Awareness raising of HRS4R award in the University of Huelva

Miguel Carvajal

UHU
Awareness raising Seminar
*22nd October 2025*

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

Publication in the UHU Web I (5/12/2022)

Publication in the UHU Web II (5/12/2022)

Universidad de Huelva
Vicerrectorado de Investigación y Transferencia

HRS4R
Human Resources
Strategy for
Researchers

HUMAN RESOURCES STRATEGY FOR RESEARCHERS (HRS4R)

hr
HR EXCELLENCE IN RESEARCH

Human Resources Strategy for Researchers (HRS4R)

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

Publication in the UHU Web III (5/12/2022)

Human Resources Strategy for Researchers (HRS4R)

Presentation

HRS4R in University of Huelva

Endorsment Letter

Action Plan

Survey Criteria C&C

More Information HRS4R

Presentation

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.

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.

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.

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/

Registration in EURAXESS

04 JUL 2023
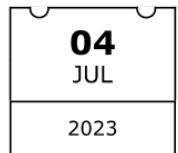
ACCEPTED

Action performed by: RTD Charter

C&C Endorsement: Confirmation of Endorsement Letter

Notification of Commitment

11 JUL 2023
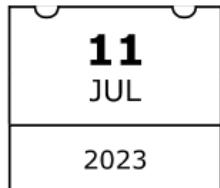
SUBMITTED

Action performed by: Sánchez Gómez Carmen Apolonia

Gap Analysis, OTMR & Action Plan: Design

Document	Status
Process Description	Submitted
GAP Analysis (Charter and Code Checklist)	Submitted
OTM-R Checklist	Submitted
Action Plan	Submitted

Responsible: Maribel Fernández, Human Resources Office

Assessment and Granting communication from EURAXESS I

Asunto:EURAXESS - HRS4R GAP Analysis, OTM-R and Action EC Consensus Outcome
Fecha: Wed, 23 Aug 2023 12:19:26 +0000
De:EURAXESS <noreply@euraxess.org>
Responder a:noreply@euraxess.org
Para:gestionhrs4r@sc.uhu.es

EURAXESS - HRS4R GAP Analysis, OTM-R and Action EC Consensus Outcome

Dear Madam/Sir, We would like to inform you about the outcome of the assessment by the independent reviewers. The assessors welcomed the care taken in aligning your institution's HR practices with those of the Charter and Code principles. **The comprehensive analysis and action plan meet all the requirements for the use of the 'HR Excellence in research' award. Please check your HRS4R dashboard of the e-tool where you can find the consensus report form including comments and suggestions from the assessors, which should be taken into account in the next period.**

Assessment and Granting communication from EURAXESS II

23 AUG 2023

ACCEPTED

Action performed by: RTD Charter

Initial Assessment & Granting

Initial Assessment & Granting: EC Consensus Report

EC Consensus Report	Status	Date	EC	General Assessment
EC Consensus Report	Consensus validated by EC	23/08/2023	RTD Charter	Accepted

Assessment and Granting communication from EURAXESS III

EURAXESS

Initial Assessment - EC Consensus Report

Case number

2023ES123513

Name Organisation under assessment

universidad de huelva

Organisation's contact details

C/ DR. CANTERO CUADRADO 6, HUELVA, HUELVA, 21071, Spain

Submission date of initial GAP-Analysis, HR Strategy and Action Plan

19/07/2023

Submission date to the European Commission

23/08/2023

5 pages!!!

Eligibility assessment

Please rate the state of achievement ("yes", "no" or "partly"). If any statements have prompted a "no" or "partly" in the evaluation, please provide recommendations:

	YES / NO / PARTLY	Recommendations
Have the Strategy and Action Plan been published on the organisation's website?	Yes	Check for any typos in the HR webpage (i.e. " presented its Application on May 23 (will present its Application soon) ".
Have the Strategy and Action Plan been published in English?	Yes	

Assessment and Granting communication from EURAXESS IV

General Assessment

Accepted	⦿
Pending **minor** modifications	◯
Pending **major revisions**	◯

Explanation

- **Accepted: This application meets the criteria and the HR award is granted.**
  The assessors might have commented on your file asking for future focus on a particular aspect/criterion, so please refer to the comments given above.

- Pending **minor** modifications: This application **broadly meets the criteria**, but the assessors have some concerns/questions about specific areas/criteria. Please reflect about the feedback given above and update your file before **re-submitting within 2 months.**

- Pending **major revisions**: This application does not meet the criteria; please make the appropriate changes taking into account the comments of the assessors before **re-submitting within 12 months.**

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)

	Action	Responsible Unit		Action	Responsible Unit
1	Update recruitment procedures to HRS4R criteria	Management Office; Research Vice-Rectory	8	To make UHU infrastructures more visible	Infrastructure Vice-Rectory; Research Vice-Rectory
2	Offer tools for career development counselling	Management Office; Research Vice-Rectory; Doctoral School	9	Improve the internationalization of the UHU	Internationalization Vice-Rectory; Management Office
3	Design a process for the evaluation of researchers hired by research projects	Management Office; Research Vice-Rectory	10	Centralize the dissemination of intellectual property norms in a single webpage	Knowledge Transfer Vice-Rectory; Management Office; IT Department
4	Design a Career Development Mentoring Programme for researchers	Research Vice-Rectory; Doctoral School	11	Improve the conciliation between work and professional life	Management Office
5	Promote measures to improve the stability of researchers	Research Vice-Rectory; Management Office	12	Draft the welcome handbook	Management Office; Communication Office
6	Visualize the communication events developed by the UHU	Communication department	13	Launch, awareness raising, communication in HRS4R and OTM-R and evaluation	Research Vice-Rectory; Management Office
7	Creation of the figure of the researcher's ombudsman	Ombudsman department			

Universidad de Huelva

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Thank you for your attention!!!