Human Resources Strategy for Researchers

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 "HR Strategy for Researchers" supports research institutions and funding organisations in the implementation of the Charter & Code in their policies and practices. The concrete implementation of the Charter & Code by research institutions will render them more attractive to researchers looking for a new employer or for a host for their research project. Funding organisations implementing the Charter & Code principles will contribute to the attractiveness of their national research systems and to the attractiveness of the European Research Area more generally. The logo "HR Excellence in Research" will identify the institutions and organisations as providers and supporters of a stimulating and favourable working environment.
In order to implement the Charter & Code policies, in the first week of May 2014 we set up a focus group involving 12 volunteers from each of the areas, levels, departments, nationalities and profiles which we have in the Centre. The focus group was focused on the Research area, but also considered the opinions of other areas such as Management and Operations. The group started with two meetings per month, analyzing the Centre and proposing actions following the principles:

- **Ethical and professional aspects** (research freedom, ethical principles, professional responsibility, professional attitude, contractual and legal obligations, accountability, good practice in research, dissemination, exploitation of results, public engagement, non-discrimination, evaluation/appraisal systems).
- **Recruitment** (recruitment code, selection, transparency, judging merit, variations in the chronological order of CVs, recognition of mobility experience, recognition of qualifications, seniority, postdoctoral appointments).
- **Working conditions and social security** (recognition of the profession, research environment, working conditions, stability and permanence of employment, funding and salaries, gender balance, career development, value of mobility, access to career advice, intellectual property rights, co-authorship, teaching, complaints/appeals, participation in decision-making bodies).
- **Training** (relation with supervisors, supervision and managerial duties, continuing professional development, access to research training and continuous development, supervision).

An Action plan was proposed to the Directors of BSC at the end of 2014 and, with some smalls amendments, the Action Plan was approved and submitted to Euraxess in the first quarter of 2015. Following the compliance review by EC assessors, on 8th of April 2015 the Barcelona Supercomputing Center - Centro Nacional de Supercomputación (BSC-CNS) was awarded with the ‘HR Excellence in Research’ logo, which recognizes BSC’s commitment to the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, and furthermore commits BSC to an Action Plan for improving its capabilities and performance across a wide range of training, recruitment and gender issues.

During the first quarter of 2017, BSC set up a new working group, with 9 members that already were in the first focus group and 5 new people.

This group represented all levels at BSC, Directors, R4, R3, R2, R1, Research Engineers, Operations and Management staff, with 6 different nationalities.

With the information received from a survey in October 2016 conducted to all BSC staff and after several meetings with the HRS4R steering group, where the 2015-2016 results were analyzed, a new project plan for 2017-2020 was proposed and approved.

The BSC-CNS action plan was approved by consensus by the Executive Board on March 2017. It is an extensive and ambitious project which highlights are the following ones:

- **Continuation with the previous HRS4R project plan in the main aspects:**
  - The creation of advisory committees
  - Boost the equal opportunities and gender policies
  - Strengthen of the activities in outreach and public engagement
  - Improvement of BSC career development system
- **Incorporate the OTM-R recommendations ensuring that the best person for the job is recruited, open, transparent and merit-based**