



# The Human Resources Strategy for Researchers ( HRS4R )

## Barcelona Supercomputing Center - Centro Nacional de Supercomputación



*January 2015*

## 1 Action Plan 2015 -2017

### 12.1. Executive summary

The Barcelona Supercomputing Center – Centro Nacional de Supercomputación is an international research institute of excellence created in 2004. BSC-CNS is at the service of the international scientific community and industry that require High Performance Computing resources. Our multidisciplinary research team and our computational facilities –including MareNostrum – make BSC-CNS. The mission of BSC-CNS is to investigate, develop and manage information technology in order to facilitate scientific progress.

BSC-CNS is committed to the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. In 2013, BSC signed the Declaration of Commitment. With HR Strategy for Researchers BSC-CNS wants to keep sustaining the best framework and environment for research excellence, maintaining and improving by adopting international best practices and high-quality standards.

The proposed HR Strategy is based on the HR Vision and HR Strategic Objectives below:

#### HR Vision

BSC-CNS recognizes that the researchers from all areas and levels, and the support staff are essential contributors and the key players for the science success at national and international level. BSC wants to promote a challenging work environment where equal opportunities, ethics & integrity, work-life balance, career prospects and the best work conditions are met.

#### HR strategic Objectives

The main HR strategic objectives for 2015 – 2020, which some of them are a result of the work of the Focus group and the BSC strategy as a whole are:

- To be the most suitable HR Department for BSC, knowing and understanding all the issues that researchers and support staff may have, being as close as we can to the Science, foreseeing future weakness and avoiding them in advance. All of that delivering the best services with high quality to all the BSC staff and stakeholders.
- Design and provide the best adjusted HR policies and procedures in order to provide the best work environment where equal opportunities, ethics & integrity, work-life balance, career prospects and the best work conditions are met.
- Ensure the attraction of international top talent through the HR recruitment policies.
- Provide and support the career development inside the Organization and outside, guiding the researchers for their next professional step.

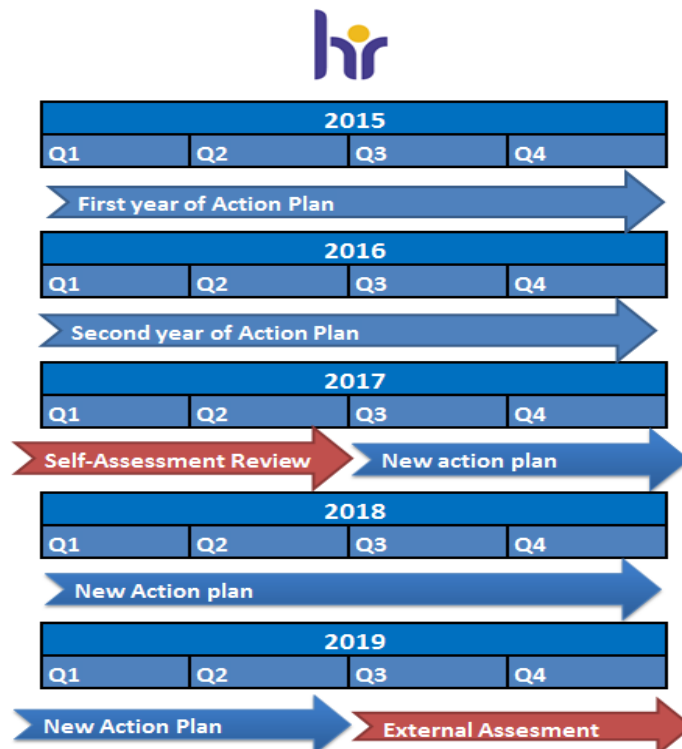
## 12.2. Action Plan

The action plan has been defined in an **inclusive and open process involving an internal Working Group with representatives from all research professional categories, areas and roles.**

This action plan is committed to the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers and the actions proposed will take place during 2015 to 2017, after this period the action plan will be reviewed by a Monitoring Committee which will carry out the Self-Assessment audit, and BSC will adjust if necessary the action plan, and propose new actions for the subsequent two-year period. Every 4 years an external impartially and independence evaluation will be done in order to ensure that the HRS4R logo could be used as a proof of BSC HR practices.

The BSC-CN's action plan was approved by consensus by the Executive Board on February 2015. It is an extensive and ambitious project which highlights are the following ones:

- **The creation of advisory committees** formed by researchers, which will help to generate strategies, policies and procedures more effective and close to the researchers needs.
- **Boost the equal opportunities and gender policies**, providing effective actions in order to ensure the policies.
- **Strengthen of the activities in outreach and public engagement**, as these activities are one the main goals of the Centre and give the opportunity to show to the society our work and highlights and engage the non-scientific audience, to get more relevance outside the BSC and outside science.
- **The maintenance of our career development system**, improving it and including more relevant aspects in the research career, in or outside BSC, as the Folks Project.



**Action Plan 2015 (Q1) - 2016 (Q4)**

<b>I. Ethical and professional aspects</b>			
Action	Responsible	Timeframe	Indicator
<b>1. Prepare a Procedure of Conflict Management in BSC.</b>	Board of Directors and HR.	Q3 -2016	Documentation and dissemination of the new procedure.
<b>2. Design and implementation of an Equal opportunities and diversity plan.</b>	Board of Directors and HR.	Q3 -2016	Documentation and dissemination of the equal opportunities plan.
<b>3. Creation of a seminar of relevant female researchers.</b>	Communication and Education & Training.	Q2 -2016	Dissemination of these seminars.
<b>4. Prepare the Code of good practices.</b>	HR.	Q4-2016	Documentation and dissemination.

<b>II. Recruitment</b>			
Action	Responsible	Timeframe	Indicator
<b>1. Review the recruitment process and fine tuning.</b>	HR, Education & Training, Recruitment panels.	Q2 -2015	Document: “BSC Recruitment process” and its dissemination with a learning seminars for group leaders.
<b>2. Positive recognition of careers break for maternity in research careers.</b>	HR and Education & Training.	Q2 -2015	Inclusion in the recruitment process documentation and in the job vacancies.
<b>3. Include female representation in recruitment panels.</b>	HR and Education & Training.	Q2 -2015	Inclusion in the recruitment process documentation and in the job vacancies.

<b>III. Working conditions and social security</b>			
Action	Responsible	Timeframe	Indicator
1. Review and adjust the BSC scientific careers.	Board of Directors, HR and Education & Training.	Q2-2016	Documentation and its dissemination.
2. Review and new proposal of our current career development tool.	HR.	Q4 -2015	Document: "PDP Guide" and upload the new PDP IT tool version.
3. Review the current policy and improvements implementation in the definition of work contracts at BSC.	HR.	Q2-2015	Document of BSC work contract regulations.
4. Web project Folks BSC (Ex-Staff IT platform).	HR, Communications & Operations.	Q1-2015	Deployment of the web project and launch.
5. Review and implementation of a new Induction programme for newcomers.	HR.	Q2-2015	Documentation and implementation of welcome meetings.
6. New naming of Research positions (R1, R2, R3, R4).	HR.	Q3 -2015	Documentation and implementation in our job vacancies.
7. Creation of a Group Leader/Senior Scientist advisory committee.	Board of Directors ad HR.	Q4 -2016	Documentation and creation of its regulations.

<b>IV. Training</b>			
Action	Responsible	Timeframe	Indicator
<b>1. Creation of an extra diploma BSC. Training itinerary for Researchers in soft skills.</b>	HR, PMO and Education & Training.	Q1 -2016	Documentation and presentation of the Extra diploma programme.
<b>2. Creation of a graduate committee for PhD students and training fellows.</b>	Board of Directors, Education & Training and HR.	Q2-2016	Documentation and creation of its regulations.
<b>3. Initial training courses in order to help the outreach activities with soft skills courses.</b>	Communication, Education & Training and HR.	Q3 -2015	Inclusion in the training plan published every year.
<b>4. Female researcher figures visible in outreach activities.</b>	Communication, Education and Training.	Q4 -2015	50% of school visits a female researcher should be visible for the children. Communication KPI's.
<b>5. Create a permanent working group for Outreach activities.</b>	Communication, Education & Training and HR.	Q1-2016	Documentation and creation of its regulations.
<b>6. Prepare and organize an Outreach and Public Engagement Programme at BSC.</b>	Communication, Education & Training and HR.	Q2-2016	Documentation and dissemination of the programme.