

## BCBL WORKING GROUP ON HR EXCELLENCE IN RESEARCH

### HRS4R at BCBL: tHRiving Human Resources

#### 1. Mission

The working group covers the four main themes of the Charter and Code (ethics, recruitment, working conditions and training) and looks for the BCBL's improvement and development. For this, it performs an analysis of the company and compares it with the 40 principles established by the European Commission in order to identify the aspects that can be improved.

#### 2. Membership and meetings

##### Membership

The HR Working Group at the BCBL is composed by people from the research community from R1 to R4\*\*, admin and labs, covering almost all departments at the BCBL:

- General Manager
- Project Manager
- Lab Manager
- PhD student, R1
- Postdoctoral researcher, R2
- Staff scientist-Group Leader, R3
- Staff scientist-Group Leader, R3
- Staff scientist-Group Leader, R4

The composition of the Working Group shall reflect the BCBL's commitment to the principles of gender balance.

Please, \*\*check the meaning of R1 to R4 researchers level at:

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

##### Attendance

From BCBL all group members are encouraged to participate in the called meetings.

In specific and necessary cases, other stakeholders such as other relevant investigators, administration members or other staff shall attend to the meeting as requested by the working group.

### **Frequency of meetings**

The working group shall meet at least three times a year and after each meeting, the minutes will be uploaded in the BCBL's wiki.

### **The working group shall**

- Develop the GAP Analysis every two years, performing a specific satisfaction survey aimed to all the BCBL research community.
- Create and supervise the development of the current HRS4R Action Plan and support the successful evolution of the BCBL.
- Review the BCBL's HRS4R Action Plan and other requirements in this regard from time to time in order to ensure a good implementation.
- Oversee the longterm plans and objectives of the BCBL and check that they are aligned with the HRS4R and the company's overall strategic direction.
- Assure the implementation of recommendations by internal reviewers and various external reviewers of the HRS4R.
- Carry out the necessary corrections and improvements at the BCBL to ensure the implementation of the actions established in the Action Plan.
- Communicate all the HRS4R activities to the BCBL community in an annual general meeting.