Charles University has endorsed and committed to the principles of The European Charter for Researchers and The Code of Conduct for Recruitment (Recommendation of European Commission, 2005) in November 2017. The overall aim is to get the certificate HR Award, which is an acknowledgement given to research institutions which carry out The Human Resources Strategy for Researchers (HRS4R) based on the mentioned principles.

Charles University has one year to conduct an internal analysis, which should compare our current praxis with the principles, and an action plan, which will introduce the process of implementing measures to fulfil principles Charles University does not fully comply with yet.

This project is solved within the Operational Programme Research, Development and Education "Improvement of strategic management at Charles University in the field of human resources in R & D", whose key activity 1 is to set the strategic management of the research organisation in order to get the HR Award certificate. Moreover, this project has other outcomes:

- **Data management plan** – plan for managing research data and research results at Charles University
- **New strategy of internationalisation** – yearly revised internal document of Charles University, which evaluates the effectiveness of activities in the field of internationalisation
- **System of research support** – training for research support officers and RD managers at the university and its faculties, setting up the ERC and grant pipeline

There are also many training activities including trainings abroad for researchers, academics, HR specialists and research support officers. Topics such as research support (systematic work with applicants for ERC and other European grants), CV, social networks, presenting skills, time management, project management, HR and training in IPR.

**Realization of the project**

12/2017 - 05/2021 (42 months)

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