



HR EXCELLENCE IN RESEARCH



# HRS4R – Human Resources Strategy for Researchers

- › Sjølve HRS4R-prosessen utgjer ei god systematisering av arbeidet med kvalitetsforbetring innanfor:
  - › Etske og profesjonelle aspekt
  - › Arbeidsforhold og sosial tryggleik
  - › Opplæring og karriereplanlegging
  - › Rekruttering
- › GAP-analysen som er gjennomført ved HVL speglar i det store og det heile resultata frå andre norske institusjonar.



INITIAL PHASE

IMPLEMENTATION PHASE

AWARD RENEWAL PHASE



Endorsement of the C&C



Application for the HR Award:

- ✓ Gap Analysis
- ✓ OTM-R Checklist
- ✓ Initial Action Plan Design

12 months



INITIAL ASSESSMENT



Implementation of the Action Plan



INTERIM ASSESSMENT



Implementation of the Revised Action Plan



RENEWAL WITH SITE VISIT



Implementation of the Improved Action Plan



RENEWAL WITHOUT SITE VISIT



Implementation of the Further Improved Action Plan



RENEWAL WITH SITE VISIT

24 months



36 months



36 months



36 months



HR AWARD GRANTING

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HRS4R – from PROGRESS to QUALITY



Institution



European Commission



External Experts

