

HRS4R

Human Resources Strategy for Researchers

Action Plan 2020-2022

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1. ISGlobal HR Strategy for Researchers. Introduction

The Barcelona Institute for Global Health, ISGlobal, is the fruit of an innovative alliance between "la Caixa" Foundation, academic institutions and government bodies to contribute to the efforts undertaken by the international community to **address the challenges in global health**.

ISGlobal is a consolidated **hub of excellence in research** built on the health care work started by the Hospital Clínic and the Parc de Salut MAR and in the academic sphere by the University of Barcelona and Pompeu Fabra University. The pivotal mechanism of its work model is the **transfer of knowledge** generated by scientific research to practice, a task undertaken by the institute's Education and Policy and Global Development departments.

Its ultimate goal is to help **close the gaps in health disparities** between and within different regions of the world.

On July 2015 ISGlobal received the '**HR Excellence in Research**' logo from the European Commission. The logo identifies the institutions and organisations as providers and supporters of a stimulating and favorable working environment, and committed in developing an HR Strategy for Researchers, designed to bring the practices and procedures in line with the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code).

An action plan was designed for the 2015-2018 period with the involvement of a Working Group made up of representatives from all professional categories and approved by the ISGlobal Direction Committee. The ISGlobal 2015-2018 Action Plan enabled the institution to fulfill the HR Vision and HR Strategic Objectives in alignment with the European Charter and Code principles. The original Action Plan is on the ISGlobal website at: <https://www.isglobal.org/en/hrs4r>.

2. Designing the 2020-2022 HRS4R Action Plan

The 2020-2022 Action Plan was designed with the coordination of HR and the support of HRS4R Working Group, composed of representatives from all professional categories at the institution.

For the development of the renovated HRS4R Action Plan 2020-2022, we have taken into account the Strategic Action Plan of ISGlobal 2019-2023, the recommendations from the External Advisory Committee (EAC) done during their visit on November 2017 (the External Advisory Committee met with the different collectives from the Institution), the Severo Ochoa Programme and the comments collected from the annual general meeting with all the staff of the institution.

The new Action Plan also includes those actions from the Action Plan 2018-2020 that have not been completed, yet. The identified main gaps focused on the two following areas:

1. Implementation of HR policies (recruiting, career development and professional assessment)
2. Enhanced promotion of gender balance and work-life balance

The 2020-2022 Action Plan was presented and approved by the Direction Committee on June 2020).

3. 2020-2023 Action Plan

The aim of the 2020-2023 Action Plan is to ensure that the evolution of ISGlobal is in line with the HRS4R standards.

The proposed actions have been grouped in four areas in alignment with the European Code and Charter: Ethical and Professional Aspects, Recruitment, Working Conditions and Social Security and Training and Career Development.

A coordinator, timeframe and indicator have been defined for each action. The ISGlobal HRS4R Monitoring Committee will assess the implementation of the Action Plan and propose adjustments, whenever applicable and will report to the Directorate twice a year.

Actions

Action Plan 2020-2022				
Ethical and professional aspects				
	TITTLE ACTION	TIMEFRAME Q/YEAR	RESP UNIT	INDICATORS/TARGET
1	Training on Research Integrity and Ethics	1Q 2021	Office for Coordination and Research Management	Internal course in place Number of students trained
2	Deployment of the ISGlobal Good Scientific Practice Committee	2Q 2020	Office for Coordination and Research Management	Meetings of the Committee
3	Data protection- increase staff knowledge with dissemination	3Q2020	Data Protection Group	Campaing: leaflets, posters, intranet new
4	Implement the measures to improve our personal data protection policy based on the external Data Protection Impact Assessment and perform an external audit	2Q2021	Office for Coordination and Research Management	Audit report
5	Increase the Innovation support by reinforcing the innovation Department	4Q2020	Innovation Unit	recruiting new BIO Innovation manager
6	Extension of the Quality system to other human research activities than clinical trials	1Q 2021	Office for Coordination and Research Management	Description of the areas and activities
Recruitment and selection				

	TITTLE ACTION	TIMEFRAME	COORDINATOR	INDICATORS/TARGET
7	Develop 3 New Cross-Disciplinary Groups on Frontier Methods and Technologies. Recruitment of 3 new group leaders under the Severo Ochoa Program	4Q 2020	Office for Coordination and Research Management	PI recruited in: e/mHealth, Health Impact Assessment Data Science / Big Data
8	New Postdoctoral positions connected to priority research areas through internal grants available to PIs promoting interdisciplinary research. We will also target MSCA and provide 3-4 year secure funding Recruitment of the Postdoctoral fellows under the Severo Ochoa Program	4Q 2020	Office for Coordination and Research Management	11 Postdocs recruited for 2-3 year positions
9	Recruitment of the Predoctoral fellows under the Severo Ochoa Program	4Q 2020	Office for Coordination and Research Management	14 Predoctoral position
10	Promote Interdisciplinary research by establishing joint supervision for fellows from one of the three cross-disciplinary groups with one of the three major research areas	1Q2021	Office for Coordination and Research Management	3 new cross disciplinary pd
11	Reinforce Competitive International Recruitment Practices for PIs. Reinforce welcome package: New PIs will be offered comprehensive logistic, legal and administrative support, with particular attention to language, housing, emigration, educational, and healthcare needs. The package will also include economic compensation for travel and establishing housing	4Q 2020	Office for Coordination and Research Management	Packages done
12	Enhance our visitors programme facilitating short stays of mid-term and senior researchers. We will further develop administrative help for these stays (VISAs, housing), advertise positions more widely, and we eventually aim to attract at least two long-term visitors per year.	2Q2021	Office for Coordination and Research Management	at least 2 long-term visitors per year
13	Increase the suport to foreign recruitment, develop a foreign welcome guide	2Q2020	HR	Foreign welcome guide
14	Include and develop "on line" selection processes guidelines. Focus on multicultural approach	2Q2021	HR	Training offer. Guidelines and leaflet available

Working Conditions

	TITTLE ACTION	TIMEFRAME	COORDINATOR	INDICATORS/TARGET
15	Plan the new evaluaiton cycle for promotions	4Q 2020	Office for Coordination and Research Management	Evaluation done
16	Review the non tenure track and update the Scientific Career Track policy accordingly	3Q2020	Office for Coordination and Research Management	Scientific creer policy updated
17	Develop and Implement an ERC strategy aimed at increasing the individual ERC holders and consider a Synergy application	1Q 2021	Office for Coordination and Research Management	Increase of ERC holders
18	Start the analysis to progressively increase to reach 1 FTE/tenure track PI	2021-2022	Office for Coordination and Research Management	Increase support to PI
19	Improve success rate and diversity funders through the deployment of the Go Europe and Beyond project, providing the support facilities needed for promoting leadership and internationalization of our research, and enhancing the participation in the Horizon Europe program (ERC, MSCA-IF, MSCA-ITN, EIT, IMI, EDCTP) and other key international funding programs (NIH, BMGF), as well as strengthen the support to researchers in transversal areas such as Open Science and Open Data, Ethics and Data protection requirements, Research Integrity and Good Scientific Practices.		Office for Coordination and Research Management	support given to PI
20	Work-Life Balance & Gender : programme to provide economic support to young mother researchers	2Q2020	Equity & Gender Commission	(3 grants /year per 4 years (2020-2023)

Training and development

	TITTLE ACTION	TIMEFRAME	COORDINATOR	INDICATORS/TARGET
21	Increase the support to Predoctoral mobility (under the institutional and Severo Ochoa programs)	2Q-2020	PhD Committee	Number of predoctoral researchers funded
22	Increase the support to Postdoctoral mobility (under the Severo Ochoa programs)	3Q-2020	Postdoctoral Committee	Number of postdoctoral researchers funded

23	Increase the support to Researchers mobility and promote short stages (under the Severo Ochoa programs)	1Q-2021	Scientific Direction	Number of researchers funded
24	Development new interdisciplinary courses within the existing masters and PhD programmes in the new 3 areas within the Severo Ochoa Programme.	2Q-2021	Training and Education Department	New initiatives
25	Design an specific program for PhD and Posdoc together with PhD and Postdoc comitée. Focus on skills.	4Q2020	HR/Education Area/Scientific Coordination	Specific program for PhD and Postdocs available
26	Design a leadership program that aims to identify, train and develop natural leadership and improve team management	3Q2021	Directorate/HR	Program designed and available including workshops and personal coaching
27	Develop the ISGlobal Alumni's Programme - with SO funding hire a part-time alumni coordinator to develop this programme	4Q2021	Training Unit	"· Alumni Coordinator Appointed · 600 Alumni by 2022"
28	Career Development and Female Empowerment: compulsory bianual training for supervisors on awareness of gender biases in appraisal and career development	1Q2021	Equity & Gender Commission	Number of trained females
29	Promote Internationa exchange for PhD students: We intend for all our PhD students to visit external centres	2Q2020	PhD Committee	· All predocs did at least 1 external stay · 20 external PhD fellows hosted
30	Develop networking among postdoctoral researchers: establish a new Postdoctoral Committee and organize an annual Postdoctoral Symposium	2Q2020	Office for Coordination and Research Management	Postdoctoral committee and Postdoctoral symposium established including workshop
31	Expand the existing well-functioning mentoring Program for postdocs to include non-academic careers Each year we will organise a dedicated workshop connected to the Postdoc symposium	3Q2020	Mentoring Committee	1 workshop per year for postdoc orientation on non-academic careers
33	Promote short stay for statisticians and Postdocs	3Q-2021	Office for Coordination and Research Management	9 people moving 3 months
34	Develop a new international summer school with 3 summer courses within the SO Programme	2Q-2022	Training Area	3 summer courses
36	Promote attendance of predocs and postdocs to international conferences	2Q-2021	PhD Committee	n of attendances
37	Offering each year specific workshops/webinars on cross-cutting themes related to the SO programme	2Q-2021	Training Area/Projects Unit	n of webinars n workshops
39	Promote Open Golden Open acces publication od D1 articles	3Q-2020	Office for Coordination and Research Management	n papers supported

4. ACTION PLAN FOLLOW-UP

The Monitoring Committee will report on the implementation of the HR Action Plan to the Directorate twice a year. It will also be responsible for the follow-up of the progress of the Action Plan and will propose adjustments when needed.

As stated by Euraxess, there will be an external evaluation on 2023. The working group will also be responsible for preparing and facilitating the external review.