



HR EXCELLENCE IN RESEARCH

N° 7 – June 2025

Human Resources Strategy for Researchers (HRS4R)

HR Excellence in Research award

THE NEW CHARTER FOR RESEARCHERSKey takeaways

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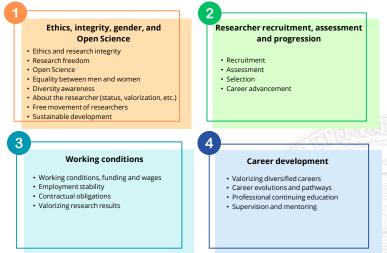
Why make a new version of the Charter?

- The 2005 Charter was updated in 2023 to better reflect recent evolutions in research: open science, integrity, mobility, inclusion, sustainability, etc.
- It establishes a common European framework outlining the rights and responsibilities of researchers and employers, structured around 20 key principles.
- The aim of the Charter is to make research careers more attractive and to support excellence in research and innovation.

Who is it for?

- · For all researchers, at every stage of their career and in all fields.
- · For institutions, research organizations, and funding bodies.
- But also for the entire academic community: administrative, technical and research support staff, students, and partners - because the quality of research relies on collective responsibility.

BASED ON 4 MAIN CORNERSTONES:





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A few examples...

As a researcher



- I must respect the rules regarding ethics and scientific integrity.
- I must commit to all aspects of open science, science outreach and participatory science
- I am responsible for the efficient use of public funding.

As an employer



- I provide researchers with continuing education training courses and career development possibilities.
- I am committed to organizing transparent recruitment and avoiding all forms of discrimination or favoritism in recruitment processes.
- I provide working conditions offering flexibility and accessibility in order to help researchers achieve their research work.

And also ... an OTM-R guide for our University!



- It aims to strengthen good practices in the recruitment of researchers at all levels.
- It is now available online on the University's website [click here].

As a researcher

- I benefit from a treatment based on the same principles as all European countries.
- I benefit from clear procedures during recruitment.
- I can move freely within the European research area.

<u>As an employer</u>

- All employment offers are open both within and outside the institution.
- Members of the selection committees are aware of good recruitment practices and work transparently.

Contact details and useful links



K hrs4r@univ-orleans.fr

HRS4R | EURAXESS (europa.eu)
HRS4R | University of Orléans (univ-orleans.fr)
European Charter for Researchers revised in 2023