

#ResearchImpactEU #EUResearchArea

Conference on Research Careers 2023



The renewal phase: How To and Top Tips

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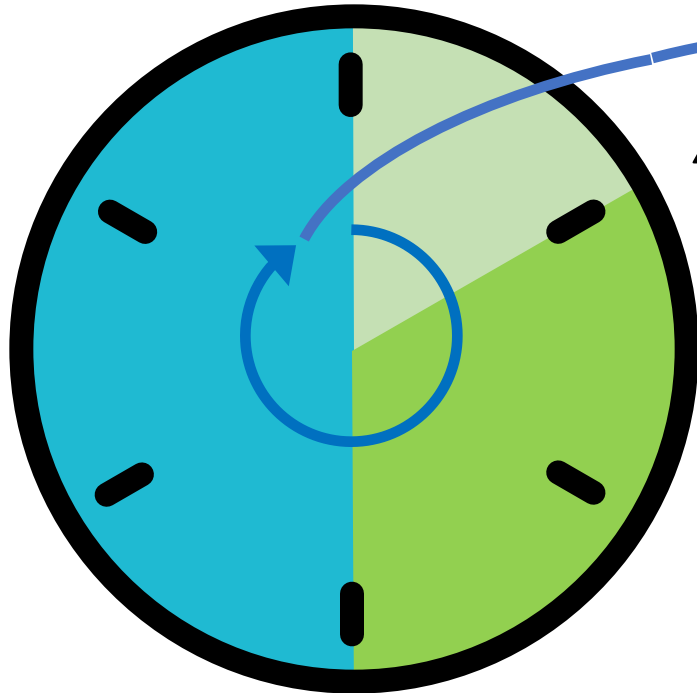
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Cycle 1

Endorsement



Application



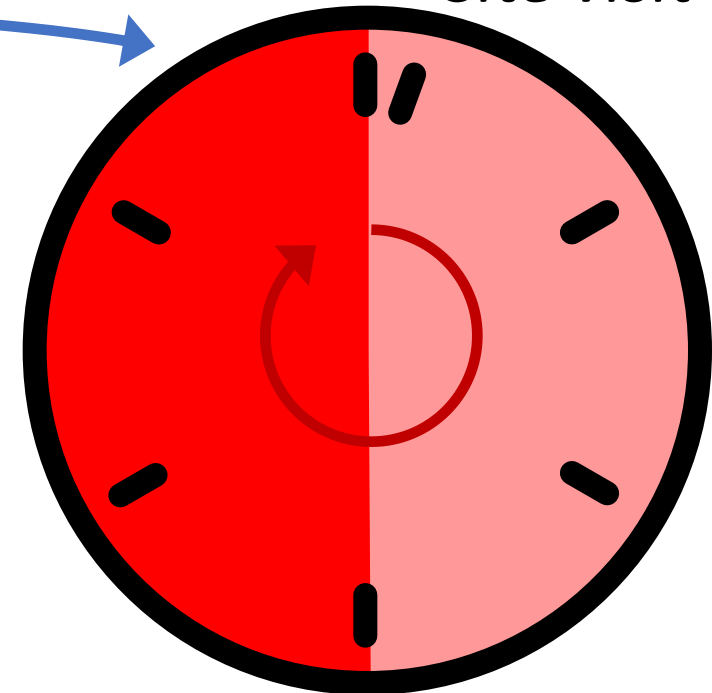
HR EXCELLENCE IN RESEARCH

*Internal Review
for Interim Assessment*

Cycle 2 ff

*Internal Review
for Renewal*

Site visit



*Internal Review
for Interim Assessment*

(Self-)Interim Report for assessment

Content of the report:

1. Updated organisational information
2. Strengths and weaknesses of the current practice (per group)
 - Changes of priorities for the short- and medium term
 - Change of the circumstances in which your organisation operates that have had an impact on your HR strategy?
 - Strategic decisions under way that may influence the action plan?
3. Actions
 - Report on Actions from the initial phase & New Action Plan
 - Comments on the implementation of the OTM-R principles (progression)

(Self-)Interim Report for assessment

4. Implementation

- General organisation for monitoring and overseeing progress
- Involvement of researchers and main stakeholders in the implementation process
- Preparation of the internal review + site visit?
- Comment on the alignment of institutional policies
- Quality process in place

5. Additional information/Comments



(Self-)Interim Report for assessment

- Be proud of your achievements and progress
- Provide evidences
- Explain complexity, changes and challenges
- Be transparent, Do not hide difficulties
- Be ambitious and coherent

This is your HR Strategy

This is your report

(Self-)Interim Report for assessment

Main weaknesses reported by experts:

- Filling of the on-line form
- Explanation of the context's evolution
- Missing evidence of researchers' involvement
- Pertinence and evidence of indicators (action plan)
- Insufficient loop back to the initial Gap Analysis
- Quality and design the website

Of added value: additional files, graphs, Gantt charts

HRS4R Site visit

Objectives:

- Free discussion for a better understanding of what was/will be done
- Recommendation of peers for improvement

Process:

1. Assignment of a team of 3 assessors
2. Contact with the Lead assessor for defining the agenda
3. Meetings with pertinent stakeholders (at least steering committee, researchers from all levels)
4. Assessors' report



HRS4R Site visit

Recommendations for organising the site visit:

- You are the expert. Help the assessor to make it efficient and pertinent
- Provide evidence of your board commitment to the process
- Devote as much time as possible to exchange and discussion
- Do not especially prepare researchers
- Take this opportunity to recognise colleagues' contribution

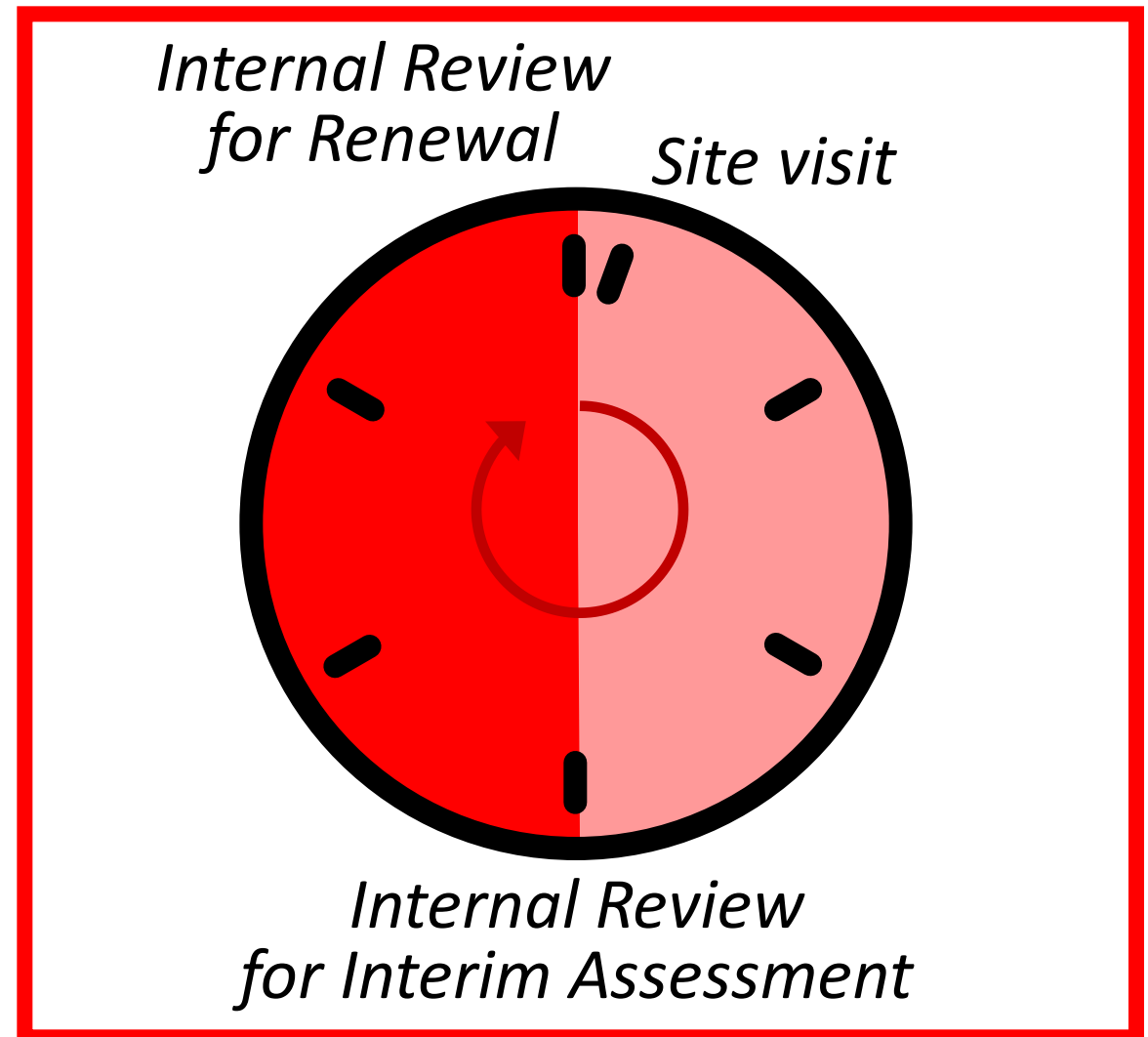


HR EXCELLENCE IN RESEARCH

Renewed and then?

- Continue to evolve
- Be ambitious and coherent
- Adapt new contexts
- Keep stakeholders involved
- Tell about your achievements and good practices

Cycle 2 ff





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Thanks
for
your attention