

The Human Resources Strategy for Researchers (HRS4R)

Barcelona Supercomputing Center - Centro Nacional de Supercomputación



April 2017

1 Action Plan 2017 -2020

1.1. Executive summary

The Barcelona Supercomputing Center - Centro Nacional de Supercomputación (BSC-CNS) is the leading supercomputing center in Spain. It houses MareNostrum, one of the most powerful supercomputers in Europe, and is a hosting member of the PRACE European distributed supercomputing infrastructure. The mission of BSC is to research, develop and manage information technologies in order to facilitate scientific progress. BSC combines HPC service provision and R&D into both computer and computational science (life, earth and engineering sciences) under one roof, and currently has over 500 staff from 45 countries.

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 2015, BSC received the European Commission's Human Resources Strategy for Researchers (HRS4R) award, 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 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 2017 – 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.

1.2. Action Plan

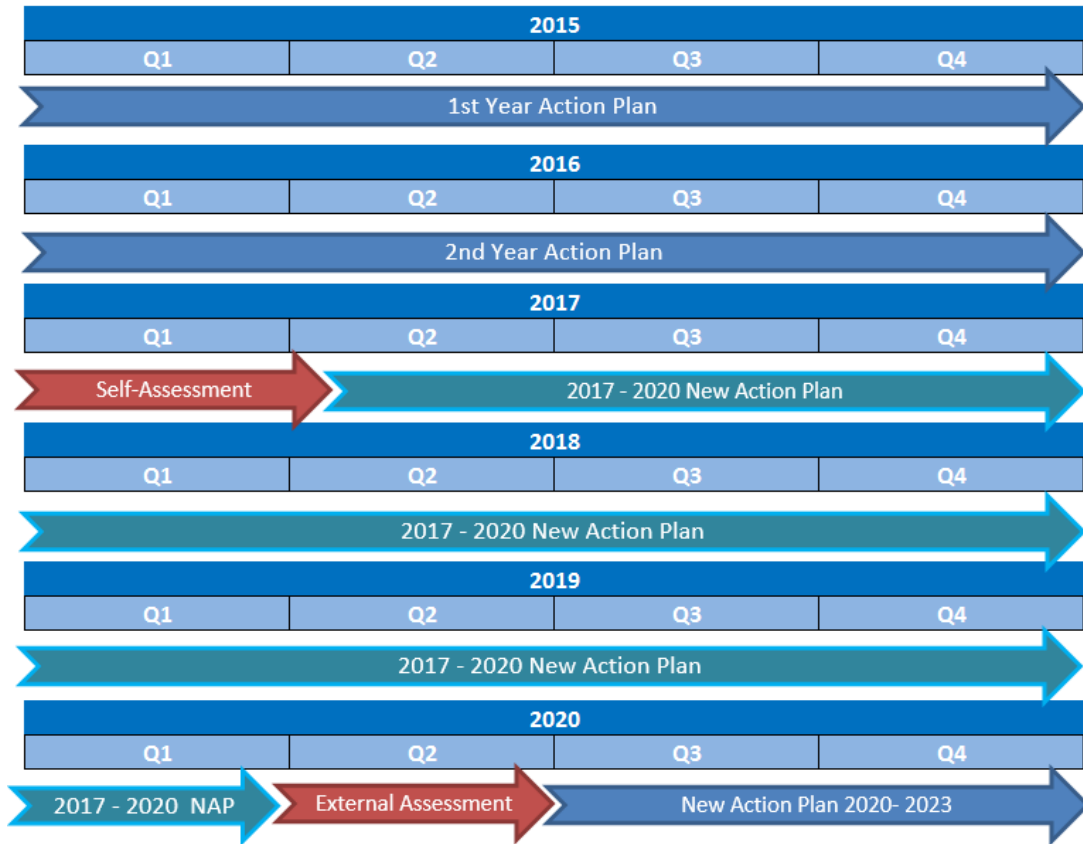
The action plan has been defined in an **inclusive and open process involving an internal Working Group with representatives from all research professional categories, areas and roles.**

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 2017 to 2020, after this period the action plan will be reviewed by an External Committee which will carry out the Assessment audit, and BSC will adjust if necessary the action plan, and propose new actions for the subsequent 3-year period. Every 3 years the 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-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**

Timeline:



Action Plan:

Action Plan 2017 (Q2) - 2020 (Q1)				
I. Open, Transparent and Merit-based Recruitment				
Action	Responsible	New Action or Continuation	Time frame	Indicator
Incorporation of the OTM-R recommendations	HR, Education & Training, Recruitment panels	New Action	Q4-2017 Q4-2018 Q4-2019	Project plan of OTM-R at BSC. Publication in BSC website Document: "BSC Recruitment process" published in BSC website Training in Recruitment for Researchers Publication of OTM-R BSC analysis in BSC website

II. Ethical and professional aspects				
Action	Responsible	New Action or Continuation	Time frame	Indicator
Prepare a Procedure of Conflict Management in BSC	Board of Directors and HR	Continuation of project plan 2015-2016	Q4 -2017	Documentation and dissemination of the new procedure
Implementation of an Equal opportunities and diversity plan	Board of Directors and HR	Continuation of project plan 2015-2016	Q2 -2017	Documentation and dissemination of the equal opportunities and diversity plan
Continuation with scientific seminars of relevant female researchers	Education & Training	Continuation of project plan 2015-2016	Q4-2017 Q4-2018 Q4-2019	Dissemination of these seminars
Preparation of the Code of good practices	Board of Directors and HR	Continuation of project plan 2015-2016	Q2 -2018	Documentation and dissemination
III. Working conditions and social security				
Action	Responsible	New Action or Continuation	Time frame	Indicator
Improvement and increase of activity of Folks BSC (Ex-Staff online platform)	HR, Communications & Operations	Continuation of project plan 2015-2016	Q2-2018	Statistics of Ex-BSC staff enrolled, and publication of a annual report of activities
Creation of a Group Leader/Senior Scientist advisory committee	Board of Directors and HR	Continuation of project plan 2015-2016	Q3 -2018	Documentation and creation of its regulations
New staff portal with all HR information (payroll, policies, HR request,...)	HR	New Action	Q3 -2017	New portal implementation. Documentation, and presentation to all BSC staff

IV. Training and Development

Action	Responsible	New Action or Continuation	Time frame	Indicator
Implementation of Extra diploma BSC. Training itinerary for Researchers in transfereable skills	HR, and Education & Training	Continuation of project plan 2015-2016	Q1-2018 Q1-2019 Q1-2020	Annual report of Extra Diploma activities
New system and tool: Development, Performance and Appraisal	HR	New Action	Q4-2018	New tool implementation. Documentation, and presentation to all BSC staff
Creation of a graduate committee for PhD students and training fellows	Board of Directors, Education & Training and HR	Continuation of project plan 2015-2016	Q4-2018	Documentation and creation of its regulations Presentation to BSC
Female researcher figures visible in outreach activities.	Communication, Education and Training	Continuation of project plan 2015-2016	Q4-2017 Q4-2018 Q4-2019	50% of school visits a female researcher should be visible for the children. Communication KPI's Annual report of activities
Prepare and organize an Outreach and Public Engagement Programme at BSC	Communication, Education & Training and HR	Continuation of project plan 2015-2016	Q4-2017 Q4-2018 Q4-2019	Annual report of activities