

The European Charter for Researchers and the HR Excellence in Research

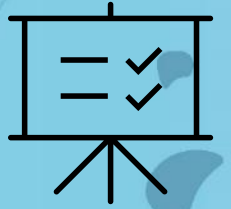
EURAXESS Türkiye Service Centers

14 November 2025

Michele ROSA-CLOT
Portfolio Owner, HR Excellence in Research

European Commission
DG Research & Innovation
RTD.A.2: ERA, Spreading Excellence and Research Careers





Part I
Strengthening the ERA: from the Charter & Code to
the European charter for Researchers



Part II
Implementation: the HR Excellence in Research
process



Part III
let's dive into the process...





Part I

Strengthening the ERA

From the Charter & Code to the European charter
for Researchers

The European Research Area

CREATING A SINGLE, BORDERLESS MARKET FOR RESEARCH, INNOVATION AND TECHNOLOGY ACROSS THE EUROPEAN UNION

<https://european-research-area.ec.europa.eu/>

**A single,
borderless market for
research, innovation
and technology
across the EU...**

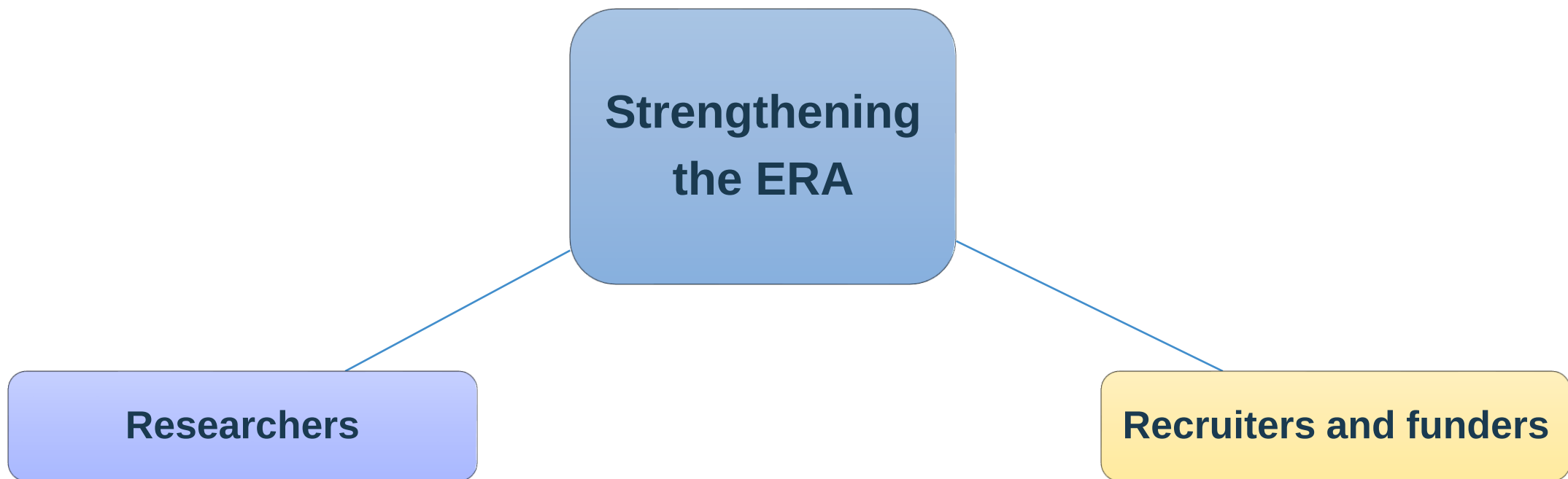
**...where
countries come
together and improve
their research policies
and systems...**

**...and where there
is free movement
of researchers,
knowledge and
innovation.**

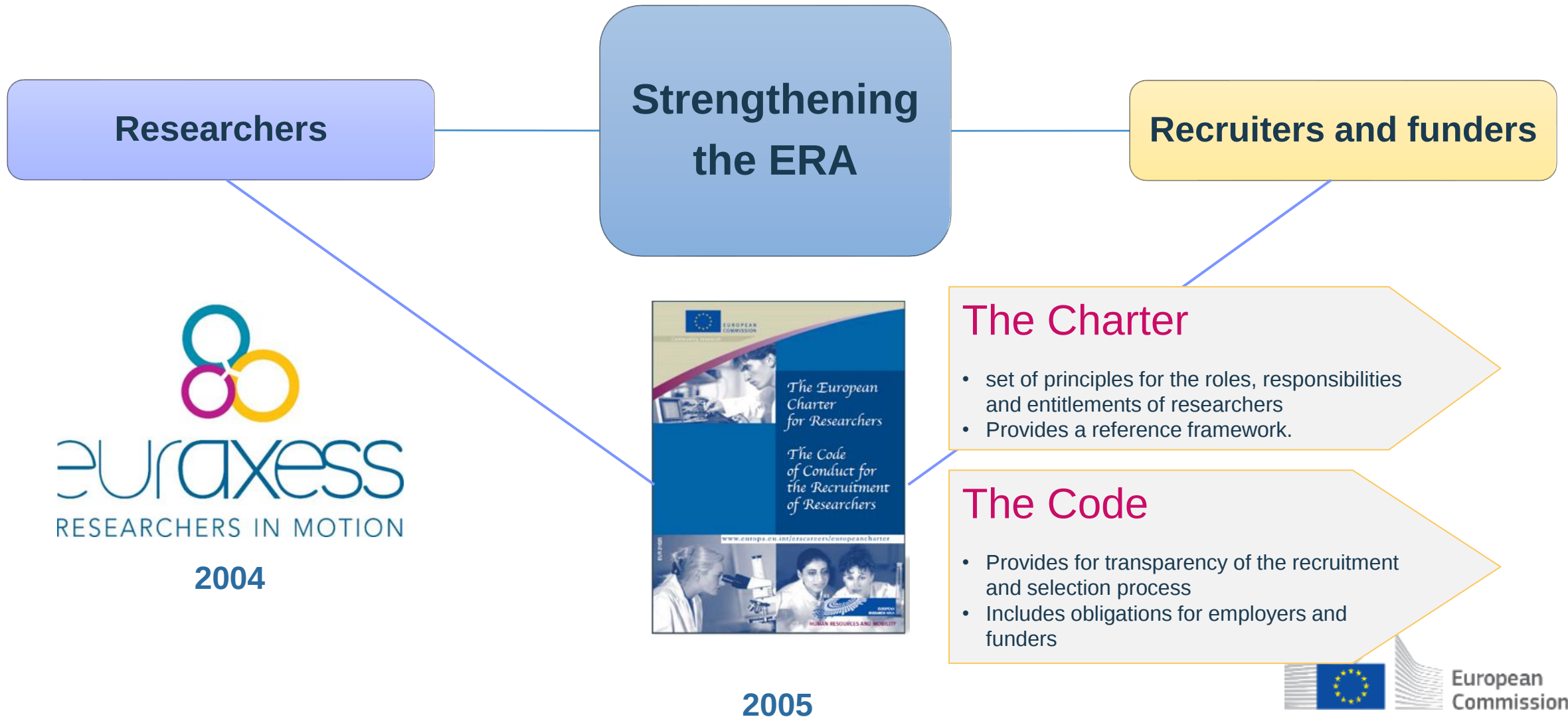
And a new ERA

https://research-and-innovation.ec.europa.eu/strategy/strategy-research-and-innovation/our-digital-future/european-research-area_en

Strengthening the ERA: EURAXESS and the Charter & Code



Strengthening the ERA: EURAXESS and the Charter & Code



The Charter & Code

EC recommendation 2005/251 of 11/3/2005



Strengthening the ERA

Contribute to the development of an attractive, open, and sustainable European labour market for researchers

Foster national and international balanced brain and knowledge circulation

Promote Europe as an attractive destination for research and innovation

Stimulate an open, transparent, and merit-based recruitment for researchers

The Charter & Code (2005): researchers at the core

Four Thematic Areas

1. **Working Conditions & Social Security** - promoting and creating a stimulating and favourable working environment
2. **Recruitment** - assessing, attracting and retaining talent; international visibility
3. **Training and Career Development**
4. **Ethical and Professional Aspects**

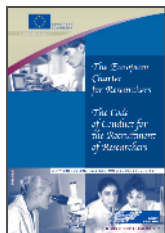
40 Principles

- ✓ Research freedom
- ✓ Dissemination and exploitation of results
- ✓ Recognition of the researcher's profession
- ✓ Working conditions
- ✓ Stability and permanence of the employment
- ✓ Remuneration package (funding and salaries)
- ✓ Gender balance
- ✓ Career development
- ✓ Access to research training and continuous development
- ✓ Intellectual property rights
- ✓ Evaluation and appraisal systems
- ✓ OTM-R ...



The “Charter & Code” and its implementation

Charter & Code



HRS4R procedure



H2020
MGA, Art. 32



Strengthened
HRS4R procedure



Digitalisation
of HRS4R



Evolution



2005

*EC
recommendation
2005/251/EC*

2008

*Mechanism of C&C
implementation*

2014

*'Best effort' obligation
for beneficiaries*

2017

*OTM-R Checklist
added to the
self-assessment
process*

2018

*E-tool of the
HRS4R
process*

2021

*Revamping &
Increasing
ambition*

Overall
GOAL

Foster an open, transparent, sustainable European labour market for researchers

2021-2025 revision

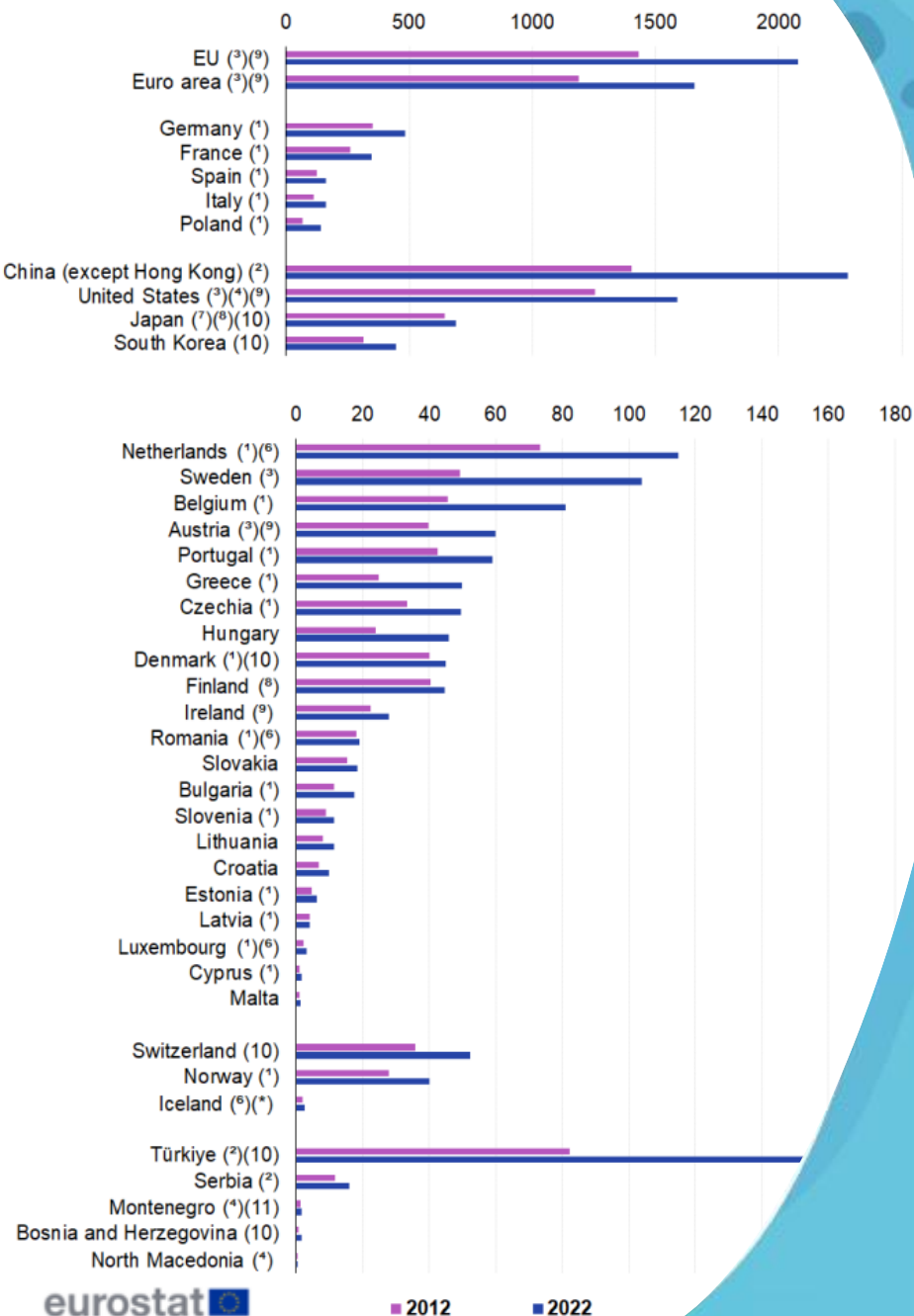
Renewing the “Charter & Code” and its implementation



Overall
GOAL

Foster an open, transparent, sustainable European labour market for researchers

Number of researchers, 2012 and 2022
(thousand full-time equivalents)



A look at numbers

2 million researchers

670.000 doctoral candidates

57% business sector

32% academic sector

10% government sector

45% increase since 2012

62% in China

26% in US

1% of total EU labour force

Ranging between 0.4% and 2% in MS

The broader context and challenges for researchers careers

New challenges:

Europe faces the **challenges** deriving from the twin transition, the digital decade, the recovery from the pandemic, the war in Ukraine...

Skills mismatches:

there is an important mismatch between the labour force and the needs of industry and the business sector, in particular for highly skilled jobs

The global race for talent

The global race for talent is intensifying and Europe needs to remain an **attractive destination** for business and highly skilled workers.

Right conditions

Right conditions must be created to **attract and retain** talents

Anticipate the skills need

Higher education institutions and the private sector need to partner to anticipate the skill needs

Provide the right skills

The skills provided to doctoral candidates too often focusses on careers **within academia**

Right skillset

The right skillset is needed for researchers to seize opportunities in the **broader labour market**, including beyond academia or creating their own business

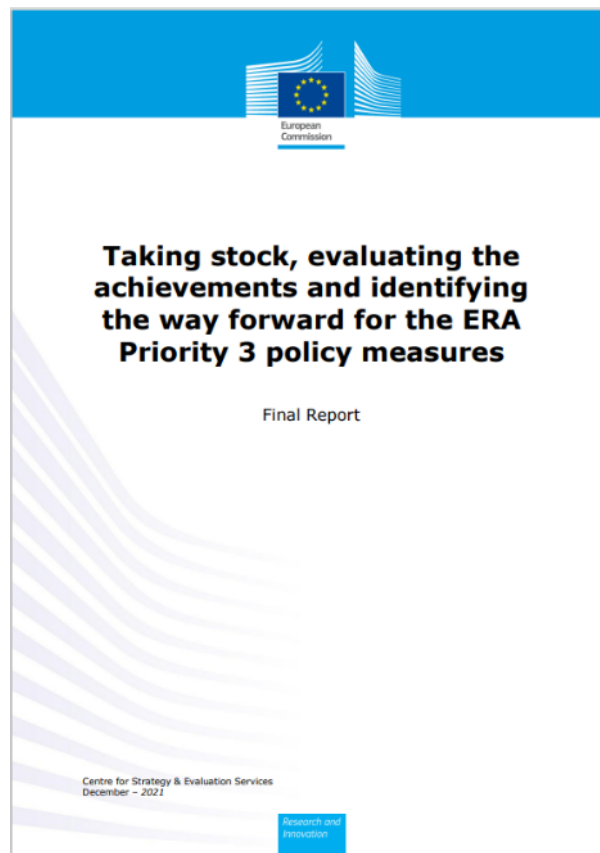
Working conditions

Precarious working conditions, based on cross-border and project-based temporary contracts often have negative effects on **attractiveness** of careers in research and on **mental health**



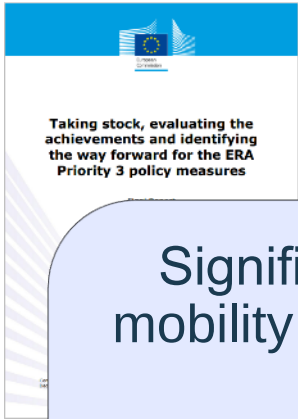
European
Commission

The process for the revision of the Charter & code (2021-2023)



<https://op.europa.eu/en/publication-detail/-/publication/40089aaa-57dc-11ec-91ac-01aa75ed71a1>

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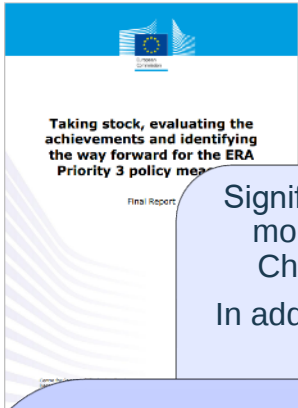


Significant progress has been made in removing the geographical barriers to researchers' mobility and the fragmentation of research careers in Europe, driven by the European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers.

In addition, the EURAXESS initiative supports researcher mobility and career development by delivering information and support services to professional researchers.

[European Commission Communication of 30 September 2020 on A new ERA for Research and Innovation](#)

The process for the revision of the Charter & code (2021-2023)



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In addition, the EURAXESS initiative supports researcher mobility and career development by delivering information and support services to professional researchers.

ERA has successfully fostered mobility of researchers, removed barriers to circulation and career development, through among others, the Charter and Code and its implementing mechanisms, including the Human Resources Strategy for Researchers and EURAXESS [...]

[Council Conclusions of 28 May 2021 on Deepening the European Research Area: Providing researchers with attractive and sustainable careers and working conditions and making brain circulation a reality](#)

The process for the revision of the Charter & code (2021-2023)

Significant progress has been made in removing the geographical barriers to researchers' mobility and the fragmentation of research careers in Europe, driven by the European Charter for Researchers and the European Code of Conduct for Research Integrity.

In addition, the European Charter for Researchers and the European Code of Conduct for Research Integrity have been revised to reflect the latest research and best practices.

ERA has successfully fostered mobility of researchers, removed barriers to circulation and career development, through among others, the Charter and Code and its implementing mechanisms, including the Human Resources Strategy for Researchers.

Council Conclusions of 28 May 2021 on Deepening the European Research Area: researchers with attractive and sustainable careers and work circulation a reality



From Commission Recommendation
to
Council Recommendation



COUNCIL RECOMMENDATION of 18 December 2023
on a
European framework to attract and retain research, innovation and entrepreneurial talents in Europe
(C/2023/1640)

Annex I: examples of occupations for the R1-R4 profiles
Annex II: the European Charter for Researchers



Annex I: examples of occupations for the R1-R4 profiles

- **R1-R4** profiles adapted
- Examples of **occupations** for researchers (who perform research) across the various sectors
- To facilitate comparability and **interoperability** of careers across sectors and Member States
- Stimulate use of R1-R4 profiles in vacancies, and mapping of careers structures for researchers

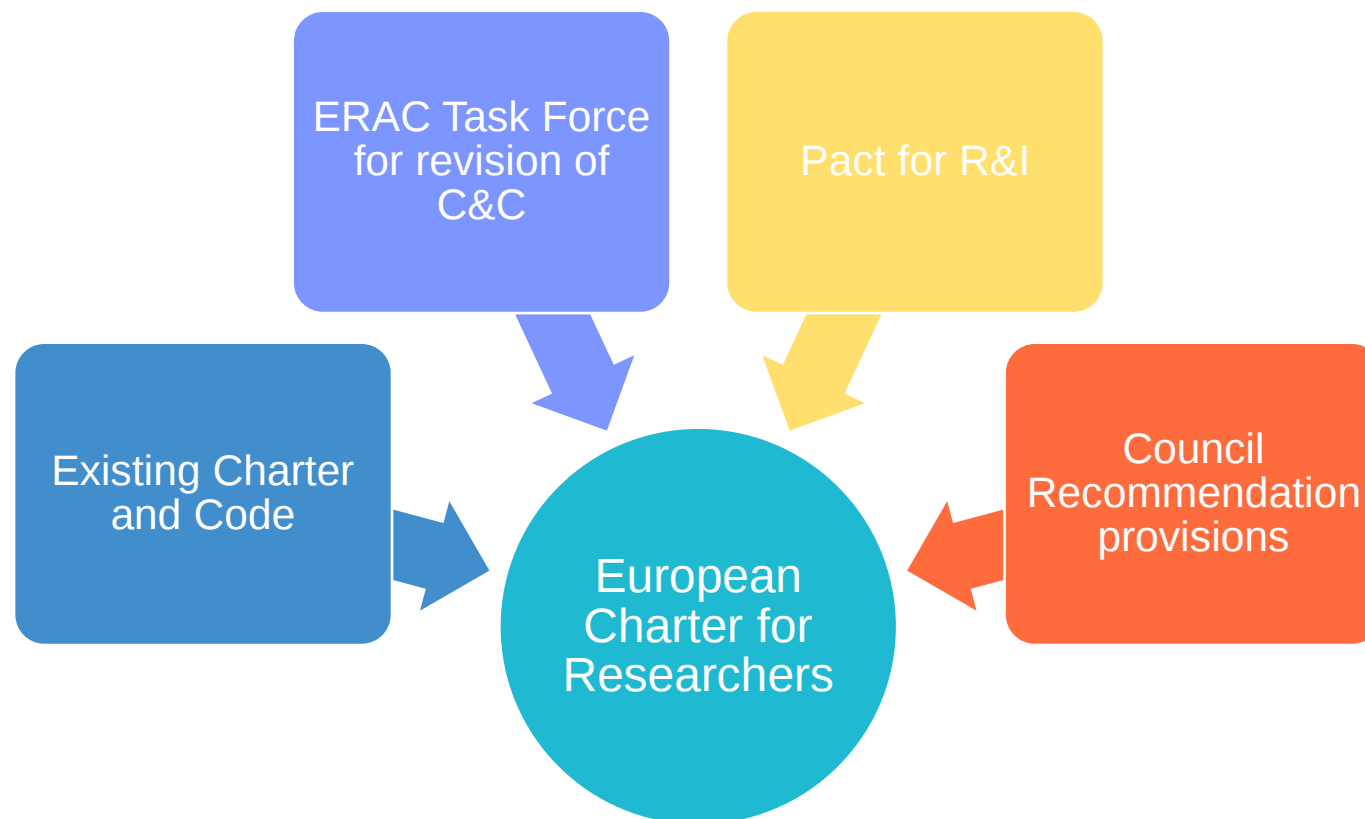
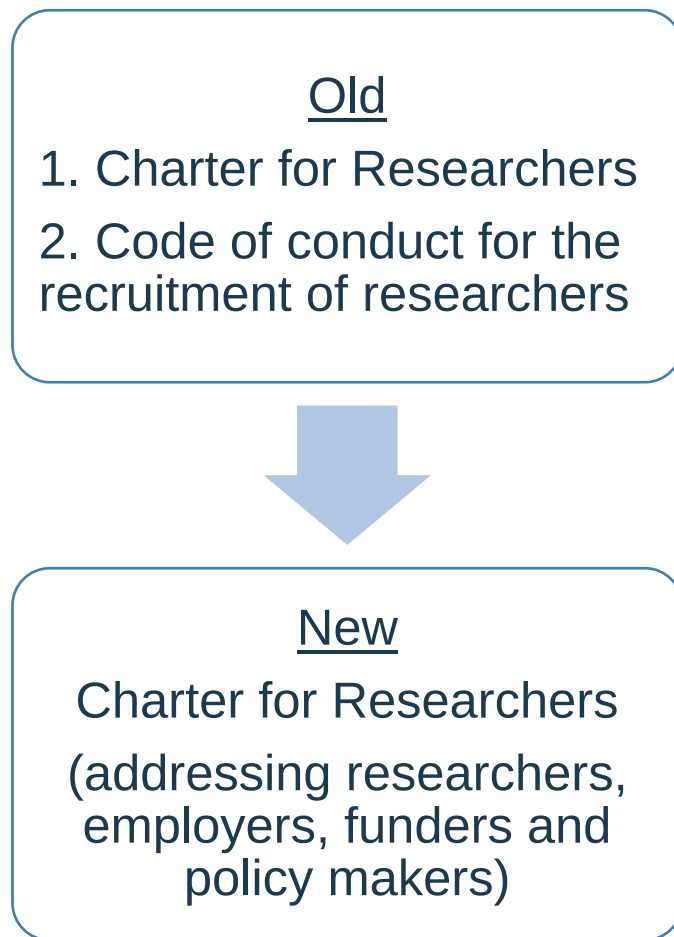
R1: First Stage Researcher (*e.g. doctoral candidate, junior researcher, junior scientific officer ...*)

R2: Recognised Researcher (*e.g. postdoc, junior lecturer, research assistant...*)

R3: Established Researcher (*e.g. assistant professor, principal investigator, senior scientific officer...*)

R4: Leading Researcher (*e.g. full professor, chief scientific officer ...*)

Annex II – European Charter for Researchers



Annex 2: the European Charter for Researchers

Simplify and Streamline

- Simplification
- Avoid repetition by merging similar principles
- Reduce the number of principles
- Develop further the work of the Triangle Task Force
- Keep in mind that this is a practical document

The European Charter is directed to

- All researchers
in all sectors (academic, public, industry, etc.)
across all disciplines (SSH, STEM ...)
- Employers, funders, and policymakers

New policy measures

- Recognition of the profession
- Greater inclusion of the private sector
- Gender equality in research and innovation
- Embracing diversity
- Open science and innovation
- Research Integrity
- Teaching dimension of research
- Talent management and diverse careers
- Research assessment

The European Charter for Researchers

Four pillars for 20 principles



Ethics, Integrity, Gender and Open Science



Researchers' Assessment, Recruitment and Progression



Working Conditions and Practices



Research Careers and Talent Development

Ethics, Integrity, Gender and Open Science

- ETHICS AND RESEARCH INTEGRITY
- FREEDOM OF SCIENTIFIC RESEARCH
- OPEN SCIENCE
- GENDER EQUALITY
- EMBRACING DIVERSITY
- THE RESEARCHER
- FREE CIRCULATION OF RESEARCHERS
- SUSTAINABILITY OF RESEARCH

Researchers' Assessment, Recruitment and Progression

- RESEARCHERS' ASSESSMENT
- RECRUITMENT
- SELECTION
- CAREER PROGRESSION

Working Conditions and Practices

- WORKING CONDITIONS, FUNDING AND SALARIES
- STABILITY OF EMPLOYMENT
- CONTRACTUAL AND LEGAL OBLIGATIONS
- DISSEMINATION AND EXPLOITATION OF RESULTS

Research Careers and Talent Development

- VALUING DIVERSE RESEARCH CAREERS
- CAREER DEVELOPMENT AND ADVICE
- CONTINUOUS PROFESSIONAL DEVELOPMENT
- SUPERVISION AND MENTORING



European
Commission

References

- Council Recommendation of 18 December 2023 on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe
https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=OJ:C_202301640
- Commission Recommendation of 11 March 2005 on the European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers (Text with EEA relevance)
https://euraxess.ec.europa.eu/sites/default/files/brochures/C%26C_EN.pdf
- European Commission Communication of 30 September 2020 on A new ERA for Research and Innovation
<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:52020DC0628>
- Council Conclusions 28 May 2021 on Deepening the European Research Area: Providing researchers with attractive and sustainable careers and working conditions and making brain circulation a reality
<https://www.consilium.europa.eu/media/49980/st09138-en21.pdf>
- Taking stock, evaluating the achievements and identifying the way forward for the ERA priority 3 policy measures
<https://op.europa.eu/en/publication-detail/-/publication/40089aaa-57dc-11ec-91ac-01aa75ed71a1>

Part II

Implementation:

the HR Excellence in Research process



2008: the Human Resources Strategy for Researchers (HRS4R)



WORKING CONDITIONS

RECRUITMENT

CAREER DEVELOPMENT

ETHICS

40 Principles

HRS4R

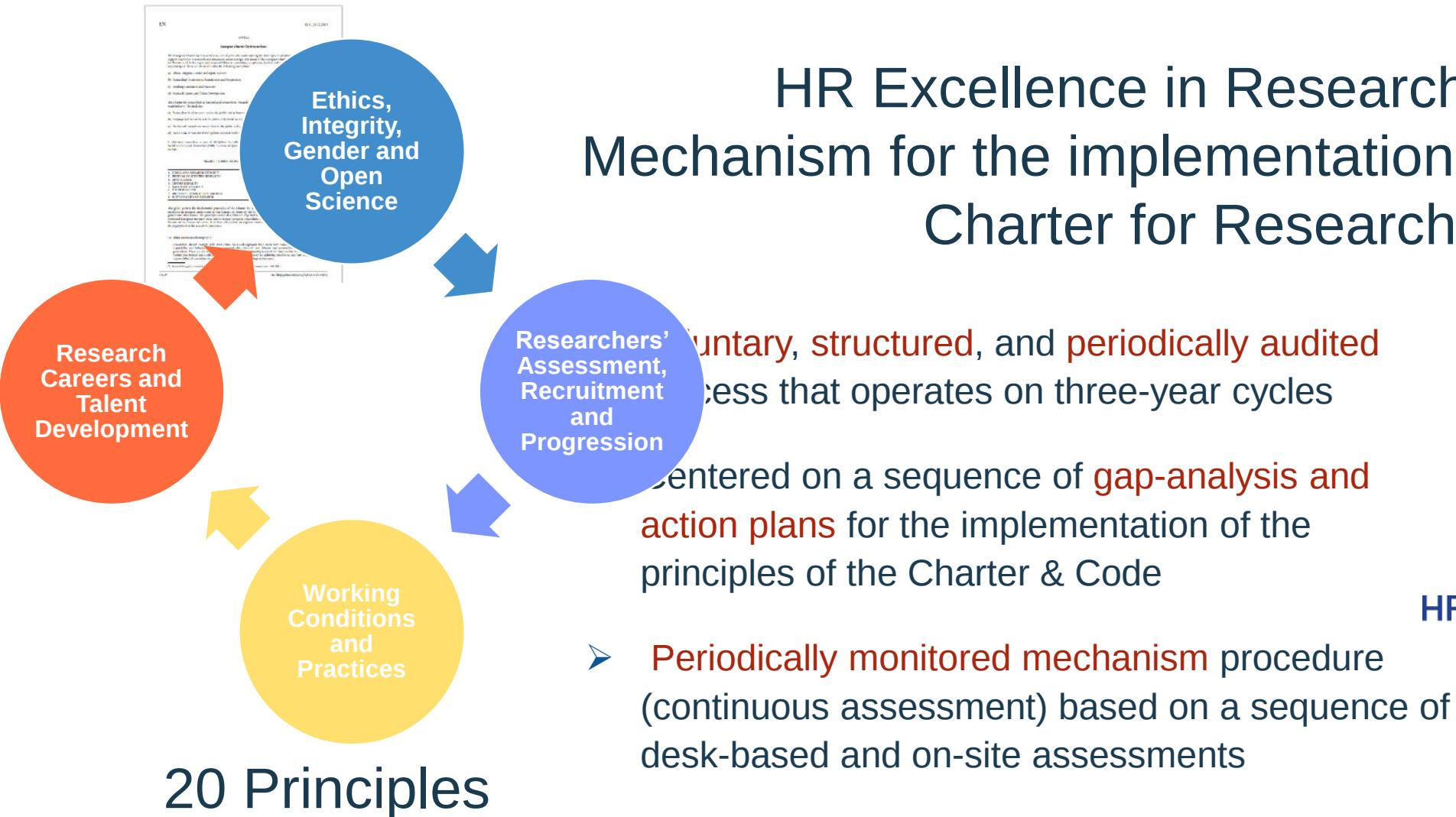
Mechanism for the implementation of the Charter & Code

- Voluntary, structured, and periodically audited process that operates on three-year cycles
- Centered on a sequence of gap-analysis and action plans for the implementation of the principles of the Charter & Code
- Periodically monitored mechanism procedure (continuous assessment) based on a sequence of desk-based and on-site assessments



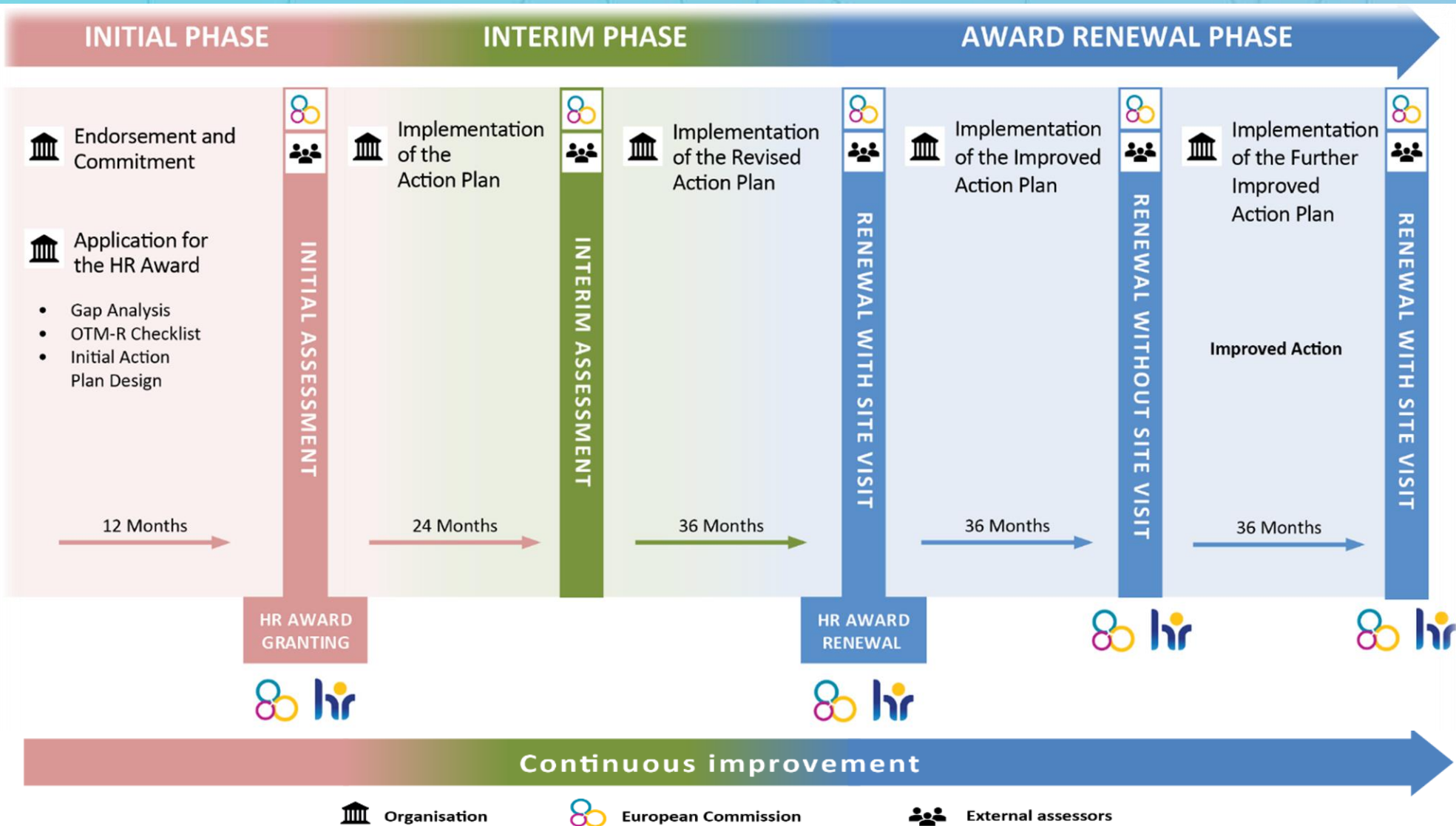
HR EXCELLENCE IN RESEARCH

2024: the HR Excellence in Research process

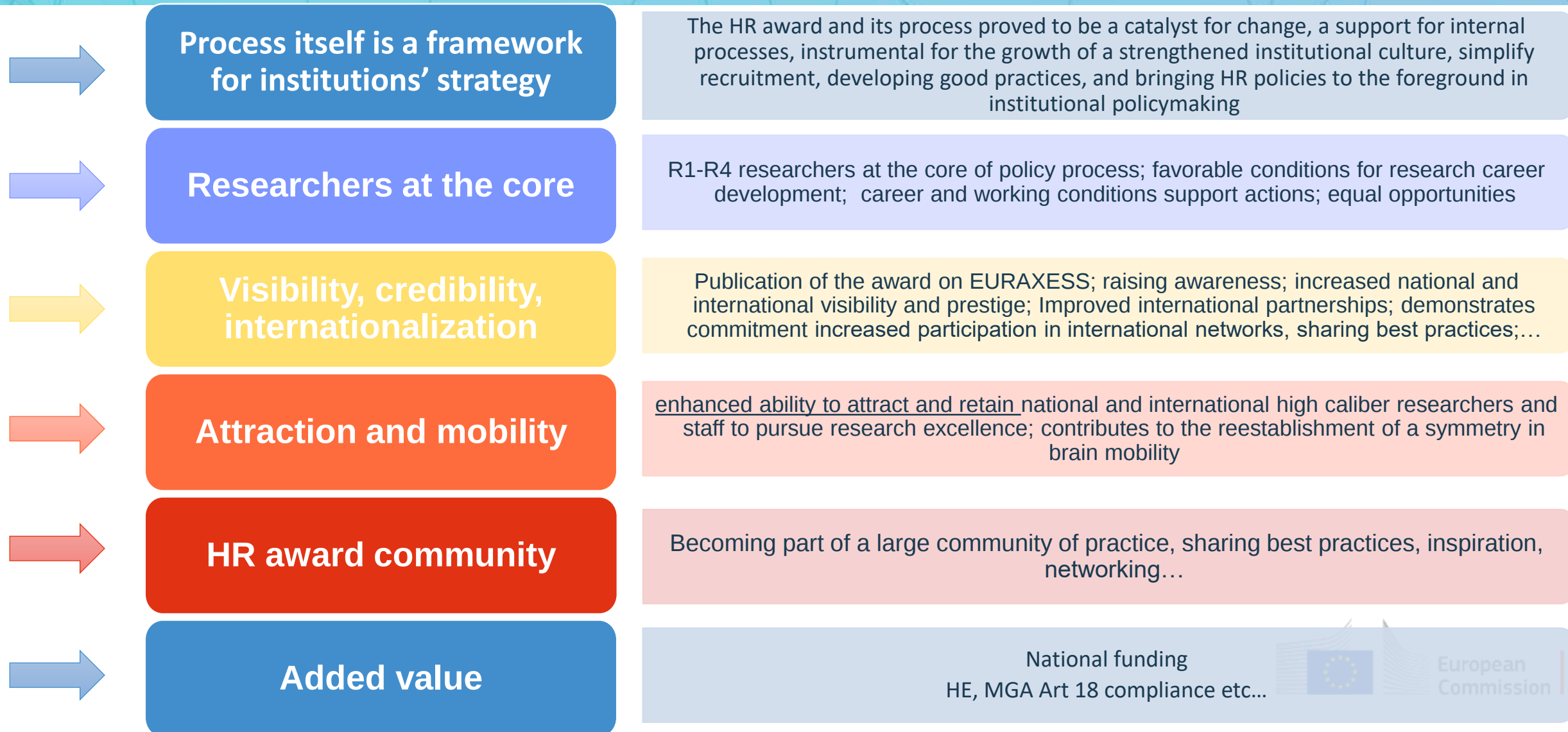


HR EXCELLENCE IN RESEARCH

HR Excellence in Research award is a long-term commitment



HR award: why undertaking the process?



HR award: why undertaking the process?

**Process itself is a framework
for institutions' strategy**

The HR award and its process proved to be a catalyst for change, a support for internal processes, instrumental for the growth of a strengthened institutional culture, simplify recruitment, developing good practices, and bringing HR policies to the foreground in institutional policymaking

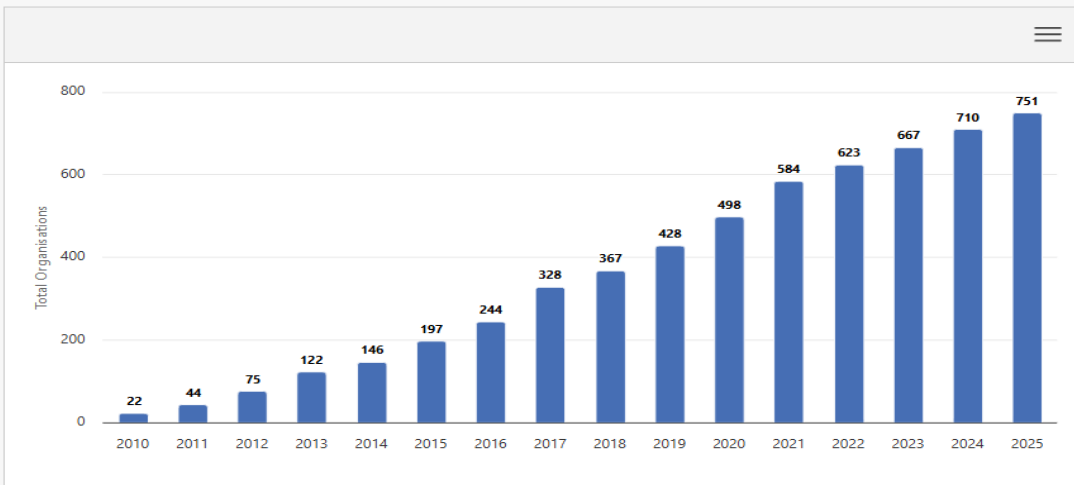
Remember: the HR Excellence in Research process is not just about achieving the award, but about using the process as a catalyst for change and growth. By embracing this process, institutions will have:

- A **comprehensive toolbox** of instruments facilitating the internal strategy of the Institution
- A **management framework** that drives improvement and excellence
- The implementation of the European Charter for Researchers is an inspirational guiding principle, not a limitation. It sets a foundation for excellence, and institutions are encouraged to build upon it.

HR Excellence in Research award

Update 1/10/2025

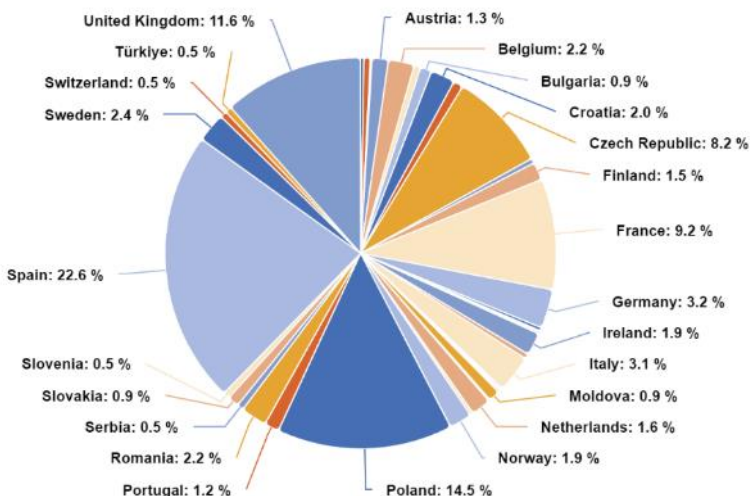
Total Awarded Organisations per year



❖ To-date, 751 research institutions from 38 Countries have received the HR Excellence in Research Award

- 129 applicant organizations
- 133 at implementation phase
- 503 at Renewal Phase

❖ In average, about 50 new Institutions/year receive the award



2024

- ✓ 200+ institutions assessed
- ✓ 46 new awards
- ✓ 59 passed the interim assessment
- ✓ 27 passed the renewal assessment
- ✓ 16 site visits for Renewal organized
- ✓ 69 closed cases
- ✓ 6 suspensions

2025 (to-date)

- ✓ 140 + institutions assessed
- ✓ 42 new awards
- ✓ 17 passed the interim assessment
- ✓ 41 passed the renewal assessment
- ✓ 50 site visits for Renewal organized
- ✓ 29 closed cases
- ✓ 1 suspensions

HR Excellence in Research award

Update 14/11/2025

 Türkiye

6 ▲

Koç University [↗](#)

Awarded on 26/02/2021

Middle East Technical University [↗](#)

Awarded on 06/08/2020

İZMİR YÜKSEK TEKNOLOJİ ENSTİTUSU [↗](#)

Awarded on 14/02/2023

Yasar University [↗](#)

Awarded on 12/03/2024

Dokuz Eylül Üniversitesi [↗](#)

Awarded on 04/06/2024

Ege University [↗](#)

Awarded on 12/02/2025

Case Number	Country	Case	Phase ▼	Task	Submitted	Deadline
2018TR355789	Türkiye	Middle East Technical University	Renewal	Internal Review for Renewal Assessment: Design	19 Oct 2022	4 months to deadline
2019TR474985	Türkiye	Bogazici University	Initial	Gap Analysis OTMR & Action Plan: Design	20 Dec 2019	deadline passed 4 year 8 months ago
2020TR555484	Türkiye	Hacettepe University	Initial	Gap Analysis OTMR & Action Plan: Design	8 Sep 2020	deadline passed 4 year 2 months ago
2021TR634200	Türkiye	Nevşehir Hacı Bektaş Veli Üniversitesi	Initial	Gap Analysis OTMR & Action Plan: Design	30 Apr 2021	deadline passed 3 year 6 months ago
2021TR690829	Türkiye	Yildiz Technical University	Initial	Gap Analysis OTMR & Action Plan: Design	3 Mar 2023	deadline passed 1 year months ago
	Türkiye	Izmir Biomedicine and Genome Center	Initial			
2023TR153162	Türkiye	Gebze Technical University	Initial	Gap Analysis OTMR & Action Plan: Design	6 Oct 2023	deadline passed 11 months 1 week ago
2018TR343571	Türkiye	Koç University	Interim	Internal Review for Interim Assessment: Design	26 Feb 2021	deadline passed 2 year 6 months ago
2021TR600778	Türkiye	İZMİR YÜKSEK TEKNOLOJİ ENSTİTUSU	Interim	Interim Assessment	4 Sep 2025	
2021TR618962	Türkiye	Yasar University	Interim	Internal Review for Interim Assessment: Design	12 Mar 2024	3 months 4 weeks to deadline
2022TR738831	Türkiye	Dokuz Eylül Üniversitesi	Interim	Internal Review for Interim Assessment: Design	4 Jun 2024	6 months 2 weeks to deadline
2023TR116672	Türkiye	Ege University	Interim	Internal Review for Interim Assessment: Design	12 Feb 2025	1 year 2 months to deadline

the New e-Tool

<https://ec.europa.eu/era-talent-platform/>

ERA Talent Platform

ERA Talent Platform

The one-stop-shop gateway for researchers and innovators in Europe and beyond.

[Learn More >](#)



ERA TALENT PLATFORM INITIATIVES



EURAXESS

A unique web portal offering tailored information, job opportunities, career development guidance, free tools and much more for researchers and research performing organisations in Europe and beyond.

[Explore EURAXESS >](#)



HR Excellence in Research

The HR Excellence in Research award is granted to the institutions and funding organisations striving to align their human resources policies to the principles of the European Charter for Researchers.

[Explore HR Excellence in Research >](#)

RESAVER

RESAVER is a pan-European occupational pension solution designed for R&I organisations and their employees. It enables mobile workers to protect their pension rights while allowing organisations to manage and attract talent throughout Europe.

[Explore RESAVER >](#)

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Research Career Observatory (ReICO)

ReICO is the main living information repository for monitoring trends in research and innovation talent development and in particular researchers' careers, skills and working conditions.

[Explore the Observatory >](#)



Innovation Talent Platform

An EU-wide matching tool to help businesses and entrepreneurs across Europe and beyond to find the talent they need or their way to the European market.

[Explore Innovation Talent Platform >](#)



ResearchComp

ResearchComp is the European Competence Framework for Researchers. It supports the assessment and development by researchers of transversal skills that can offer them more career opportunities by fostering inter-sectoral mobility.

[Explore ResearchComp >](#)

ERA TALENT PLATFORM INITIATIVES



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HR Excellence in Research

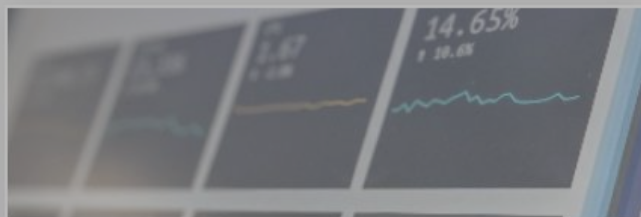
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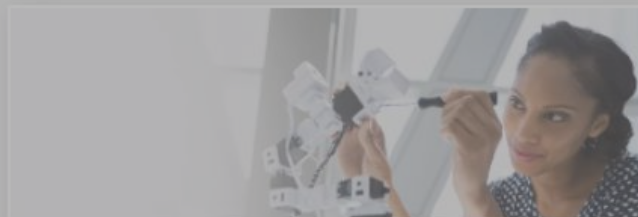
[Explore RESAVER >](#)



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[Explore ResearchComp >](#)



HR EXCELLENCE
IN RESEARCH

HR Excellence in Research

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Explore HR Excellence in Research >



<https://euraxess.ec.europa.eu/hrexcellenceaward>

Home

Charter for Researchers

HR Excellence in Research award ▼

ERA Talent Platform ▼

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HR Excellence in Research award

The HR Excellence in Research award is granted to research performing

European
Commission

Revamped Platforms: Stronger integration of EURAXESS and the HR Excellence in Research Process

Once an Institution obtains the HR Award, its logo is automatically displayed next to each job offer published on Euraxess (since 2018)



Offer Category

1 HR Excellence Award ▼

Filter results

☐ Select all (3)

☒ HR Excellence Award

☐ Science4Refugees

☐ RESAVER

Clear all Close

When searching for jobs on Euraxess, users can utilize the 'Offer Category' filter to specifically view opportunities from institutions recognized with the HR Excellence in Research award (after EURAXESS revamp in July 2024).

New Tool + Under the hood



- ✓ Shared look & feel in line with the Talent Platform Brand and palette
- ✓ HR award logo graphics modernized
- ✓ Shared architecture and IT
- ✓ Shared database
- ✓ Shared registration fields
- ✓ Shared statistics
- ✓ ...



Revamped HR Excellence in Research eTool

What did **NOT** change

HR award
process

Sequence
of actions

Assessment
mechanism

What did change

Streamlined

Simplified

Increased
user
friendliness

Look & feel

Login

Statistics

Under the
hood



A modern and clean theme
using the HR award colour
palette



HR EXCELLENCE IN RESEARCH



HR EXCELLENCE IN RESEARCH

A NEW
LOOK
&
FEEL

A modern and clean theme
using the HR award color
palette



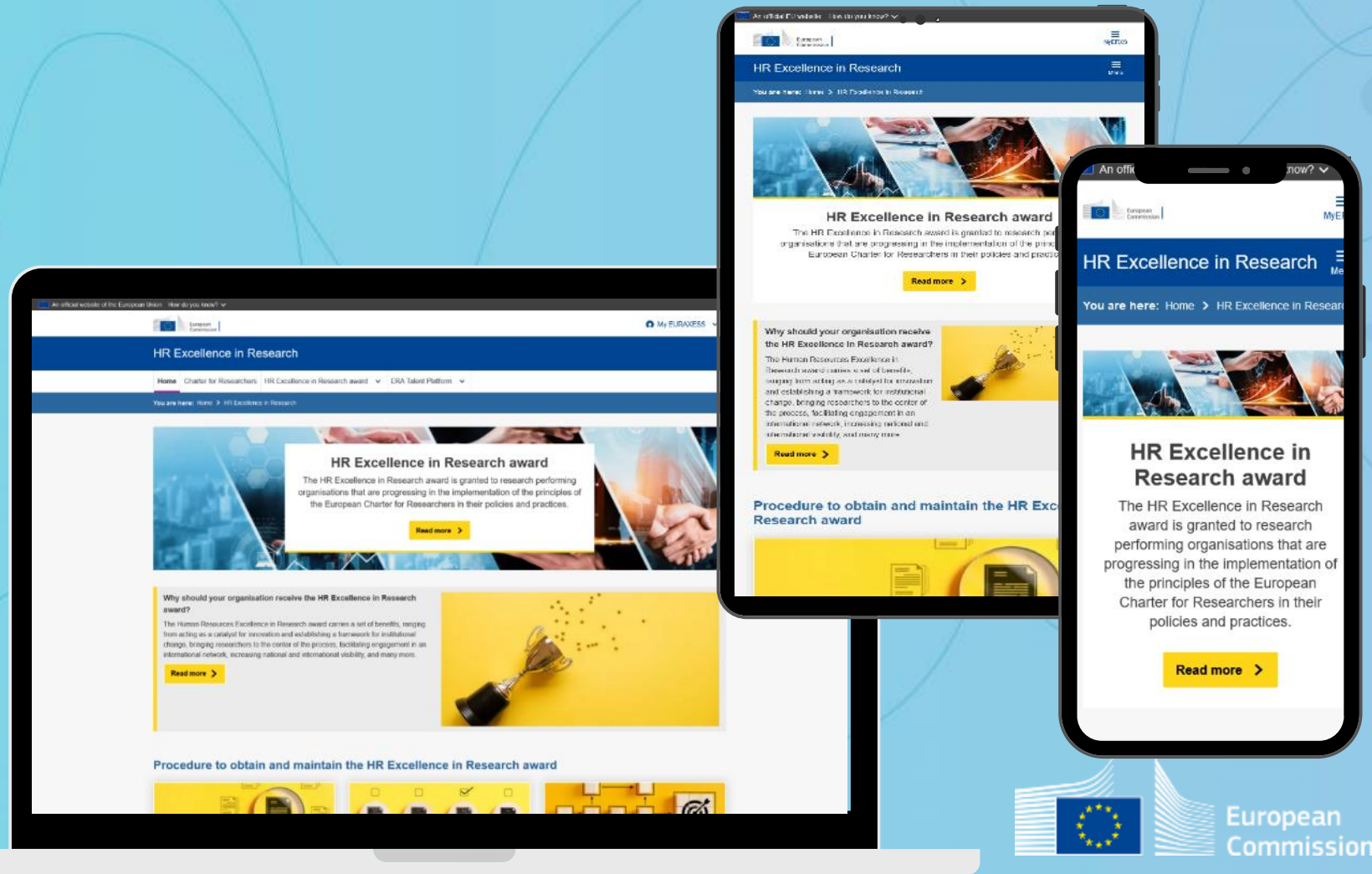
HR EXCELLENCE IN RESEARCH



European
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CROSS PLATFORM

Responsive on
different devices
and operating
systems



HR Excellence in Research

[Home](#) [Charter for Researchers](#) [HR Excellence in Research award](#) ▼ [ERA Talent Platform](#) ▼

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HR Excellence in Research award

The HR Excellence in Research award is granted to research performing organisations that are progressing in the implementation of the principles of the European Charter for Researchers in their policies and practices.

[Read more >](#)

Why should your organisation receive the HR Excellence in Research award?

The Human Resources Excellence in Research award carries a set of benefits, ranging from acting as a catalyst for innovation and establishing a framework for institutional change, bringing researchers to the center of the process, facilitating engagement in an international network, increasing national and international visibility, and many more.



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[Read more >](#)



Procedure to obtain and maintain the HR Excellence in Research award



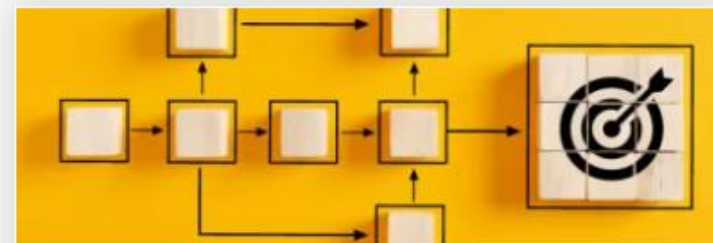
Initial phase

See detailed instructions on how to apply for the HR award.



Interim phase

Interim assessment of the progress, of the actions, and the accompanying measures.



Award Renewal phase

Check the specific process flow for details on the process to maintain the HR Excellence in Research award.

Procedure to obtain and maintain the HR Excellence in Research award



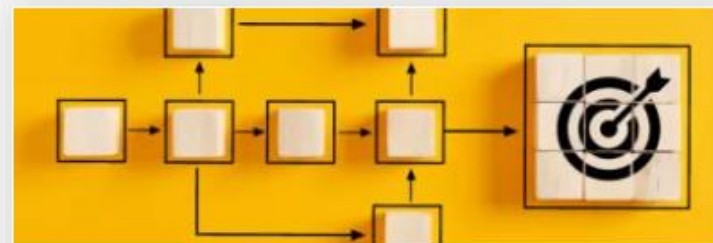
Initial phase

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Interim phase

Interim assessment of the progress, of the actions, and the accompanying measures.



Award Renewal phase

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HR Excellence in Research Dashboard

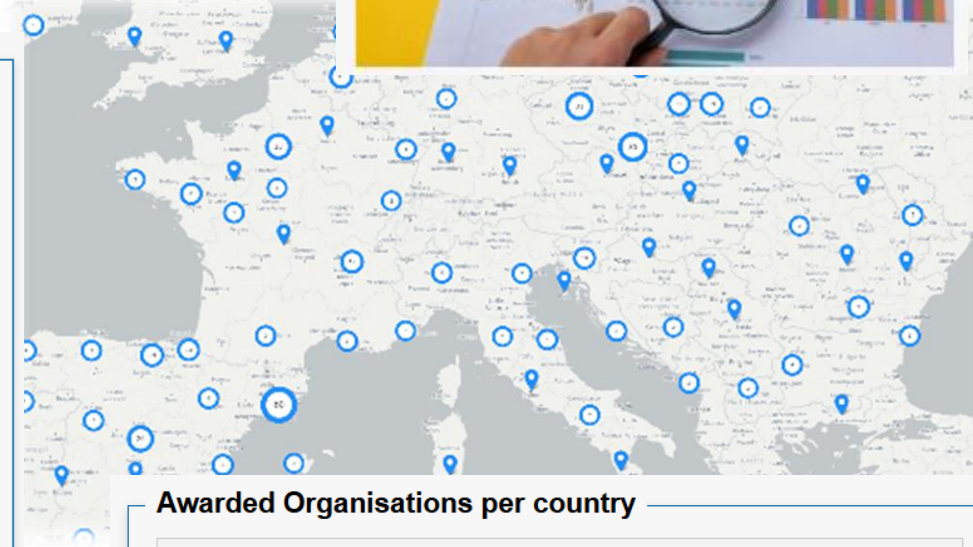
Find out which institutions have most recently been awarded, locate the recognised organisations through the map and have an insight into the latest figures about the implementation of the HR strategy for Researchers in Europe.

[Visit the HR4R Dashboard >](#)

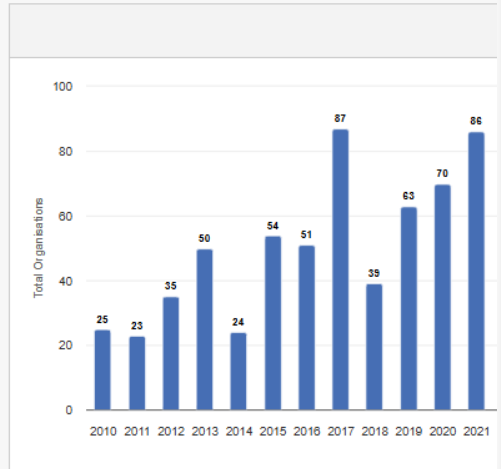


Name	Country	Award Date
Universidad de Salamanca	Spain	22-10-2019
Muhammed Ali University of Egypt	Egypt	11-10-2019
International University of Health	Spain and Portugal	10-10-2019
La Rochelle Université	France	20-09-2019
UNIVERSITA POLITECNICA DEL MARCHE	Italy	10-09-2019
The John Paul II Catholic University of Lublin	Poland	08-09-2019
Medical University of Gdansk (WRB)	Poland	08-09-2019
National Research and Development Institute for Innovation	Romania	08-09-2019
Université Savoie Mont Blanc	France	08-09-2019
Institute of Cellular Biology and Pathology "Nicolae Timbrescu"	Romania	08-09-2019
UNIVERSITAT DE VALÈNCIA	Spain	20-09-2019
Universidad Institut de Recerca i Innovació en Ciències de la Salut	Spain	20-09-2019
Romanian Research Institute of Molecular Biology	Romania	07-09-2019
Institute of Applied Sciences and Technology	Poland	07-09-2019

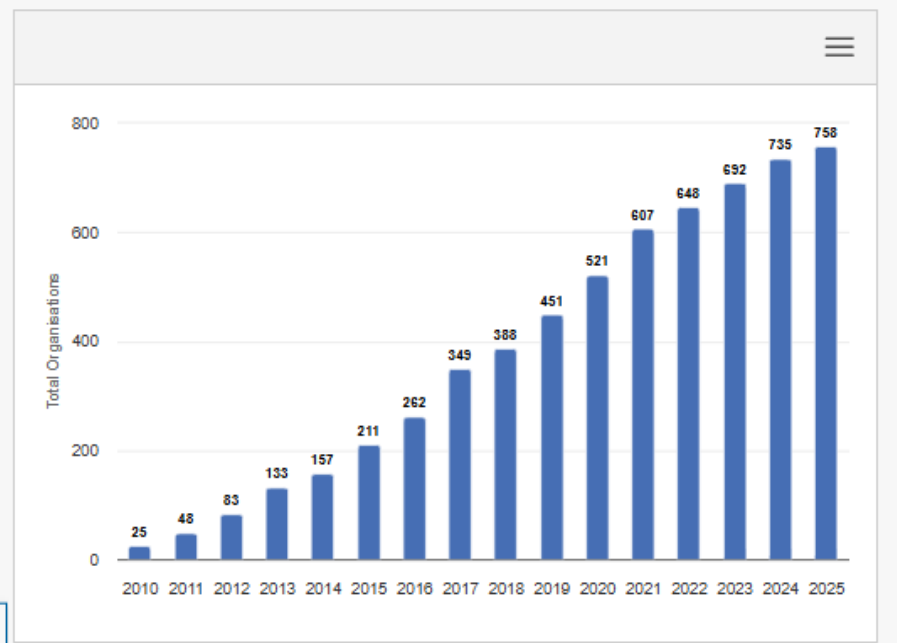
The Dashboard



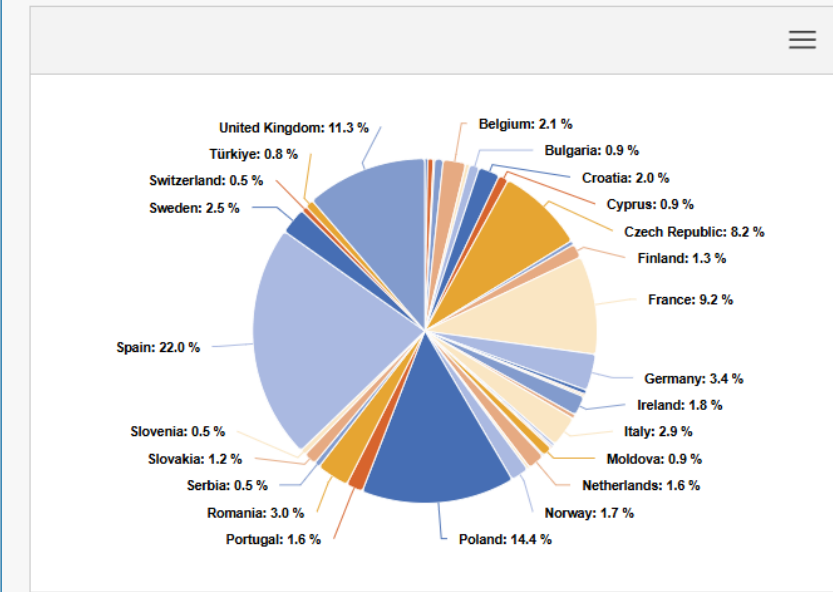
Awarded Organisations per year



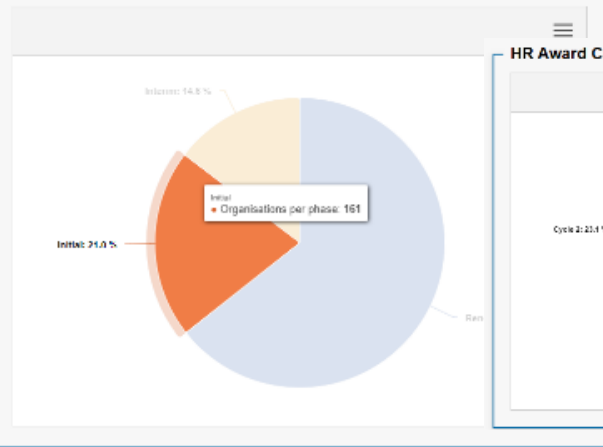
Total Awarded Organisations per year



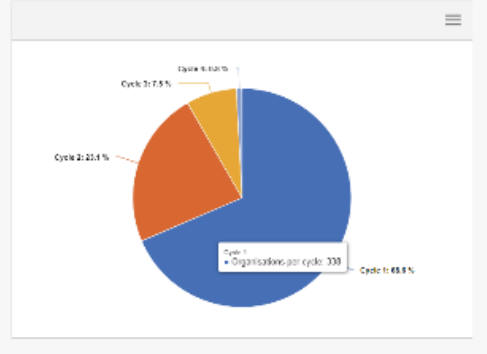
Awarded Organisations per country



HR Award Cases grouped by phase



HR Award Cases in Renewal phase grouped by cycle



- Annual volume
 - ✓ 100 + applicant organizations
 - ✓ 40+ new awards
 - ✓ 90 + interim assessment
 - ✓ 50 + renewal assessment
 - ✓ 50- 60 site visits for Renewal organized

HR Excellence in Research

[Home](#)[Charter for Researchers](#)[HR Excellence in Research award](#) ▼[ERA Talent Platform](#) ▼

You are here: [Home](#) > [HR Excellence in Research](#)

HR Excellence in Research award

The HR Excellence in Research award is granted to research performing organisations that are progressing in the implementation of the principles of the European Charter for Researchers in their policies and practices.

[Read more >](#)

Why should your organisation receive the HR Excellence in Research award?

The Human Resources Excellence in Research award carries a set of benefits, ranging from acting as a catalyst for innovation and establishing a framework for institutional change, bringing researchers to the center of the process, facilitating engagement in an international network, increasing national and international visibility, and many more.

[Read more >](#)

EU Funding & Tenders Portal



CORDIS



One Account, Many Services

Erasmus+ App





By 10 January 2025, All EURAXESS accounts must be merged with EU Login

Log in

Use your EU Login account

If you have already an EU Login account with the same email address you use for your EURAXESS account, the two accounts will be automatically merged.

Login with EURAXESS Account

Email *

michele.rosa-clot@ext.ec.europa.eu

Password *

[Forgot your password?](#)

Log in

New Account

Create EU Login account

Create a new EU Login account to access EURAXESS.

You are here: [Home](#) > [My EURAXESS](#)

My EURAXESS



Warning message

EURAXESS uses the European Commission's EU Login authentication service. This means you will need to have an EU Login account, or create one, to join EURAXESS.

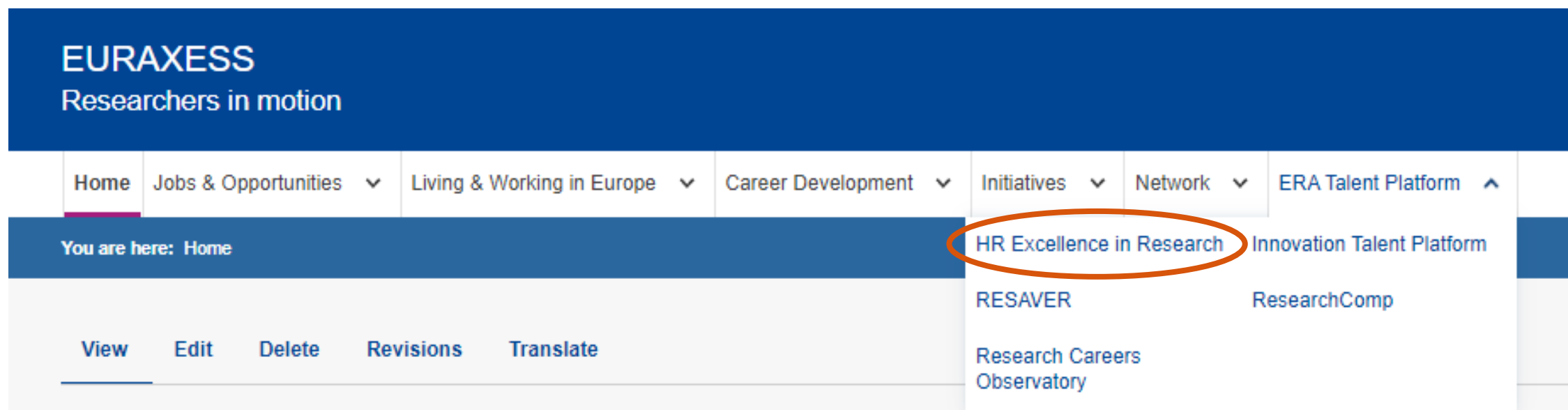
If you have an old EURAXESS account, you must to merge it with an EU Login account. In case you already have a EU Login account, click on the "merge" button on the login page. If you do not have a EU Login account and you will create one, the merge will happen automatically as long as you create your EU Login using the same email you use on EURAXESS.

All EURAXESS accounts must be merged with EU Login accounts by 10/01/2025, at which point login without an EU Login account will not be possible.



After logging in (either the HR Excellence in Research, or in EURAXESS), you will be directed to your profile under EURAXESS. You will have to navigate back to HR Excellence In Research Initiative via the Talent Platform tab.

Once logged in, all registered users (HR award Admins, assessors, etc.) will have access to the e-Tool



Additional registration fields

- **New organisations:**

At registration, all new organisations are required to complete the fields “Organisation type” and “Research fields”.

- **Ongoing cases** (i.e. already registered)

- By the **end of 2024**, all the already registered organizations must complete their existing profile with the “Organisation type” and “Research fields”.
- In case an organization does not complete its profile, after 1st January 2025, it will not be able to access the e-Tool.
- Once the organisation will complete the profile, it will have again normal access to the e-Tool



Warning message

Close this message

Your organisation needs to have the following fields completed by 31/12/2024:

- Organisation Type
- Research Field

If you cannot update the organisation please contact either the organisation Administrator or the EURAXESS Support Team at support@euraxess.org.

If those fields are not completed by the date specified above, you will be denied access to either endorse a new HR Award Case or access an existing.

EURAXESS

- Home
- JOBS & FUNDING
- CAREER DEVELOPMENT
- PARTNERING
- INFORMATION & ASSISTANCE
- NATIONAL PORTALS
- EURAXESS WORLDWIDE
- MY EURAXESS



- Dashboard
- User Profile
- HRS4R
- Organisation
- Job Offers
- Funding Offers
- Hosting Offers
- Favorites
- Saved searches
- Account settings
- Notifications
- Need Help?
- Logout

Important message to institutions:

Onsite visits are resumed starting 1 September 2022

The broad lifting of the COVID-19 related travel limitations, allow us to cautiously resume the onsite visits. All site visits scheduled to take place after 1 September, will be organized under the normal onsite configuration. Please note that after 1 September the virtual formula for "remote" site visits, will not be in place anymore.

HRS4R

Mareva SABATIER (vp_recherche@univ-smb.fr)

HRS4R Organisation

HRS4R Award - Guidelines

Please note that as of 15 May 2018, ALL institutions interested to initiate or renew the application for the "HR Excellence in Research Award" shall use the **HRS4R E-tool** - the European Commission's official platform, facilitating the management of the HRS4R process.

HRS4R implies a long-term commitment throughout many years, including joint efforts and coordination with various internal and external stakeholders. It is nevertheless a rewarding process as it ensures institution's transition from progress to quality, in terms of the implementation of the 40 principles of the [Charter and Code](#).

These guidelines are addressed to institutions that wish to apply for the HRS4R procedure and are intended to be the user manual, a step-by-step technical support on how to access and use the HRS4R E-tool for submitting the application.

The approach is limited to the way the institutions access and fill in the required information in the HRS4R E-tool, therefore, they do not cover detailed procedural elements about how to gather and assess the information at institutional level.

Should these guidelines not cover your questions, please contact the Help Desk for technical issues: support@euraxess.org or the RTD-CHARTER team for details about the HRS4R procedure: RTD-CHARTER@ec.europa.eu.

Technical Guidelines for Institutions - Initial Assessment (1.94 MB)

Technical Guidelines for Implementation Phase - Internal Review (1.68 MB)

Technical Guidelines for Renewal Phase (1.61 MB)

Technical Guidelines for Institutions HRS4R - Site Visit for Award Renewal (181.42 KB)

My HRS4R Case

HRS4R Procedure

Université Savoie Mont Blanc

Case: Case

HR Award for Demo Euraxess

Case Number: 2018EL165914

HRS4R Procedure

1 INITIAL PHASE

2 IMPLEMENTATION PHASE

3 RENEWAL PHASE

Current Task: Internal Review for Interim Assessment: Design

Deadline: 20/11/2020

Internal Review for Interim Assessment

Interim Assessment



HR EXCELLENCE IN RESEARCH

NEED HELP?

Internal Review for Interim Assessment: Design

Date: Tue, 20/11/2018 - 09:57

Request Extension

Pending

Deadline: 20/11/2020

Interim Assessment

Internal Review

Pending

OTM-R Checklist

Pending

Case Information

+ Details

Case Timeline

Initial Phase

Interim Phase

Renewal Phase

— Cycle 1



Case Information

— Details

Organisation

Case Number

Case Phase

Current Task

Current Task Deadline

Contact Person (HR Award Administrator)

Full name

Position

Email

Office Telephone

Management mandated to engage the organisation

Full name

Position

Email

Office Telephone



European
Commission

Where should I look for answers on the process?

My EURAXESS

HR Excellence in Research

[Home](#) [Charter for Researchers](#) [HR Excellence in Research award](#) [Contact us](#) [FAQs](#) [ERA Talent Platform](#)

You are here: [Home](#) > [HR Excellence in Research](#) > [HR Excellence in Research award](#)

HR Excellence in Research award

[View](#) [Edit](#) [Delete](#) [Revisions](#) [Translate](#)

The **HR Excellence in Research Award** recognizes research performing organisations that demonstrate a sustained commitment to implementing the 20 principles of the **European Charter for Researchers**.

The **HR Excellence in Research** process is long-term commitment based on a voluntary, structured, and periodically audited mechanism, centred on three-year cycles of continuous assessment based on gap analysis and action plans.

The award is granted for a **three-year period**, after which it must be renewed.

There are **no geographic limitations** to undertaking the process, and **enrolment is voluntary and free of charge**.

Once an organisation receives the award, it is automatically displayed on the job adverts of that organisation published on the **EURAXESS** portal, and the organisation can also display the award on its website, publications, and promotional material.

The **HR Excellence in Research e-tool** is the sole mechanism for applying, obtaining, and maintaining the HR Excellence in Research Award.

The **guidelines** outlined on this page provide a comprehensive overview of the **HR Excellence in Research award** process, including detailed information, examples, and requirements for obtaining and maintaining the award.

[Read more](#) about the process to obtain and maintain the HR Excellence in Research Award

See the full list of the organisations currently holding the award

 **Guidelines - HR Excellence in Research award**
(2.49 MB - PDF) [Download](#)

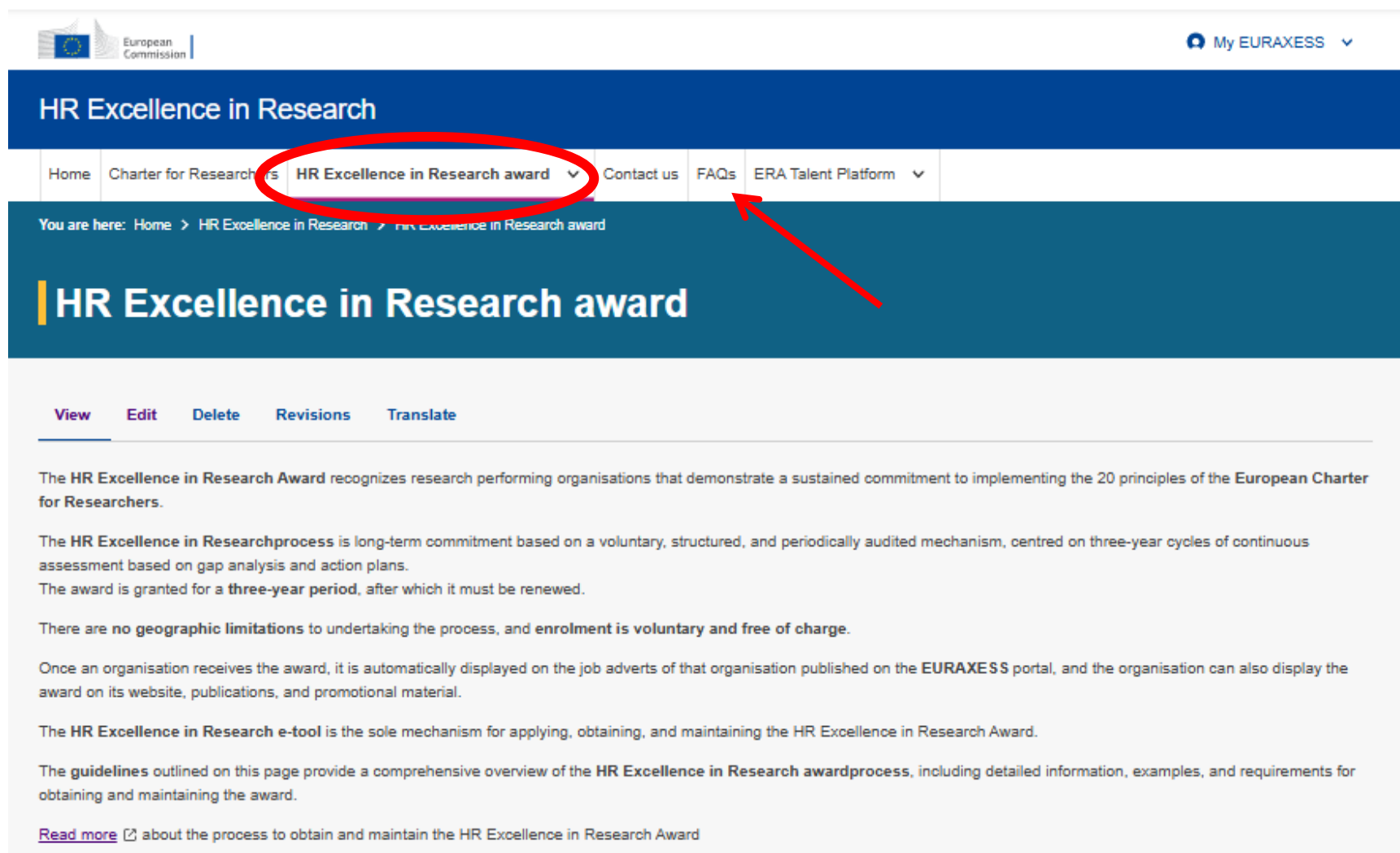
These guidelines are designed to support organisations interested in applying for or already participating in the HR Excellence in Research Award process. They provide detailed information and practical steps to navigate the process, including guidance on completing the necessary forms and what to expect at each stage.

They will also provide answers to most of your queries and help you to successfully complete the HR Award process. Please consult them carefully.

The organizations still working on their internal reviews under the 40 principles of the Charter & Code can find for reference the [old guidelines at this link](#).



Where should I look for answers on the process?



The screenshot shows the 'HR Excellence in Research' website. A red circle highlights the 'HR Excellence in Research award' menu item, and a red arrow points to the 'FAQs' menu item. The breadcrumb trail reads: 'You are here: Home > HR Excellence in Research > HR Excellence in Research award'. The main heading is 'HR Excellence in Research award'. Below this, there are tabs for 'View', 'Edit', 'Delete', 'Revisions', and 'Translate'. The main content area contains several paragraphs of text describing the award process, including its purpose, duration, and how to obtain it. A 'Read more' link is provided at the bottom of the text block.

European Commission

My EURAXESS

HR Excellence in Research

Home Charter for Researchers HR Excellence in Research award Contact us FAQs ERA Talent Platform

You are here: Home > HR Excellence in Research > HR Excellence in Research award

HR Excellence in Research award

[View](#) [Edit](#) [Delete](#) [Revisions](#) [Translate](#)

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(2.49 MB - PDF)

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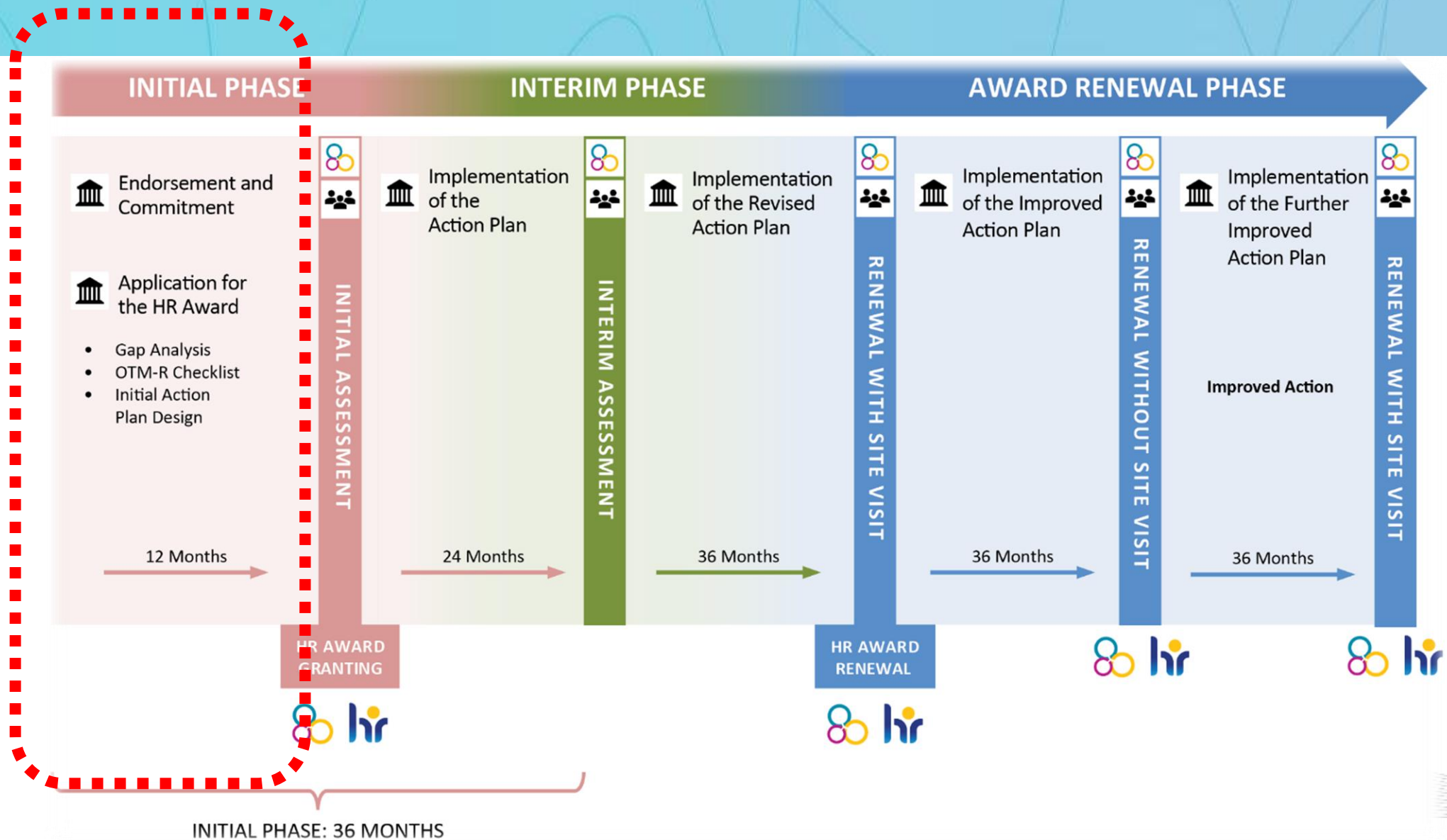
Part III

let's dive into the process



European
Commission

Let's begin the process: the Initial Phase



The Initial Phase

Open case

- Apply
- Load and **submit** the Letter of endorsement and commitment

ATTENTION: since 2018, it is not possible anymore to formally endorse the European Charter for Researchers with the European Commission without at the same time formally committing to its implementation.

Administrative validation

- Validation in terms of its formal compliance with the application procedure described in the guidelines
- approximately one month after the submission via an automatic notification

Submission of the “internal review”

- Description
- Gap analysis
- Action plan (at least 5 actions)
- OTM-R Checklist

Administrative validation

- Validation in terms of its formal compliance with the application procedure described in the guidelines
- approximately one month after the submission via an automatic notification

Assignment for assessment

- Outcome 1: Accepted
- Outcome 2: Request for modifications (2 months max)
- Outcome 3: Request for modifications with extended deadline (1 year max)
- 2 negative resubmissions = closed



Let's begin the process: the Initial Phase

Open a case

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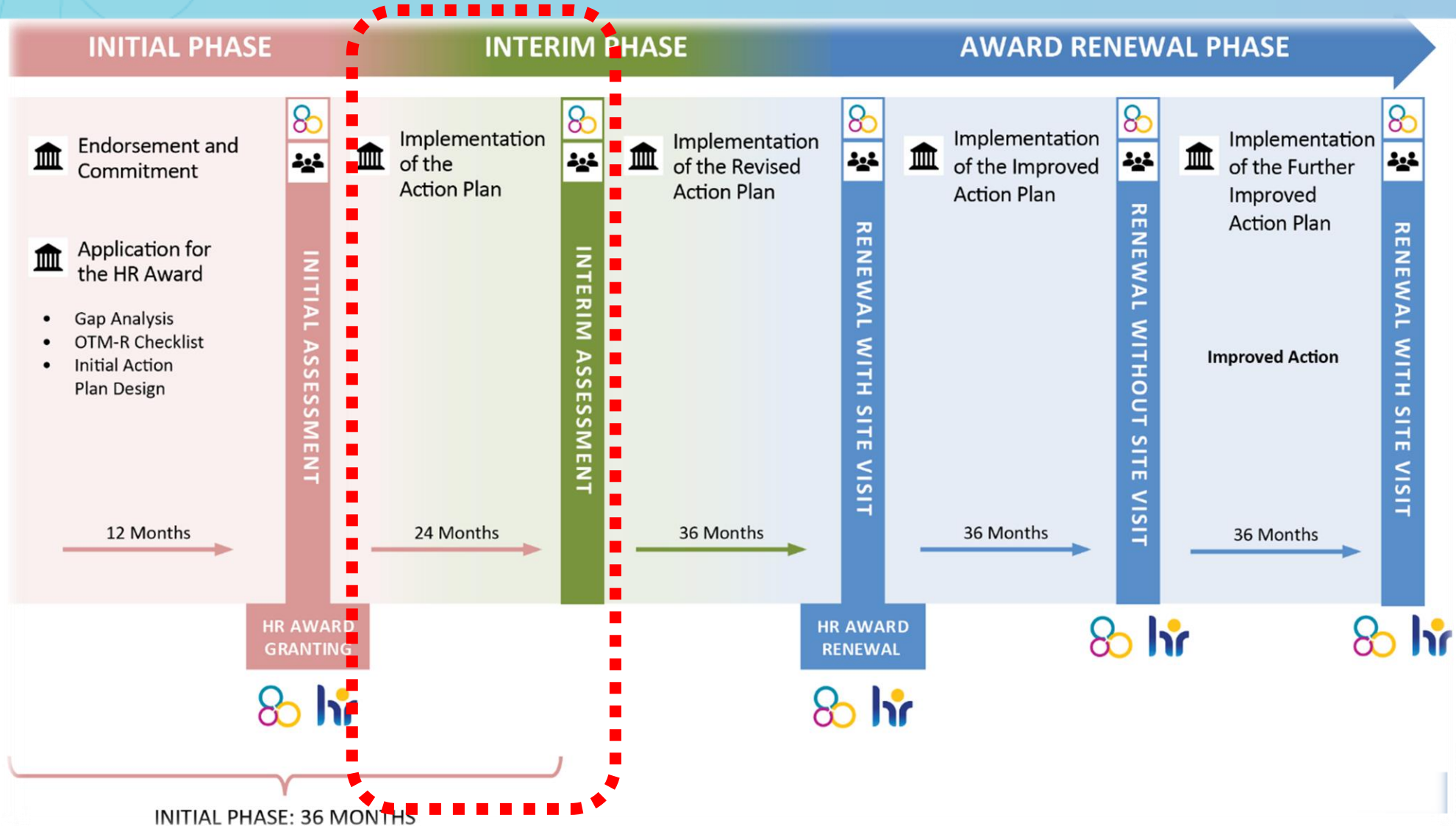
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- 2 negative resubmissions = closed**



HR EXCELLENCE IN RESEARCH

After the initial phase: the process continues



Dos and Don'ts



DOS

- Follow the guidelines
- Ensure that the HR Award Admin is always up to date
- Ensure adherence to the DDLs
- Ensure that the management is informed, committed, and supportive.
- In case of doubt, ask!



DON'TS

- Not doing the Dos
- Typical examples of (very) bad practices are:
 - Leave the case without Admin
 - Forget to propose a date for the site visit
 - Action plans with no KPIs (or non measurable KPIs)

**A last slide for a small peek
into the future**



Peeking into the Future: ongoing development and expected Improvements 2025-2026 (and beyond)

Externalisation
of the
administrative
process

E-Tool

- Better synergy between gap analysis OTM-R and action plan
- Gap analysis and OTM-R checklist can be updated (renewal phases only)
- New forms for Action Plan
- Under the hood improvement

New studies,
statistics, and
infographics

Support for the
development of
Communities of
Practice

Additional
sections
(Photo section,
FAQ,
Revamped and
restructured
Library. ...)

Thank you!

Michele.Rosa-Clot@ext.ec.Europa.eu

- Procedural questions and procedural support, RTD-Charter@ec.Europa.eu
- Technical issues and queries, support@euraxess.org



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