2nd CRUP/CRUE Open Science Seminar: Career Assessment in the transition to Open Science:
Research Assessment in Europe:
*Perspectives from ERAC SWG HRM*

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European Research & Innovation Area for Priority 3: *Open labour market for researchers: to ensure the removal of barriers to researcher mobility, training and ensure attractive research careers*

– Delegates of MS and AC Countries are present in the SWG HRM as formal representatives of their country

– Gather to provide & share information on the overall plans and strategies devised at national level for ERA Framework and developments regarding other activities related to researchers’ career and mobility
Areas of Work:

• Monitor the implementation of the activities and initiatives included in the ERA Roadmap National action plans with respect to Priority 3
• Strengthen mutual learning activities through information exchange, identification of best practices
• Define and use appropriate indicators for monitoring progress, both at national and European levels;
• Develop common guidelines to reinforce a consistent implementation of actions of common interest or inspire new or improved actions;
• Contribute to the definition of European actions within the ERA Framework;
• Liaise with other relevant groups and stakeholders
Evaluation of Research Careers fully acknowledging Open Science Practices:
Rewards, incentives and/or recognition for researchers practicing Open Science (July 2017)

→ Researchers Careers’ Assessment OS Matrix
SYNERGIES BETWEEN ERA & EHEA:

• Supporting highly competent and socially responsible students, researchers, academics and higher education and research institutes’ (HE&RI) professionals in Europe throughout their working life

• Achieving effective mobility of students, researchers, academics, and HE&RI professionals within, to and from Europe

• Creating more common human resources standards for HE&RI in Europe, and striving for a common European identity for students, researchers, academics and HE&RI professionals
JOINT TASK “TRIANGLE” TASK FORCE

SWG HRM, OSI AND GRI:

• Recommendations on training, incentives and evaluation of researchers with an OSI and gender perspective

• Reviewing of the Charter & Code with the OSI and the Gender prisms and issuing recommendations on how to update the Charter and Code.
**RESEARCHERS**
- Research freedom
- Ethical principles
- Professional responsibility
- Professional attitude
- Accountability
- Good practice in research
- Dissemination and exploitation of results
- Public engagement
- Relation with supervisors
- Supervision and managerial duties
- Continuous professional development

**INSTITUTIONS**
- Recognition of the profession
- Non discrimination
- Research environment
- Stability and permanence of employment
- Funding & salaries
- Gender balance
- Career development strategy
- Research training and continuous development
- Evaluation & appraisal
- Participation in decision making bodies
- Intellectual property rights

**RECRUITMENT**

*Employers and/or funders should establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised.*

- Open, efficient, transparent recruitment
- Selection committees: balanced (gender, public & private, disciplines)
- Transparency of criteria (before, during and after the selection)
- Judging merit (not only publications!)
- Open to variations in chronological orders of CV
- Recognition of mobility (another country/region or in another research setting (public or private)
- Recognition of qualification (academic and professional as well as non-formal qualifications)
OS AND CAREER ASSESSMENT

Policy areas for action

• **Fostering** and **creating incentives** for Open Science
• **Removing barriers** to Open Science
• **Mainstreaming** and further promoting open access policies
• **Developing** research infrastructures for Open Science
• **Embedding** Open Science in society as a socio-economic driver
THANK YOU FOR YOUR ATTENTION!