



HR EXCELLENCE IN RESEARCH

HR AWARD

Human Resources Strategy for Researchers at Faculty of Pharmacy Masaryk university

MUNI
FACULTY
OF PHARMACY





HR AWARD

„HR Excellence in Research Award“

- **The prestigious European award** for excellence in employee care in the research environment
- **Builds on the principles of [the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers](#)**
- The core mission of the HR Award is to improve work environment for the research employees.
- The Award holder guarantees their employees a professional open, transparent and ethical work environment.



WHY TO APPLY

BENEFITS OF HR AWARD

- **Higher prestige and attractiveness** of the faculty for international applicants.
- **Sustainable, international, prestigious and transparent** working environment, welcoming national as well as international excellent researchers.
- **Greater chance to obtain a European or national grants** (Horizon Europe, TAČR)
- **Connection with the European network** of more than 500 research institutions.




HR Award in CZ

HR AWARD HOLDERS IN CZ

- Charles University
- Czech Technical University in Prague
- Mendel University Brno
- South Bohemian University in České Budějovice
- UJEP in Ústí nad Labem
- Biology Centre CAS
- Tomas Bata University in Zlin

HR AWARD AT MASARYK UNIVERSITY

- Awarded: CEITEC, Faculty of Natural Sciences
- Applied: all faculties
- Rectorate coordinates and supports all faculties



4 main areas of HR Award

40 principles of the Charter and Code

**Ethical and
Professional Aspect**

**Recruitment and
Selection**

**Working Conditions
and Social Security**

**Training
and Development**

40 principů Charty a Kodexu

I. Ethical & Professional Aspects

1. Research freedom
2. Ethical principles
3. Professional responsibility
4. Professional attitude
5. Contractual and legal obligations
6. Accountability
7. Good practice in research
8. Dissemination, exploitation of results
9. Public engagement
10. Non-discrimination
11. Evaluation/appraisal systems

II. Recruitment & Selection

12. Recruitment
13. Recruitment (Code)
14. Selection (Code)
15. Transparency (Code)
16. Judging merit
17. Variations in the chronological order of CVs (Code)
18. Recognition of mobility experience (Code)
19. Recognition of qualifications (Code)
20. Seniority (Code)
21. Postdoctoral appointment (Code)

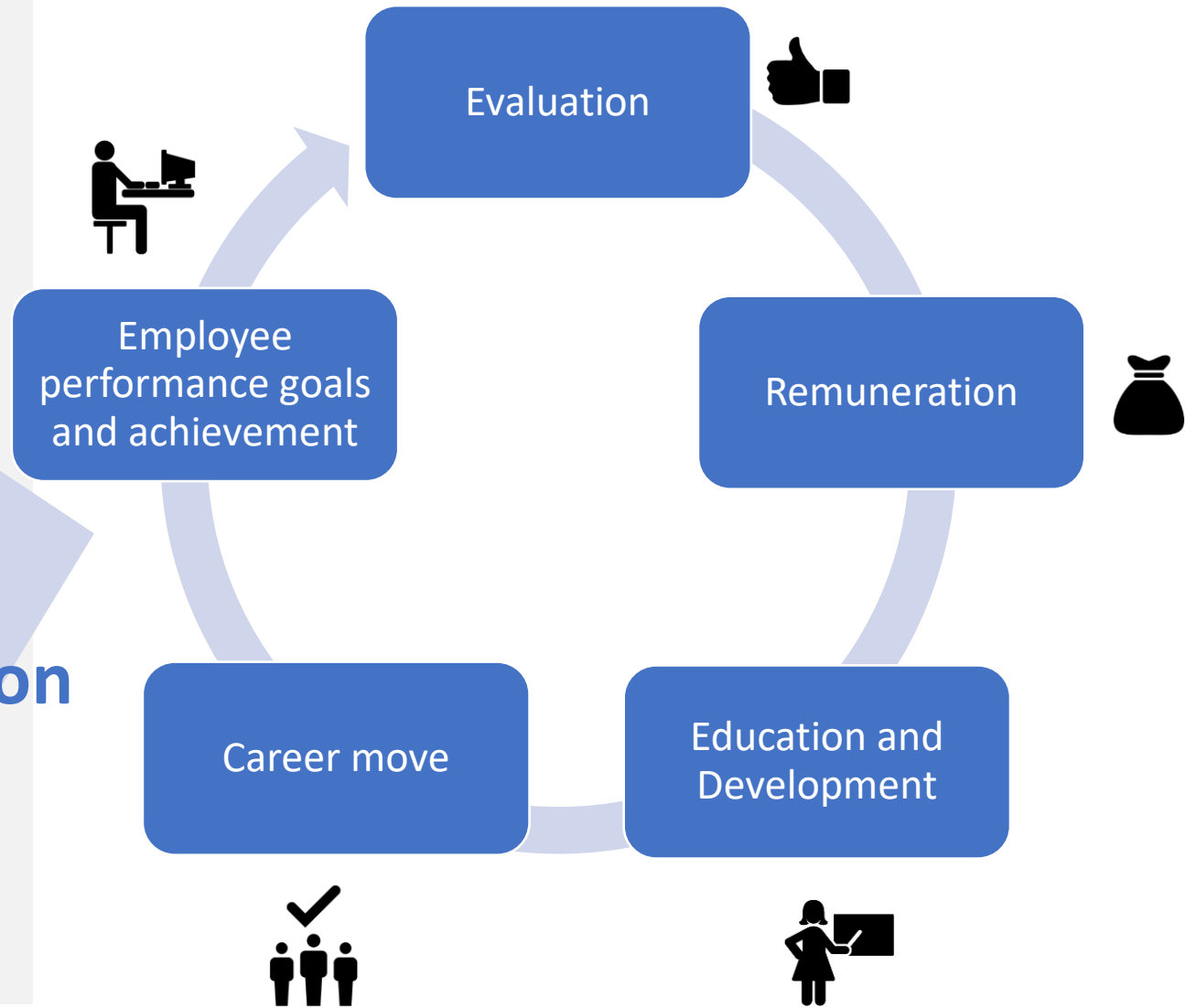
III. Working Conditions & Social Security

22. Recognition of the profession
23. Research environment
24. Working conditions
25. Stability and permanence of employment
26. Funding and salaries
27. Gender balance
28. Career development
29. Value of mobility
30. Access to career advice
31. Intellectual property rights
32. Co-authorship
33. Education
34. Complain/appeals
35. Participation in decision-making bodies

IV. Training & Development

36. Relations with supervisors
37. Supervision and managerial duties
38. Continuing professional development
39. Access to research training and continuous development
40. Supervision

Employee cycle from the HR processes point of view

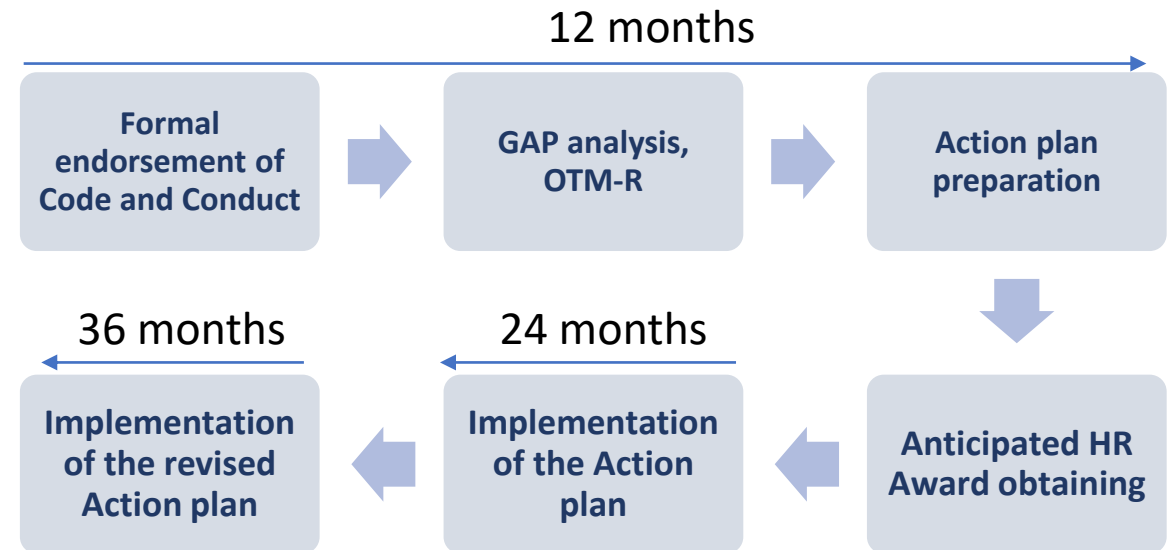


WHO & HOW

WHO:

The process concerns all faculty employees and Ph.D. students.

HOW:





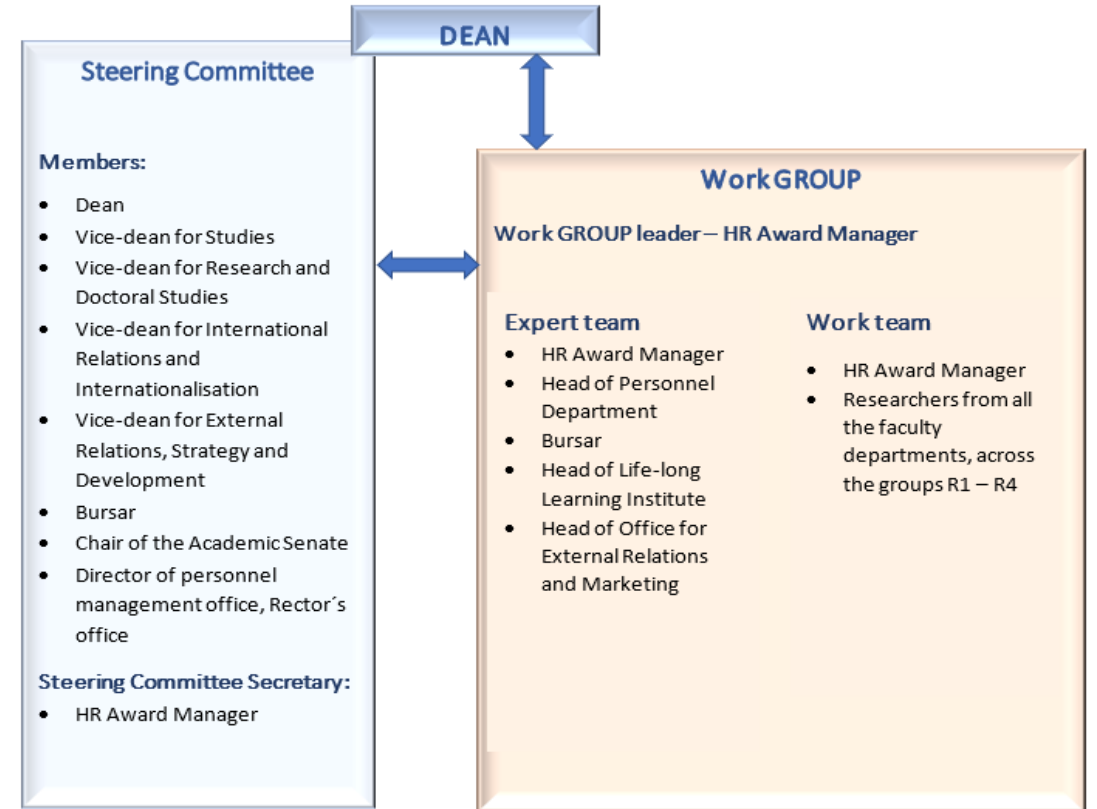
EXAMPLE

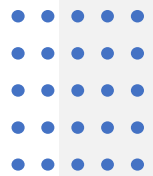
Principle 28 – CAREER DEVELOPMENT (Working conditions and social security)

The employer should prepare a Career Development Strategy for researchers on all career levels. It should include availability of advisors providing support and consulting for personal and professional development, motivation...

- **CURRENT STATE:**
The faculty supports career development through internal and external training / the employees can actively search trainings / The University Career Centre supports students.
- **GAP:**
Most of the career development principles are not embedded in a written form / The career advisory is not run systematically / Fully developer career advisory system should be available for PhD and postdocs.
- **EXAMPLES OF ACTION:**
Professional development will be embedded in the Career Rules / Advisory and mentoring for professional development will be part of an „Onboarding“ / Set of trainings will be introduced.

HR AWARD TEAM





SURVEY AMONG EMPLOYEES

- Very important
- Our goal is to map the current state of implementing 40 principles at the faculty.
- The result of the survey will be one of the pillars for the GAP analysis and the Action plan.
- Takes place in spring among all employees
- Anonymous



WE CARE FOR YOUR OPINION AND AWARENESS



We aim to learn your
opinions and interests.



We will inform you
continuously
- newsletter, website



THANK YOU FOR YOUR ATTENTION

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