



Institutional Human Resources Strategy Group Call for Candidates for the 4th Cohort

The "Institutional Human Resources Strategy Group" was launched by the European Commission in 2009 with a view to supporting the take-up of the Charter & Code principles by employers and funders of researchers in Europe. The aim of the group is to provide a framework and platform for the exchange of experiences and mutual support in the implementation of the "HR Strategy for Researchers incorporating the Charter and Code" (see <http://ec.europa.eu/euraxess/rights> for more information).

The first cohort brought together some 45 organisations from across Europe. It was complemented at the beginning of 2011 by a second cohort comprising approximately 50 universities, research institutes, funding agencies, and umbrella organisations from almost all Member States and many of the Associated Countries. This was followed by the establishment of a third cohort in early 2012.

The European Commission is now drawing up a list of candidates for the fourth and final cohort. It will have its first regular meeting in early 2013 followed by (probably) two more meetings during 2013/14. The members of the fourth cohort are expected to have concluded the first three steps of the HR Strategy process (including Commission acknowledgement) before the end of 2013.

Ideally, all Member States & Associated Countries should be represented.

Candidates for the group should fulfil the following conditions:

- Expressions of interest should be submitted by or on behalf of a member of the senior institutional management (e.g. HR Director, Head of Strategy, Vice President for Research, ...) and have the full support of the institutional leadership.
- Participating institutions and organisations must be fully committed to the process. In particular, they should have already endorsed the Charter & Code, or be willing to do so (see <http://ec.europa.eu/euraxess/index.cfm/rights/charterAndCode> for examples of statements of endorsement).
- Institutions and organisations should be willing to follow all five steps of the HR Strategy process as far as they are directly applicable to them.
- Institutions and organisations should be employers or funders of researchers, or umbrella organisations of such organisations. In the latter case, they may not be able to carry out the five steps of the HR Strategy process themselves, but must be committed to work with their members regarding the application of the HR Strategy process within those organisations.

Candidates interested in joining the fourth cohort of the "Institutional HR Strategy Group" should complete the attached 'expression of interest' form and return this to the Commission services in charge at RTD-CHARTER@ec.europa.eu. Incomplete applications will not be considered.

Expressions of interest should preferably be submitted before the middle of September and in any case **no later than 28 September 2012 (strict deadline)**.

An introductory one-day meeting to provide the chosen candidates with background information and practical details concerning the HR Strategy process and the Institutional HR Strategy Group is expected to take place towards the end of October 2012 in Brussels.

Further information can be obtained through the EURAXESS Rights website (<http://ec.europa.eu/euraxess/rights>) or via email from RTD-CHARTER@ec.europa.eu.