



Plan de desarrollo de la carrera investigadora: Construye, Conecta, Consolida

6 de marzo de 2026





Programación

1.- Bienvenida

2.- Plan de Mentorización para la estabilización del personal investigador.

3.- Actividad de networking dirigida a investigadores doctores noveles y emergentes.





Website for Human Resources Strategy for Researchers (HRS4R, 5/12/2022)



https://www.uhu.es



80%



LA UHU ▾

ESTUDIA EN LA UHU ▾

INVESTIGACIÓN ▲

VIDA UNIVERSITARIA ▾

Investigar ▾

Transferencia del
conocimiento ▾

Divulgación ▾

HRS4R - HR Excellence in
Research

Campus de Excelencia



Website for HRS4R (5/12/2022)



HUMAN RESOURCES STRATEGY FOR RESEARCHERS (HRS4R)



Human Resources Strategy for Researchers (HRS4R)

<http://www.uhu.es/vic.investigacion/hrs4r/>



Content of HRS4R website (5/12/2022)

Human Resources Strategy for Researchers (HRS4R)

Presentation

Presentation

HRS4R in
University of
Huelva

In 2000, the European Research Area (ERA) was established by the EU to strengthen the competitiveness of European institutions through closer research collaboration and better coordination of research infrastructure.

Endorsment
Letter

To contribute to the development of the European Research Area (ERA), The European Charter for Researchers and The European Code of Conduct for the Recruitment of Researchers (Charter and Code) were established by the European Commission in 2005. Charter and Code ensures open, transparent and merit-based recruitment of researchers, safeguard good working conditions and focuses on professional development for researchers at all stages of their careers. It also highlights the importance of recognizing and valuing research mobility, internationally, inter-sectorial and interdisciplinary. To implement Charter and Code at the individual institutions, the European commission has developed the Human Resources Strategy for Researchers HRS4R accreditation.

Action Plan

Survey
Criteria C&C

HRS4R in University of Huelva

As part of its commitment to strengthen its competitiveness at the European Research Area the University of Huelva endorsed in 05/12/2022 the European (Charter and Code) that sets out the rules and obligations of researchers, their employers and funders, as well as transparent and fair recruitment procedures.

More
Information
HRS4R

The submission date of initial GAP-Analysis, HR Strategy and Action Plan of Universidad de Huelva was 19 July 2023. The HR award was granted. The Submission date to the European Commission was 23 August 2023.

Endorsment Letter

[Download](#)

Action Plan

<http://www.uhu.es/vic.investigacion/hrs4r/>



Researchers' R1-R4 classification

Classification	UHU criteria / Data requested to
R1 - First Stage Researcher	PhD students → Doctoral School
R2 - Recognised Researcher	Postdoc fellows → Recruitment Office PhD lecturers → Human Resources Office
R3 - Established Researcher	Associate Professors → Human Resources Office
R4 - Leading Researcher	Full Professors → Human Resources Office

Excluded staff and personnel without contractual research requirements, i.e., those of which their only tasks are the teaching (Substitute Lecturers, ...)

<https://euraxess.ec.europa.eu/europe/career-development/training-researchers/research-profiles-descriptors>



Gap Analysis and Action Plan Workshops

Implementation level of the Charter & Code criteria

	Criteria	Implementation (%)		Criteria	Implementation (%)
1	06. Accountability	96,57	21	19. Recognition of qualifications (Code)	83,33
2	01. Research freedom	94,74	22	12. Recruitment	83,18
3	21. Postdoctoral appointments (Code)	93,58	23	09. Public engagement	82,80
4	36. Relation with supervisors	93,04	24	18. Recognition of mobility experience (Code)	82,57
5	10. Non discrimination	92,89	25	14. Selection (Code)	82,52
6	31. Intellectual Property Rights	90,87	26	22. Recognition of the profession	80,78
7	39. Access to research training and continuous development	90,32	27	13. Recruitment (Code)	79,27
8	05. Contractual and legal obligations	90,24	28	23. Research environment	77,39
9	32. Co-authorship	90,09	29	24. Working conditions	76,25
10	02. Ethical principles	90,04	30	40. Supervision	74,57
11	35. Participation in decision-making bodies	88,94	31	33. Teaching	74,16
12	38. Continuing Professional Development	87,97	32	34. Complaints/ appeals	70,14
13	37. Supervision and managerial duties	87,64	33	11. Evaluation/appraisal systems	70,06
14	27. Gender balance	87,48	34	29. Value of mobility	69,95
15	07. Good practice in research	87,45	35	15. Transparency (Code)	69,70
16	08. Dissemination, exploitation of results	87,28	36	17. Variations in the chronological order of CVs (Code)	67,28
17	20. Seniority (Code)	87,20	37	25. Stability and permanence of employment	67,23
18	03. Professional responsibility	86,42	38	30. Access to career advice	64,69
19	26. Funding and salaries	85,30	39	16. Judging merit (Code)	58,72
20	04. Professional attitude	83,33	40	28. Career development	53,26



Action Plan in UHU (In progress)

Actions	Action
<p>1. Update recruitment procedures to HRS4R criteria</p> <p>Recruitment procedure handbook (in progress).</p> <p>The regulatory bases and publication schedule for public tenders for employment contracts.</p> <p>All job offers includes eligibility requirements, professional experience, evaluation criteria, scoring systems, and selection procedures aligned the Open, Transparent, Merit-based Recruitment (OTM-R) policy.</p>	<p>2. Offer tools for career development counselling</p> <p>4. Design a Career Development Mentoring Programme for researchers</p> <p>Supporting material for the mentoring plan for Research Career Development (R1 and R2).</p> <p>Training Plan for Teaching and Research Staff at the University of Huelva 2026 has been approved by the Governing Council on 18 December 2025.</p>
<p>5. Promote measures to improve the stability of researchers</p> <p>The Plan for Attracting and Retaining Research Staff published in the Official Bulletin of Universidad de Huelva no. 108-2026 on 6th February).</p>	<p>6. Visualize the communication events developed by the UHU</p> <p>UCC+i has a Scientific Dissemination Plan and a Scientific Dissemination Training Plan and communicates the activities and events developed by the researchers and participated by the UHU in the website, social media (instagram, X, facebook, youtube, TikTok) and press releases.</p>
<p>7. Creation of the figure of the researcher's ombudsman</p> <p>Updated website of the ombudsman's office and in English.</p>	<p>8. To make UHU infrastructures more visible</p> <p>Research equipment and laboratories have been compiled in the Research Centers (IN PROGRESS).</p>
<p>9. Improve the internationalization of the UHU</p> <p>All job offers and the applications for recruitment under research projects have been published in English on EURAXESS since 2024.</p>	<p>10. Centralize the dissemination of intellectual property norms in a webpage</p> <p>The web pages and application forms for patents and intellectual property rights have been updated and translated into English.</p>
<p>IN PROGRESS</p> <p>3. Design evaluation of researchers hired by research projects</p> <p>11. Improve the conciliation between work and professional life</p> <p>12. Draft the welcome handbook</p>	<p>13. Launch, awareness raising, communication in HRS4R and OTM-R and evaluation</p> <p>Training and informative sessions about Mobility, professional career, and mentoring in research; Integrity and Ethics in Scientific Research; and Open Access and Scientific Data Management</p>
<p>14. Promote Open Science and Responsible Research Practices (NEW)</p>	<p>15. Implementation of citizen science in research project (NEW)</p>



The Plan for Attracting and Retaining Research Staff at the UHU

The Plan for Attracting and Retaining Research Staff at the University of Huelva was approved by the Governing Council on January 27th, 2026 (published in the Official Bulletin of Universidad de Huelva no. 108-2026 on 6th February)

(website: <https://www.uhu.es/archivo-universitario/bouh>).

Thank you for your attention!!!