



SAPIENZA
UNIVERSITÀ DI ROMA

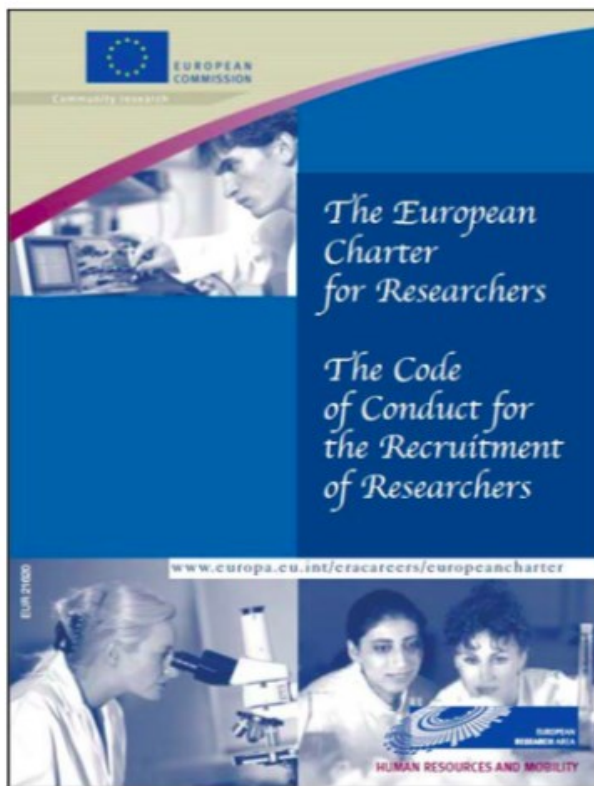
**FROM EUROPEAN CHARTER FOR RESEARCHERS TO SAPIENZA
HUMAN RESOURCES STRATEGY FOR RESEARCHERS: concrete
actions to enhance PhD student career**

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Coordinator of Sapienza HRS4R Management Committee*

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The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (2005 European Commission Recommendation)



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
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4. **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)



HR EXCELLENCE IN RESEARCH

"HR Excellence in Research" acknowledgement by the European Commission

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

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**

The aims of the training program on soft skills

*“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**

Towards an international, responsible and independent career



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Training program on soft skills, main feature



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- 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)



“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

Aimed at supporting international career development, scientific independence of young researchers and support for their research

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/opportunity to introduce innovative institutional changes in our university



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Thanks for your attention!

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