



Research Office

We provide support to:

- Councils : Research, Ethics, Doctorate
- Research funding (internal, external)
- Doctoral candidates (ESR)
- TTO & Spin offs
- Interface with Companies
- Euraxess Mobility Centre and HRS4R

Need for meeting someone? Ask Gérôme!

Erasmus Staff Training, Liège, May 2017
In search for HR Excellence in Research



OTM-R: Going further in the HR Strategy for Researchers

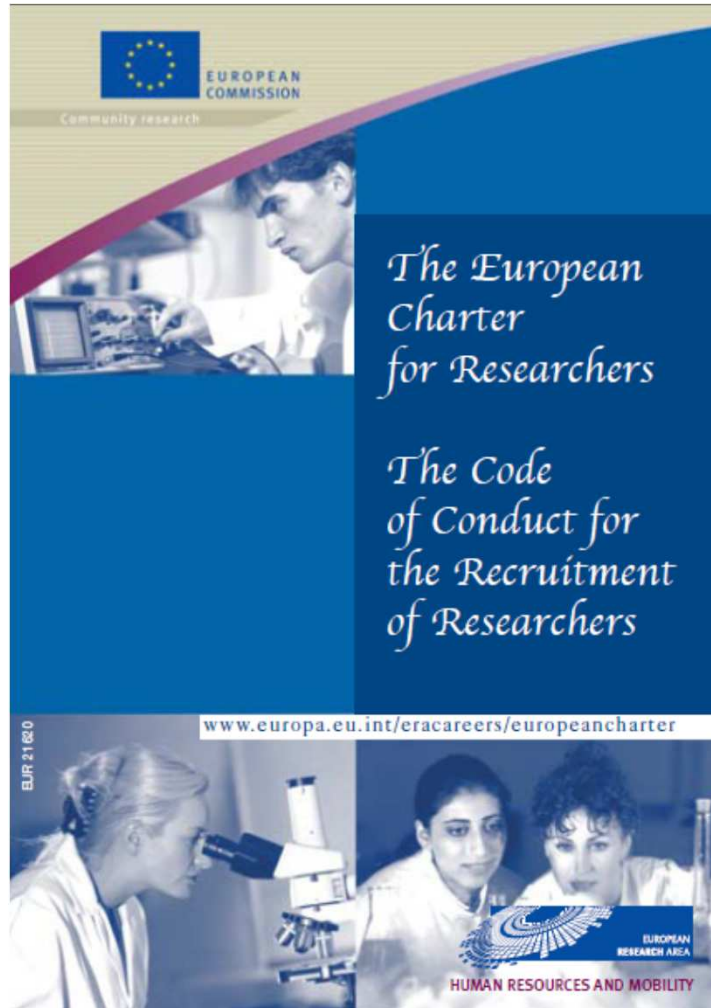


Isabelle Halleux, Dr. Ir.

Research Office
Isabelle.Halleux@ulg.ac.be

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

About the HRS4R process...



2005 Charter and Code

40 principles for ensuring that the nature of the relationship between researchers, employers or funders is conducive to successful performance in research and to the career development of researchers

892 organisations have endorsed the principles

About the HRS4R process...

2010

HRS4R process

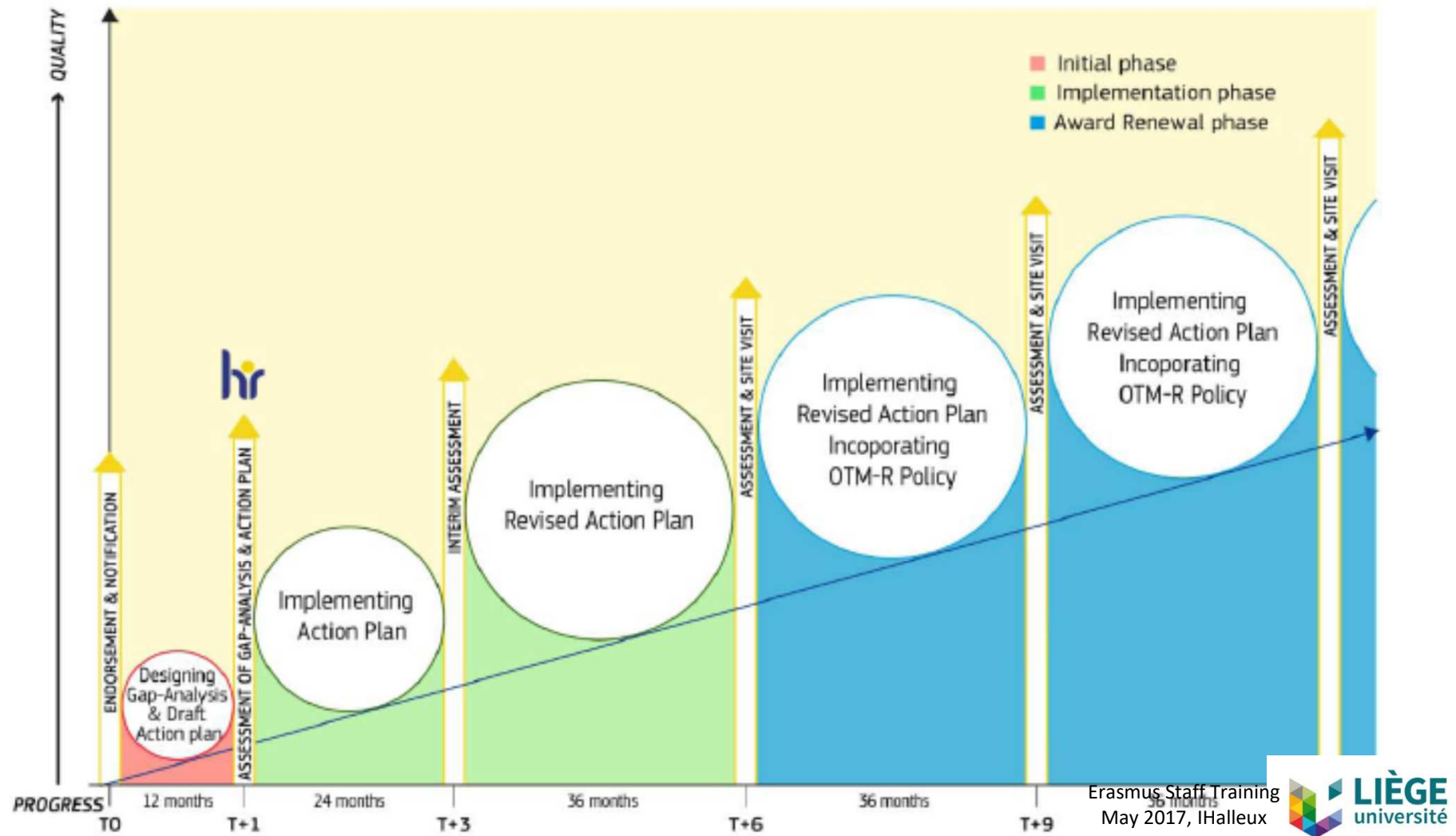
A step by step tool for helping the institution to develop an action plan for implementing the principles (4 years cycle)



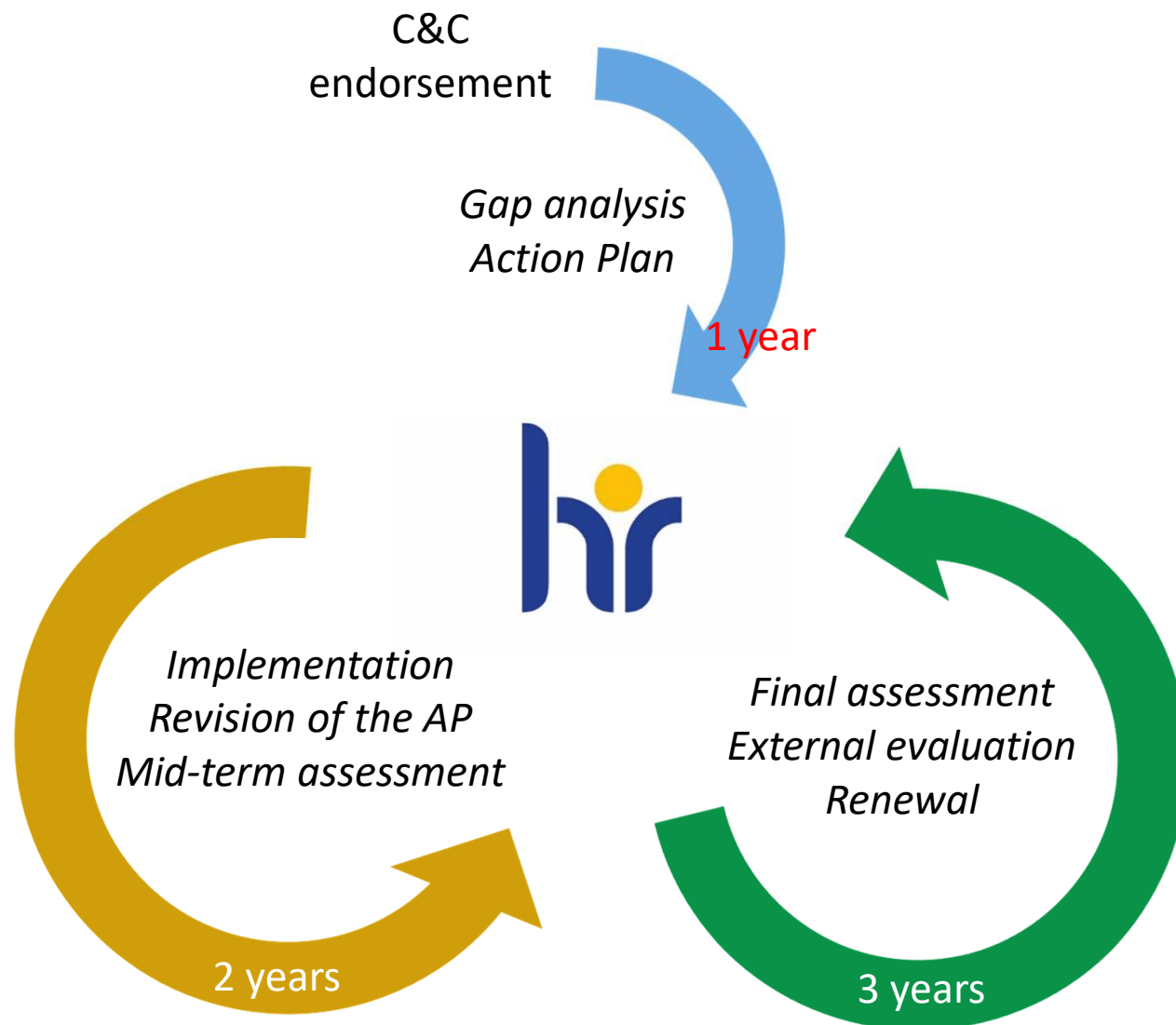
334 organisations have received the logo

2017 - Strengthened process

Clarification, simplification, quality



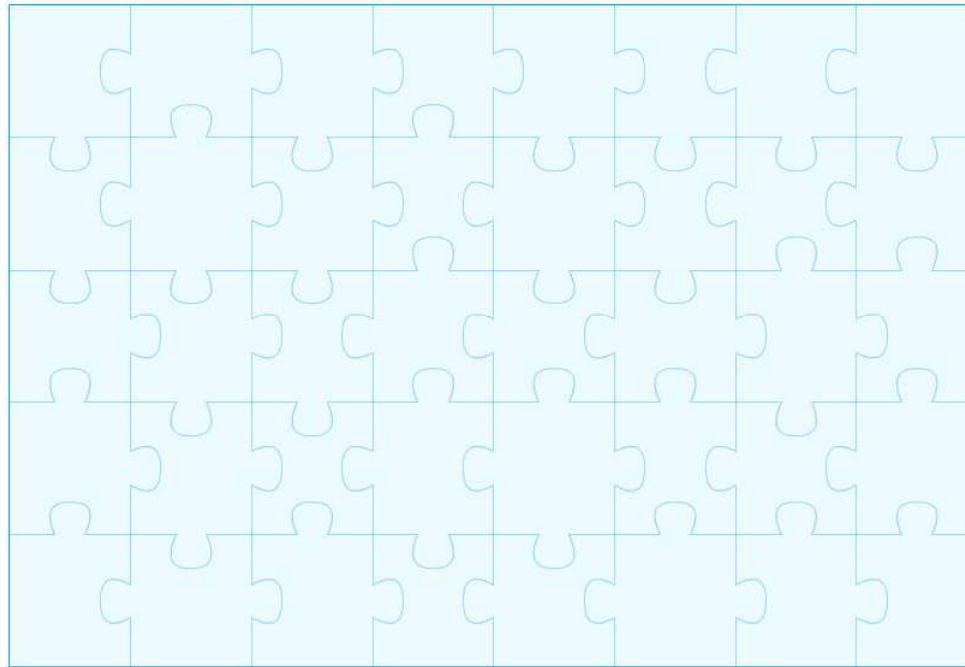
HRS4R is a cycling process



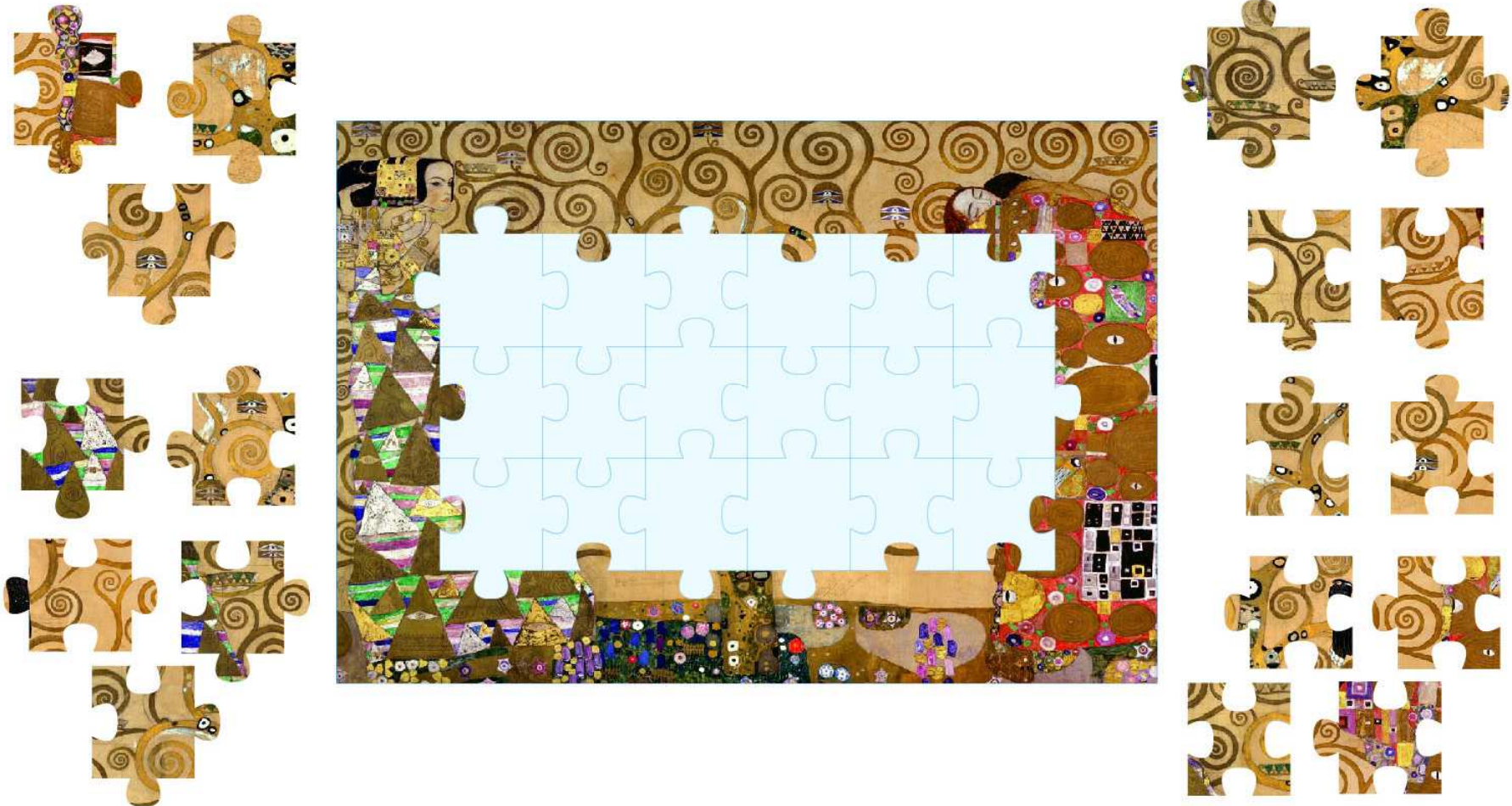
Dealing with the 40 principles

Ethical and professional aspects	Recruitment and selection	Working conditions and social security	Training and Development
1. Research freedom	12. Recruitment	22. Recognition of the profession	36. Relation with supervisors
2. Ethical principles	13. Recruitment (Code)	23. Research environment	37. Supervision and managerial duties
3. Professional responsibility	14. Selection (Code)	24. Working conditions	38. Continuing Professional Development
4. Professional attitude	15. Transparency (Code)	25. Stability of employment	39. Access to research training and continuous development
5. Contractual and legal obligations	16. Judging merit (Code)	26. Funding and salaries	40. Supervision
6. Accountability	17. Variations in the chronological order of CVs (Code)	27. Gender balance	
7. Good practice in research	18. Recognition of mobility experience (Code)	28. Career development	
8. Dissemination, exploitation of results	19. Recognition of qualifications (Code)	29. Value of mobility	
9. Public engagement	20. Seniority (Code)	30. Access to career advice	
10. Non discrimination	21. Postdoctoral appointments (Code)	31. Intellectual Property Rights	
11. Evaluation/ appraisal systems		32. Co-authorship	
		33. Teaching	
		34. Complains/ appeals	
		35. Participation in decision-making bodies	

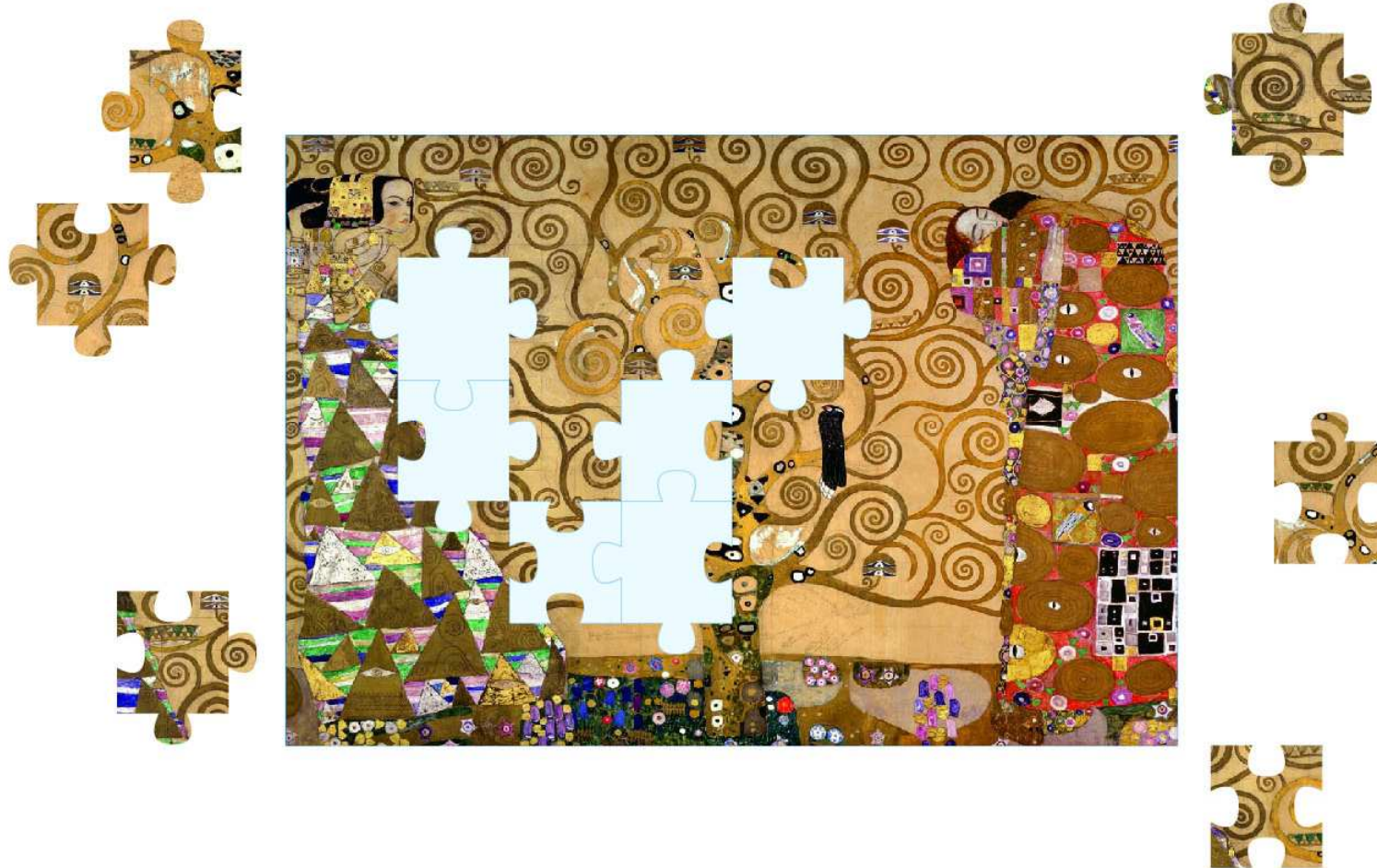
It's just like doing a puzzle



Define your framework



Build your own image



Create your « Tree of life »



OTM-R and the 40 principles

Ethical and professional aspects	Recruitment and selection	Working conditions and social security	Training and Development
1. Research freedom	12. Recruitment	22. Recognition of the profession	36. Relation with supervisors
2. Ethical principles	13. Recruitment (Code)	23. Research environment	37. Supervision and managerial duties
3. Professional responsibility	14. Selection (Code)	24. Working conditions	38. Continuing Professional Development
4. Professional attitude	15. Transparency (Code)	25. Stability of employment	39. Access to research training and continuous development
5. Contractual and legal obligations	16. Judging merit (Code)	26. Funding and salaries	40. Supervision
6. Accountability	17. Variations in the chronological order of CVs (Code)	27. Gender balance	
7. Good practice in research	18. Recognition of mobility experience (Code)	28. Career development	
8. Dissemination, exploitation of results	19. Recognition of qualifications (Code)	29. Value of mobility	
9. Public engagement	20. Seniority (Code)	30. Access to career advice	
10. Non discrimination	21. Postdoctoral appointments (Code)	31. Intellectual Property Rights	
11. Evaluation/ appraisal systems		32. Co-authorship	
		33. Teaching	
		34. Complains/ appeals	
		35. Participation in decision-making bodies	

Dealing with OTM-R

Advertising and application phase	Open	Transparent	Merit
11. Do we have clear guidelines or templates (e.g., EURAXESS) for advertising positions?	x	x	
12. Do we include in the job advertisement references/links to all the elements foreseen in the relevant section of the toolkit?	x	x	
13. Do we make full use of EURAXESS to ensure our research vacancies reach a wider audience?	x	x	
14. Do we make use of other job advertising tools?	x	x	
15. Do we keep the administrative burden to a minimum for the candidate? [see Chapter 4.4.1 b) ⁴⁵]	x		

Selection and evaluation phase	Open	Transparent	Merit
16. Do we have clear rules governing the appointment of selection committees? [see Chapter 4.4.2 a) ⁴⁵]		x	x
17. Do we have clear rules concerning the composition of selection committees?		x	x
18. Are the committees sufficiently gender-balanced?		x	x
19. Do we have clear guidelines for selection committees which help to judge 'merit' in a way that leads to the best candidate being selected?			x

Dealing with OTM-R

Appointment phase	Open	Transparent	Merit
20. Do we inform all applicants at the end of the selection process?		x	
21. Do we provide adequate feedback to interviewees?		x	
22. Do we have an appropriate complaints mechanism in place?		x	

Dealing with OTM-R

OTM-R system	Open	Transparent	Merit
1. Have we published a version of our OTM-R policy online (in the national language and in English)?	x	x	x
2. Do we have an internal guide setting out clear OTM-R procedures and practices for all types of positions?	x	x	x
3. Is everyone involved in the process sufficiently trained in the area of OTM-R?	x	x	x
4. Do we make (sufficient) use of e-recruitment tools?	x	x	
5. Do we have a quality control system for OTM-R in place?	x	x	x
6. Does our current OTM-R policy encourage external candidates to apply?	x	x	x
7. Is our current OTM-R policy in line with policies to attract researchers from abroad?	x	x	x
8. Is our current OTM-R policy in line with policies to attract underrepresented groups?	x	x	x
9. Is our current OTM-R policy in line with policies to provide attractive working conditions for researchers?	x	x	x
10. Do we have means to monitor whether the most suitable researchers apply?			
Overall assessment			
23. Do we have a system in place to assess whether OTM-R delivers on its objectives?			

Summary

- OTM-R is part of the HRS4R from Phase 1
- Use your image puzzle for the puzzle
- Never forget to involve stakeholders
- Issues we will discuss about:
 - What about the institutional process and policy?
 - How to evaluate/assess/reward merit ?
 - How to recruit talented PhDs?
 - How to give equal opportunities to women?
 - Exchange of good practices
 - Individual/team work on your concerns