

Human Resources Strategy for Researchers (HRS4R)

The European Commission has adopted the [European Charter for Researchers](#) and the [Code of Conduct for the Recruitment of Researchers](#). These two documents describe the rights and responsibilities of both the researchers and their employers and contribute to the creation of a labour market that is transparent, attractive and open to the researchers at an international level, as well as turning research into an attractive professional career.

The Charter and Code was endorsed by CIMNE in 2013. Following this commitment, CIMNE started designing a new Human Resources Strategy for Researchers according to the Charter and Code to make CIMNE a more attractive workplace for researchers at all levels and setting the scenario towards the application for the "HR Excellence in Research" accreditation.

CIMNE's Human Resources Strategy for Researchers (HRS4R) and its Action Plan have been designed with the purpose of implementing measures that all key players have expressed are important to them and have been broadly accepted through the internal analysis process. This internal analysis aimed to compare CIMNE's practices against the Charter and Code principles. As a result, CIMNE created an Action Plan which contains feasible measures with specific actions that we are sure will make a distinction in CIMNE's future. This Action Plan has been submitted and published on our website in May 2015.

CIMNE's Action Plan applies to all staff categories and consists of 8 Actions with different scopes: from short-term and hands-on actions to important and long-term ones significant to the progress of CIMNE.

All the actions included in CIMNE's Action Plan reinforce the overall aims of our Human Resources Strategy which consist in providing a high-quality environment for our staff.

As part of the process of implementing the HRS4R according to the principles of the Charter and Code, CIMNE commits to ensuring a self-assessment every second year, as well as an external evaluation every fourth year, in cooperation with the European Commission.