



HR EXCELLENCE IN RESEARCH

HRS4R a strategic tool to reward and incentivize researchers an assessor's perspective

Mutual Learning Exercise on Open Science

13. september 2017.

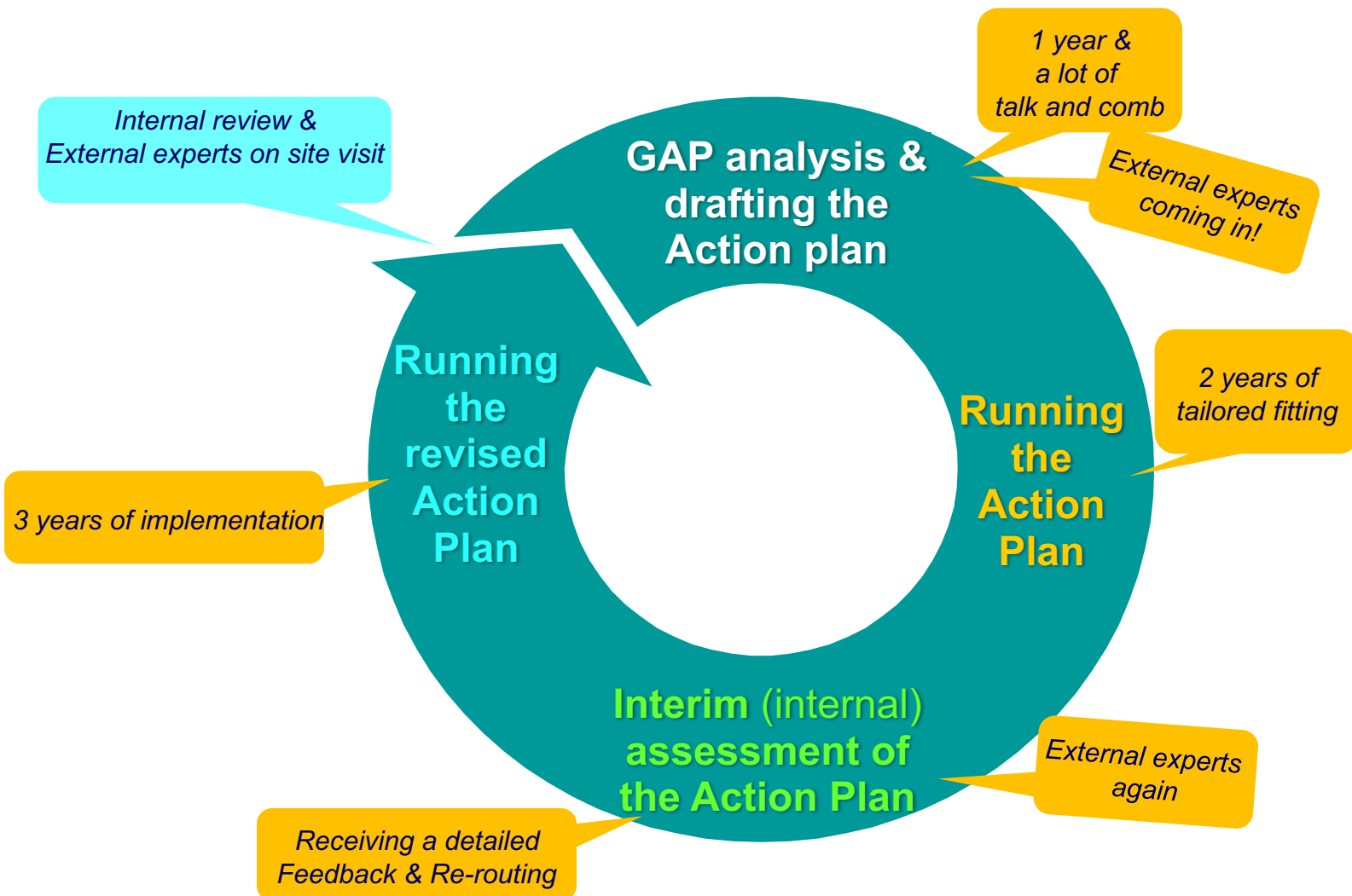
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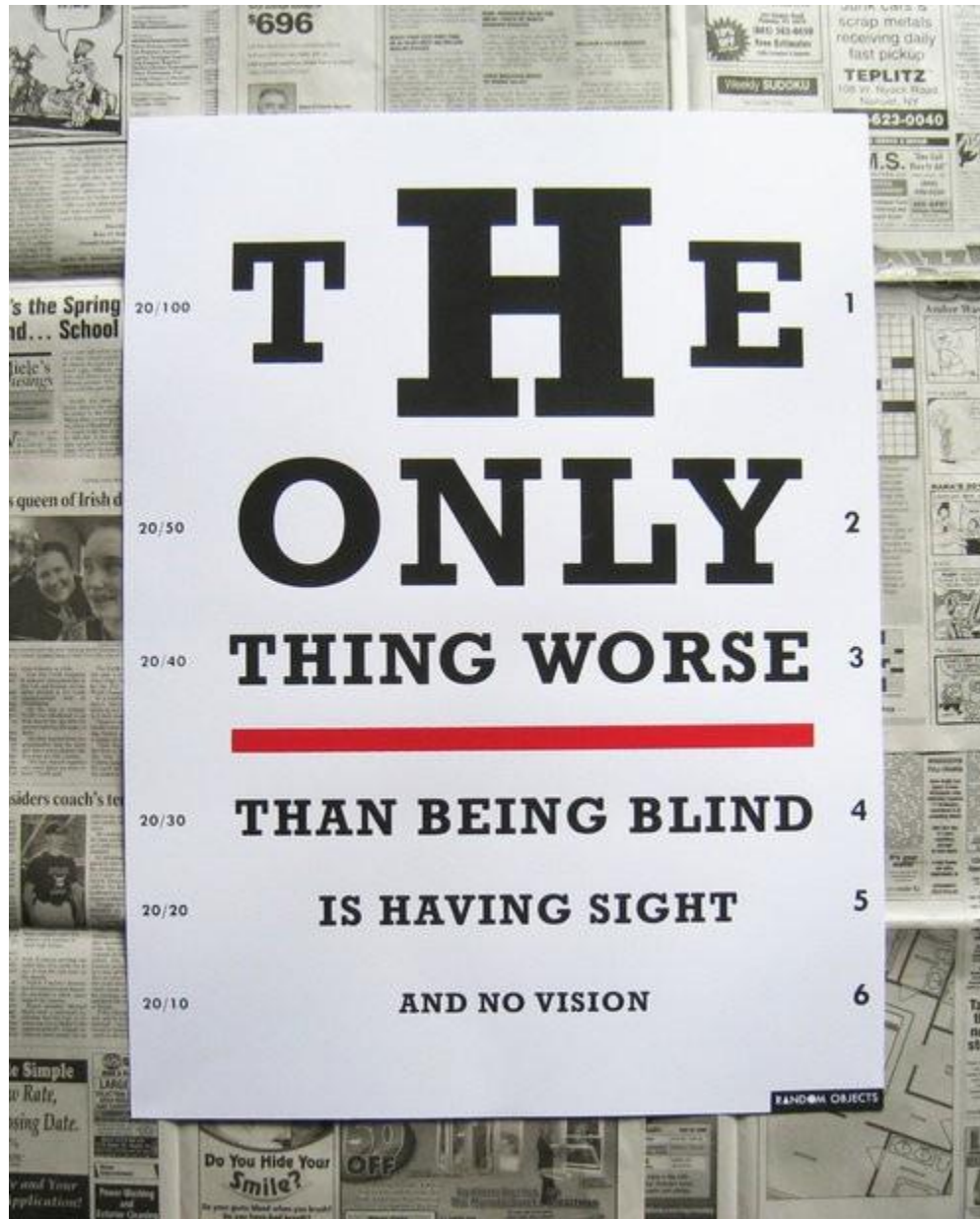


HRS4R -work flow reminder





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KEY CONTRIBUTORS

- **Steering Committee:**

University Management

- Rector & Vice-rectors
- Chief of Administration
- Deans

Heads of Departments

- International Cooperation
- Research Projects
- Legal Affairs
- Personal Administration

✓ **They will overcome organisational roadblocks as they arise!**





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CHALLENGES



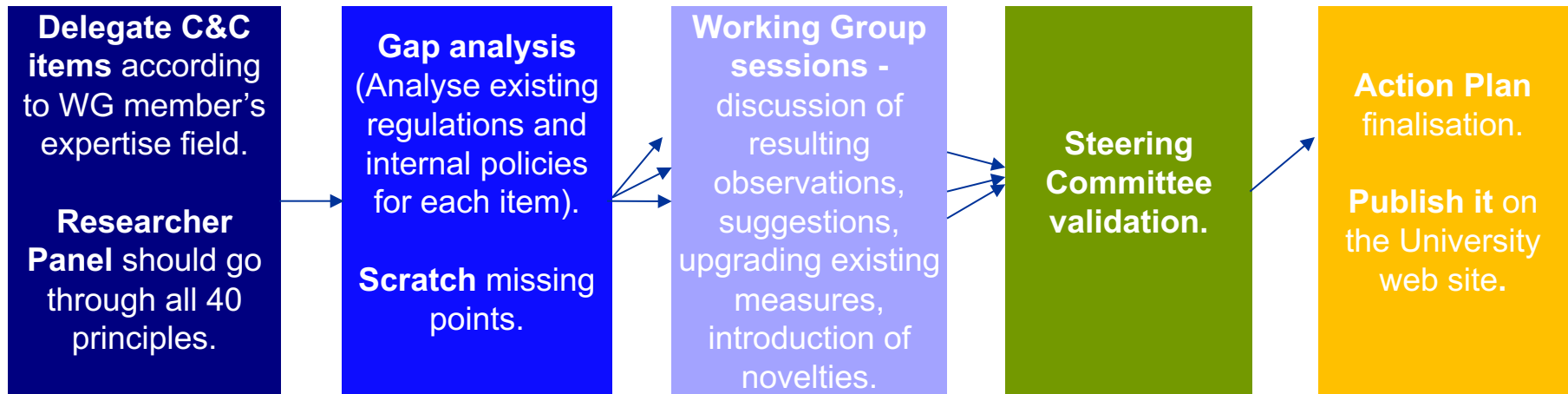
- related with HR ISSUES :
 - work overload, not willing to get involved
 - Admin staff has a lack of English language skills
 - Not **open for change** – **internal working culture**
- Let's make it an **OPPORTUNITY**:
 - Include from the beginning the admin staff in the HRS4R process
 - Keep in mind - you can transform in an **outstanding place to work** and be an **attractive employer** for foreign researchers!
 - **Set new practices and standards** by acquiring the 41 principles of the Charter & Code as role models and **tailor it** to your reality
 - University strenghts – make them visible!

✓ Foreign researchers make a shift in the internal working culture – they bring new working habits and new practices too!



METHODOLOGY

- It is a TWO-WAY approach:



- 1 year process
- Carry out the Stakeholder Communication Plan through mailing list, consultations, info days and news on the web ...



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IMPACT & BENEFITS



- **Implementing HRS4R** contributes to **promoting internationalization** at your institution (and help to accept this mind-set).
- It will **increase** your national and **international visibility** and **attractiveness**.
- **It will raise awareness of international context to all staff.**
- It will **leverage** for real changes in HR area!
- **It as an opportunity to put some important issues on the agenda!**



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A large school of fish swimming in clear blue water, viewed from an underwater perspective. The fish are densely packed in the center, creating a large, rounded shape. Sunlight rays filter through the water from the top.

Research in
EURAXESS
community!

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