



HRS4R Highlights

The HRS4R award, which we received in 2015, has been of great benefit to us over the years and has been a driving force for us to make progress in creating a favourable and empowering working environment for our employees.

It has been the driving force behind a periodic evaluation that, in addition to identifying our weaknesses and areas for improvement in our organisation, has driven the necessary actions to strengthen and improve ISGlobal's HR strategy.

It has also helped to increase participation in all the processes of the institution.

Next, we highlight the most relevant actions for ISGlobal resulting from the various action plans we have developed since 2016.

HRS4R Action Plan 2015-2017 Highlights



- People management policy
- New labor conditions (improving conciliation)
- Salary Scale review
- Maternity & Paternity guide
- Internal Training Program
- Training in interview techniques
- Scientific publication policy
- Data Protection Officer
- Intellectual Property (IP) and Transfer Policy
- Ethics and good scientific practices training
- Mentoring program review and training
- Implementation & dissemination of ISGlobal Gender Plan 2015-2017

ISGlobal

In 2016, CREAL and ISGlobal merged and both centres have been awarded the EU logo. During the first years, many of the institutional policies were revised, merged and improved.

HRS4R Action Plan 2018-2020 Highlights



- Selection Policy and Guide aligned with the OTMR
- The Scientific Career Policy and the Tenure Track Researcher Evaluation and Promotion SOP
- Implementation of the Professional Assessment Program
- Implementation of Structural support for researchers- 0,5 FTE
- Policy on Good Practices for Personal Data Protection
- Quality system for clinical trials
- Periodic sessions on “Scientific Career and Funding Opportunities“
- Periodic “Career talks”, addressed to predocs & postdocs
- Predoctoral international mobility grant
- Buddy program (welcome program)
- Postdoctoral guidebook
- Grant for young female researchers with maternity responsibility
- Compliance Program, and establishment of a Compliance Committee

HRS4R Action Plan 2021-2023 Highlights



- Succession plan
- Guidelines for supporting researchers in applying to the ERC
- Structural Support to Researchers on NTT call
- Itinerary for “researchers in training” (predocs i postdocs)
- Leadership program
- Annual career weeks
- Middle managers Point
- Hybrid model- Telework policy
- ShareDesk model