



HR EXCELLENCE IN RESEARCH

## HUMAN RESOURCES STRATEGY FOR RESEARCHERS (HRS4R)

We are proud to inform that the Institute of Oceanology Polish Academy of Sciences (IO PAN) was granted HR Excellence in Research award.

In January 2016, the Director of the Institute prof. Janusz Pempkowiak signed a declaration of support for "The European Charter for Researchers" and "The Code for Conduct for the Recruitment of Researchers" (C&C). With this declaration IO PAN joined the research institutions and universities which recognize the value of the principles contained in these documents and is committed to their implementation.

Consequently the application for "The HR Excellence in research" documentation including gap analysis and action plan has been submitted by us to the European Commission.

Analysis of adjustment of the IO PAN to the general European standards recommended by the European Commission was made by the working team. Although most of principles and recommendations of the European Charter and Code are already implemented in the Polish legislation and in the internal regulations of the IO PAN, further improvement in policies and practices to promote excellence in science is in line with the strategic goals of the Institute. As a result an action plan for coming two years has been developed.

On June 1<sup>st</sup>, 2016 we were informed that IO PAN's comprehensive analysis and action plan met all the requirements for the use of the "HR Excellence in research" award.

The award "HR Excellence in Research" will support IO PAN in further implementation the principles of the Charter and the Code. Continuous improvement in human resources policies and practices is essential for IO PAN to ensure stimulating, attractive and favorable working environment, to maintain a high quality of research and innovation as well as to foster innovation and international mobility and collaboration. With "HR Excellence in Research" IO PAN will contribute to the development of an open and attractive market for European scientists.

