



HR Excellence in Research logo – the award granted by the

European Commission to HE institutions which implement Charter & Code regulations in their human resources policies, i.e. they act for creation of friendly working conditions, career development and transparent processes of recruitment.

The European Charter for Researchers (the Charter)

a set of principles and requirements which specify the roles, responsibilities and entitlements of researchers as well as their employers and/or funders of research. It constitutes a framework for working conditions, research career development - including early stage career - as well as researcher mobility.

The Code of Conduct for the Recruitment of Researchers (the Code)

a set of principles and requirements that should be followed by employers and/or funders when appointing or recruiting researchers. These principles and requirements are complementary to those outlined in the European Charter for Researchers and they refer to transparent recruitment procedures, supporting professional development in all career stages and counteract any discrimination.

HRS4R at Gdańsk Tech

the action plan for the implementation of the principles of the Charter and the Code at Gdańsk Tech with 2 or 3-year periods schedule for the implementation.

The activities cover 4 areas:



**Ethical and
professional aspects**



Recruitment



**Work and social
security conditions**



Training

Website in Polish and English
<https://pg.edu.pl/excellence-in-research>

PG process coordinators:

Chairperson of the Team for the Implementation:

Prof. Dariusz Mikieliewicz, Vice-Rector for Organization and Development

Chairperson of the Team for the Monitoring of the Implementation:

Vice-Rector for Scientific Research – Sławomir Milewski, professor

Chairperson of the Team for Early Career Researchers:

Tomasz Majchrzak, PhD, Eng

Coordinating activities - HR Center:

Agnieszka Lendzion, PhD, Eng, Vice-Director of HRC, Joanna Ziobro, MA

HRS4R and the HR logo – why do we need them?

- ✓ They guarantee recognition and uniqueness of the university. The logo is a distinction. So far, 706 institutions have received the award.
- ✓ They increase the visibility of the institution in the international arena (promotion on the EC website).
- ✓ **They increase Gdańsk Tech's attractiveness for academics from Poland and abroad.**
- ✓ They improve working conditions and career development, eliminate barriers, streamline work, unify processes and make them more transparent. In two editions of **HRS4R, over 60 activities were implemented. Plans include nearly 30 new activities to implement and several dozen independent ones in the faculties and doctoral schools.**
- ✓ They hundreds of people, including the Team monitoring the conditions for development and research conducted by early career researchers (surveys, **involve interviews, action plans at the university and in its units).**

2016

- Gdańsk Tech declaration of support for the Charter and the Code
- HRS4R at Gdańsk Tech 2016-2019 (16 activities)

2017

- supplement of HRS4R at Gdańsk Tech 2016-2019
- 1st HR award for Gdańsk Tech (54 activities)



2019

- HRS4R at Gdańsk Tech 2019-2022 (16 activities)
- 2nd HR award for Gdańsk Tech



2022

- establishment of HR Center
- establishment of the Team for Early Career Researchers
- OTM-R Policy and HRS4R at Gdańsk Tech 2022-2025 (28 activities)

2023

- EC site visit at Gdańsk Tech
- 3rd HR award for Gdańsk Tech

