10 years HR Excellence in Research Award@POLITO

Claudia De Giorgi

Vice Rector for Quality, Welfare and Equal Opportunities

Politecnico di Torino
1859

10 years HR Excellence in Research @POLITO

Endorsement to the EU Charter & Code

2005

HR Excellence in Research Award

2013

Action Plan 2015-2018

18 Actions

2015 - 2018

Action Plan 2019-2021

27 Actions

2019-2021

Action Plan 2022-2024

13 Actions

2022-2024

2011

Participation to HRS4R

2013-2015

27 Actions

Action Plan 2013-2015

2018

iPOLITO IMPACT

POLITO4IMPACT Strategic Plan 2018-2024

2021

HR Excellence in Research Award Renewal

Politecnico di Torino

Our objectives

Inside

Offer an **healthy and supportive environment** for our researchers
Promote actions starting from **their needs**
Give evidence that **we care** for their wellbeing and career

Outside

Contribute **to European Research Area**
Attract researchers from abroad
Build the future of **European Universities**

HR Excellence in Research@Polito: a success story

Polito **Governing Bodies strongly endorse** the Charter & Code

All categories of our **community** participate in the process

Researchers   **Administrative Staff**   **Institutional Representatives**

Strategic Plan POLITO4IMPACT matches

the Action Plan of the European Charter

The 'HR Strategy For Researchers' is also a POLITO Strategy

Win Win situation

Some numbers

+ 80 actions implemented since 2013

+ 60 researchers involved in the Focus Group over the years

+ 20 Institutional members involved in the process over the years

+ 30 staff involved in Working Groups

4 surveys addressed to researchers

Results are countless

A driver of innovation (1)

HRS4R pushes HR policies into the foreground of POLITO institutional agenda
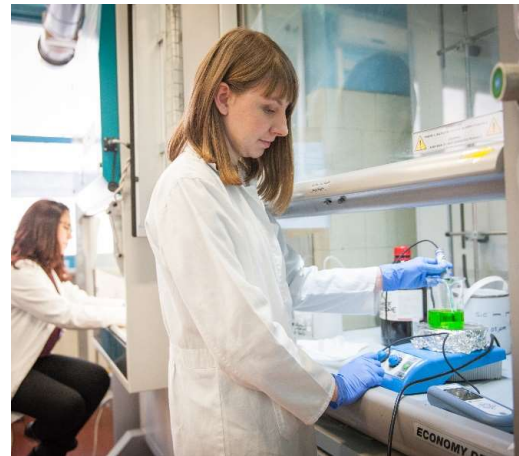
Research Ethics Committee

Researcher Ombudsperson

Research Integrity Regulation

Research Integrity & Ethics

Gender Balance & Diversity

Rector's Advisor for Gender Equality and Diversity

Gender Equality Report and Gender Equality Plan

Gender Observatory

Politecnico di Torino

A driver of innovation (2)

HRS4R pushes HR policies into the foreground of POLITO institutional agenda

Career Development

Training courses on transferable skills

PhD supervision training

Declaration of Intent between supervisor and PhD candidate

Individual Development Plan for postdoctoral research fellows

Coaching for early career researchers
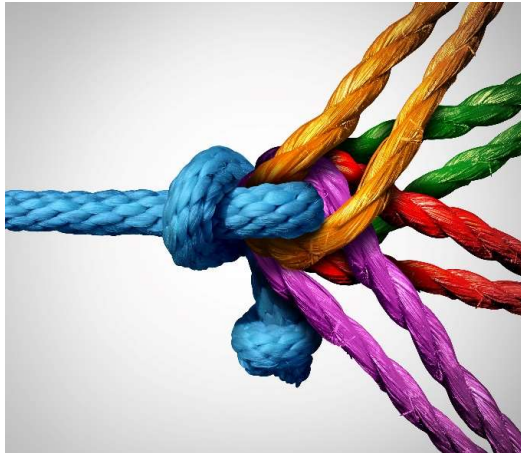
On-boarding and Career Planning meetings

Career Center Division in the Research and Innovation Department

A stronger Community

**HRS4R provides new space for dialogue
and contributes to a better working environment**

University database
on research

Co-creation of actions
with researchers and
staff

Collaborative Work

Vice-Rector for
Quality, Welfare and
Equal Opportunities

Work-life balance
measures

Psychological support

**Welfare and
Organizational Well-
being**

Politecnico
di Torino

A more attractive and inspiring environment

**HRS4R claims for a positive working environment
where talent of researchers can be expressed**

Visiting Professors

Negotiation of Starting Grants with external researchers

Attraction of ERC and MSCA candidates

Funding of PhD mobility

Attraction of Talented Researchers

Support to Research Freedom

Support for competitive funding programs for R&I

Grants for basic research for tenured faculty members

Starting Grants for temporary and tenure-track assistant faculty members

Impact, Public Engagement and Knowledge Sharing

HRS4R claims for public engagement and encourages the dialogue with society

Rector Delegate for Culture and Communication

Biennale Tecnologia

Public Engagement events

Research Communication

Exploitation and Innovation

Vice Rector for Technology Transfer

Training on IPR

Proof of Concept Calls

Impact, Public Engagement and Knowledge Sharing

HRS4R claims for public engagement and encourages the dialogue with society

Open Access and Open Science

Rector's Advisor for Open Science

Adoption of POLITO Open Access Policy (*coming soon* a Data Management Policy)

PoliTo Working Group on Open Access

Information and training on Open Science

More Transparent Career Path

HRS4R increases awareness of researchers about their career path

Open, Transparent Merit-Based Recruitment

Launch of new sections of the website on Working in research @PoliTO

Actions against recruitment bias

Statement in calls for professors to encourage participation of minorities and woman

Recognition of different dimensions of researchers' work in the calls for professors

Permanent Observatory for monitoring the academic environment

Always looking towards Europe

HRS4R enables POLITO to contribute to the discussion on supporting researchers careers

Contribution to European Policies

Contribution to the revision of the European Charter for researchers

Coordination of the national Working Group on HRS4R

Coordination of the H2020 project of one of the European Universities Alliances, **Unite**!, that aims at building a HRS4R at Alliance Level

One of the first Universities to sign the COARA Agreement on Reforming Research Assessment

Politecnico di Torino

The Future

Bringing the strategy closer to the researchers also trough their Departments

Strengthen the **support for researchers' career development**

Increase awareness and strengthen the communication of HRS4R results

Promote **opportunities for discussion** on the principles of the Charter