

## EURAXESS - HRS4R GAP Analysis, OTM-R and Action EC Consensus Outcome

Dear Madam/Sir,

We would like to inform you about the outcome of the assessment by the independent reviewers. The assessors welcomed the care taken in aligning your institution's HR practices with those of the Charter and Code principles. **The comprehensive analysis and action plan meet all the requirements for the use of the 'HR Excellence in research' award.**

**Please check your HRS4R dashboard of the e-tool where you can find the consensus report form including comments and suggestions from the assessors, which should be taken into account in the next period.**

The award reflects your commitment to continuously improve your human resource policies in line with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, notably your commitment to achieve fair and transparent recruitment and appraisal procedures.

**From now on, you can use the 'HR Excellence in Research' award to promote the stimulating and favourable work environment for researchers in your institution.** Please download the HR award icon available in different formats together with the graphic guidelines. The 'HR Excellence in Research' award will soon be activated on the EURAXESS portal: every time your institution posts a vacancy on EURAXESS, the 'HR Excellence in Research' icon will appear.

Furthermore, your institution will be listed on the EURAXESS portal under the header of 'HR Acknowledged Institutions' (<https://euraxess.ec.europa.eu/jobs/hrs4r>).

Retaining the HR award requires an internal review of your action plan in **two years' time**, also assessed by independent reviewers.

All relevant information is available on the EURAXESS website in the 'policy library' at <https://euraxess.ec.europa.eu/useful-information/policy-library#group-co..>

HRS4R case workflow can be viewed [here](#).

We wish you every success with the implementation of the Human Resources Strategy for Researchers in your institution and look forward to seeing your achievements in 24 months from now.

Kind Regards  
The EURAXESS Rights team  
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