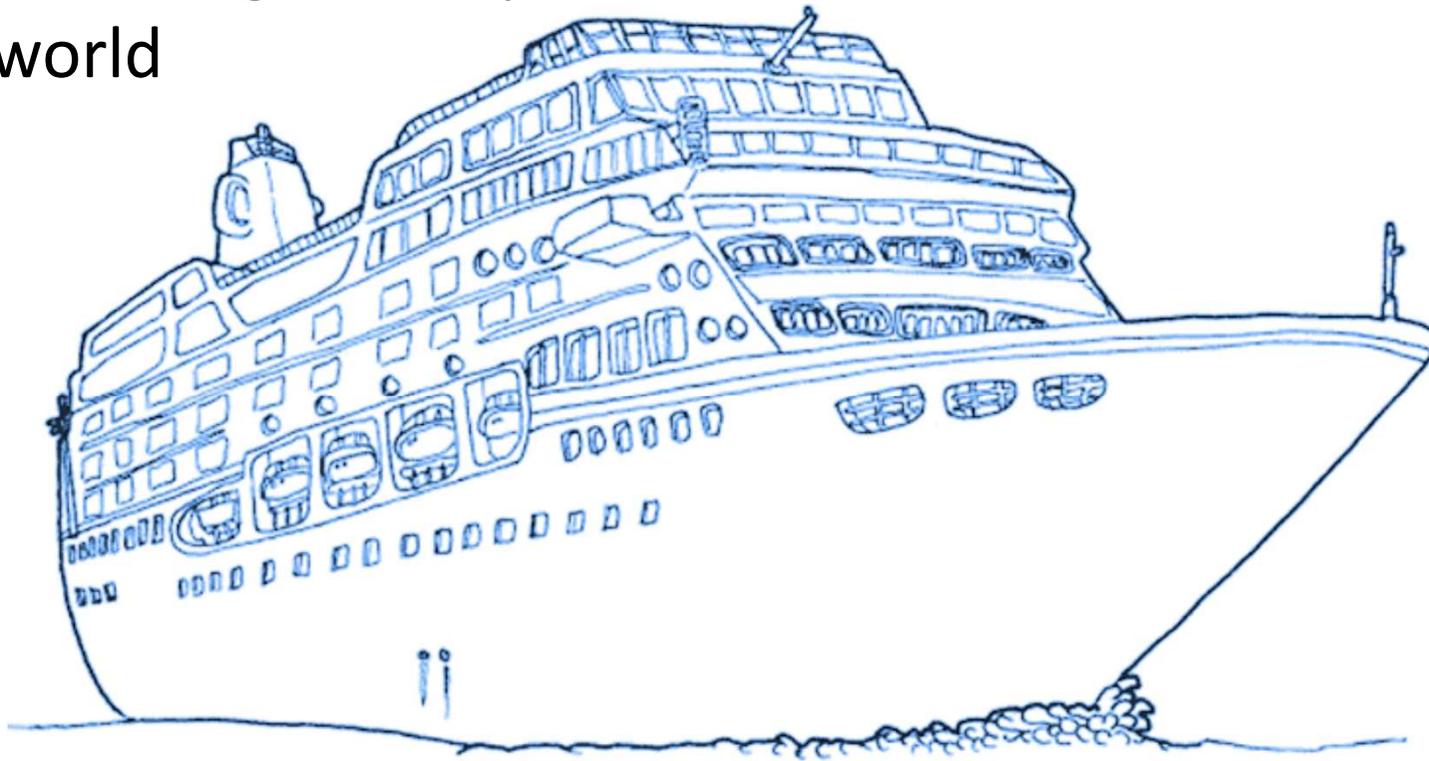
# Benefits for the researchers



- Being onboard, recognition
- Working conditions
- Training offer for personal efficiency
- Impetus for institutional engagement and partnership
- Network with peers

# Benefits for the society

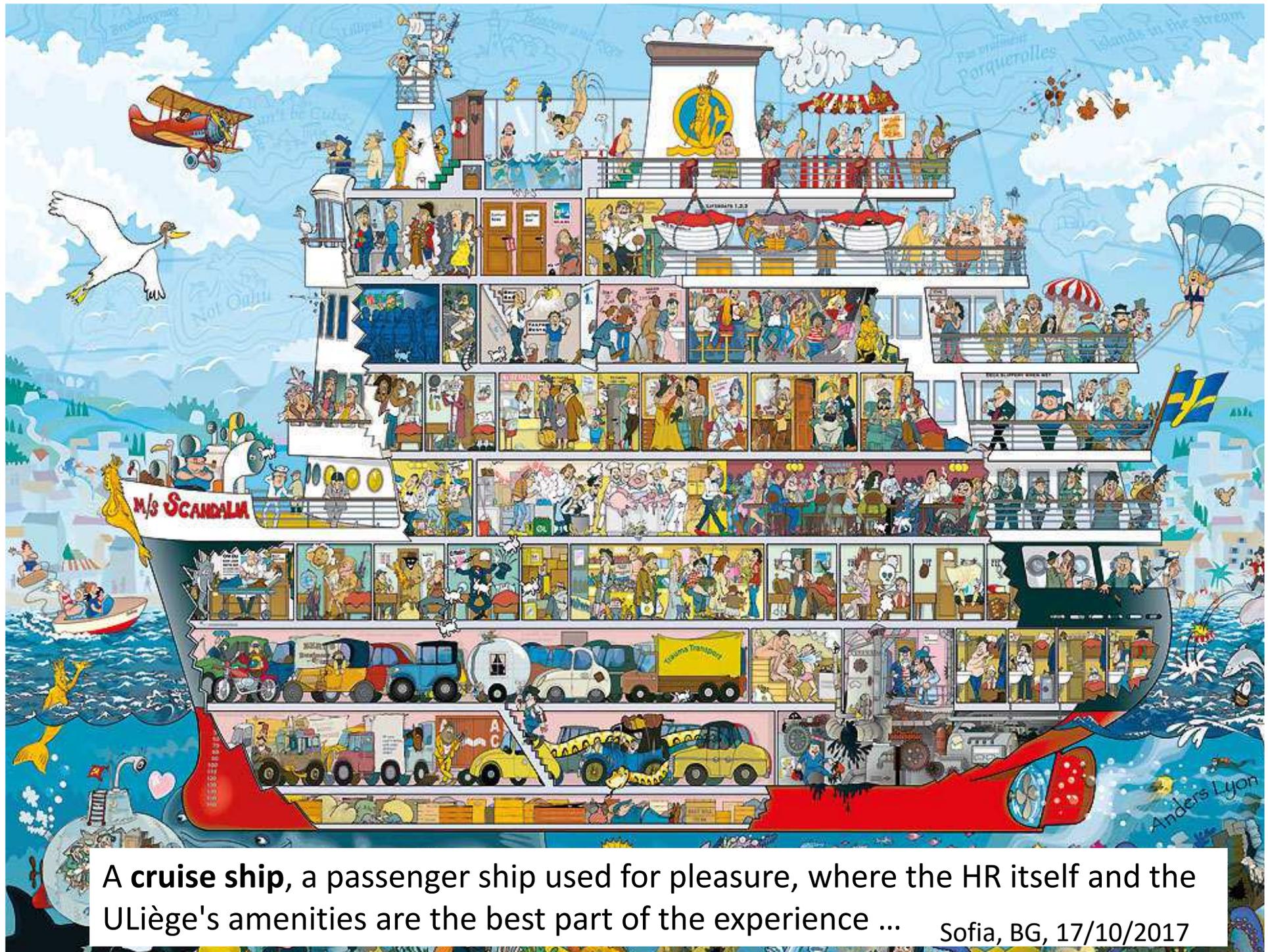
- Contribution to societal needs
- Recognition of the profession
- Matching of competences with the non academic world



# 2017/2020

*ULiege award is now to be renewed. Our ambition:*

- A new HR-action plan
  - OTM-R (art. 32)
  - Gender and diversity (art. 33)
  - Ethics, integrity (art. 34, 35)
  - Open Science
- More colleagues on board
- More researchers involved
- Implementation at all levels (PI, faculties)



A **cruise ship**, a passenger ship used for pleasure, where the HR itself and the ULiège's amenities are the best part of the experience ... Sofia, BG, 17/10/2017



Up2you now  
Make your  
own boat

-

направете  
своя  
собствена  
лодка

-

Fă-ți propria  
barcă

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