FROM EUROPEAN CHARTER FOR RESEARCHERS TO SAPIENZA
HUMAN RESOURCES STRATEGY FOR RESEARCHERS: concrete
actions to enhance PhD student career

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The Charter
(the European Charter for Researchers)
- set of principles for the roles, responsibilities and entitlements of researchers
- Provides a reference framework.

The Code
(the Code of Conduct for the Recruitment of Researchers)
- Provides for transparency of the recruitment and selection process, ensuring equal treatment for all applicants
- Includes obligations for employers and funders
Charter & Code: 4 pillars to strengthen the European Research Area (ERA)

4 Thematic Areas:

1. **Working Conditions & Social Security** - promoting and creating a stimulating and favourable working environment

2. **Recruitment** - assessing, attracting and retaining talent; international visibility

3. **Ethical and Professional Aspects**

40 Principles:

- Research freedom
- Dissemination and exploitation of results
- Recognition of the researcher’s profession
- Working conditions
- Stability and permanence of the employment
- Remuneration package (funding and salaries)
- Gender balance
- Career development
- Access to research training and continuous development
- Intellectual property rights
- Evaluation and appraisal systems
- Code of recruitment of researchers (OTMR)
November 16th, 2020:
Sapienza awarded with the "HR Excellence in Research” acknowledgement (*)

[as a recognition of its commitment in implementing the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers]

Positive impacts

➢ Creating conditions for more sustainable and attractive career in R&D at the university, such as: meeting professional needs of researchers in particular ESRs, enhancing their career development opportunities, ensuring transparent recruitment

➢ Fostering Sapienza international attractiveness and competitiveness
# Sapienza Human Resources Strategy for Researchers

## Action Plan, organised in 5 main areas

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<th>Area</th>
<th>Actions</th>
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| 1. Fostering university attractiveness towards foreign researchers | - Development and distribution of an informative **welcome kit on internal regulations for researchers**, PhDs and research fellows  
- Development of an **English-language Fact Sheet on Research Fellowships Calls**                                                                 |
| 2. Enhancing cross-cutting training opportunities                    | - **Courses Early Career Researchers** on Soft Skills                                                                                          
- Planning and organisation of **periodic workshops on the management of data** produced by research                                                   
- **Courses on scientific dissemination**                                                                                                         
- **Courses aimed at improving the Quality of Teaching**                                                                                          |
| 3. Fostering university Third Mission                                | - Planning and issue of a **digital magazine on scientific communication** targeted to national and international audience 
- Development of a **system for monitoring and sharing all third mission activities** developed by the university                                    |
| 4. Updating relevant University Regulations                          | - Revision of regulations for participation in EU research projects                                                                                   
- **Revision and issue of the new Code of Ethics and Conduct**                                                                                   
- Inclusion of the principle of **gender balance**                                                                                                 
- **Extension of Placement Office services to PhDs**                                                                                               |
| 5. Spreading dissemination and raising awareness on the main university regulations | - **Translation into English** of the new Code of Ethics and Conduct                                                                             
- Promoting the new Code of Ethics and Conduct                                                                                                   
- **Development of a Patent Kit**                                                                                                                 
- Initiatives aimed at **enhancing professional wellbeing of researchers**                                                                        |
Towards an international, responsible and independent career

"Not just developing scientific skills and competencies but also attention to transferable skills (entrepreneurship, proposal preparation to request funding, management of IPR, action management, task coordination, supervising and monitoring…)"

"A 3-I training package"

◆ To nurture an “innovative generation of researchers” providing them with new transversal and innovative competencies
◆ To promote interdisciplinary opportunities and contamination
◆ To foster international networking opportunities
Training program on soft skills, main feature

➢ From 2021, an yearly training program, held in November and December
➢ Organised jointly from PhD Office and National Research Support Office
➢ Opened to Sapienza PhD students and all Early Stage Researchers
➢ Some modules in EN and opened to researchers of Sapienza main international partners (CIVIS community), as an opportunity for knowledge exchange, networking and virtual mobility among CIVIS Partners

➢ Five scientific domains:
  ▪ Domain A. R&I project writing
  ▪ Domain B. Scientific calculation tools and Big data
  ▪ Domain C. Research Data Management and RI potential
  ▪ Domain D. Science communication and Ethics
  ▪ Domain E. Third Mission, Public Engagement and Entrepreneurship

Large participation (over 8,000 participants every year)
Sapienza grants for young researchers

“Bando Ricerca di Ateneo - Avvio alla Ricerca” – Starting grants

Who can apply?

- **PhD students**
- Post graduate Students at Medical Schools
- Post-docs
  - € 1,000-2,000, 1° and 2° year’s PhD students/Triennium Medical Schools students
  - € 2,000-4,000, 3° year’s PhD students/After Triennium Medical Schools students

Funded activities: participation to conference, travel expenses, consumable, publication costs, scientific instruments

https://www.uniroma1.it/it/pagina/bandi-sapienza-la-ricerca

PhD students, post graduate students at Medical Schools and post-docs may also participate in research groups of any other research projects funded by Sapienza
A continuous and shared effort to enhance career development of PhD students and ESRs at Sapienza

✓ Considering researchers, in particular **Early Stage Researchers**, as a driver for the university development

✓ A strong commitment from the Governance

✓ Integration between different perspectives

✓ Sinergies between academic/research personnel and management staff

✓ Cooperation between different Offices

✓ Using HRS4R process as way/occasion to introduce innovative institutional changes in our university
Thanks for your attention!

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