



# RESEARCHERS IN MOTION EURAXESS & HRS4R

MSCA PRESIDENCY  
CONFERENCE  
BUCHAREST  
2019

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**Academic Research & Innovation and**  
**Research Organisations**

# Researcher mobility – essential piece of ERA



- ✓ **More effort is needed to close the gap between EU countries:**  
**Improve attractiveness and open labour market conditions for researchers**
- ✓ **New challenges ahead:**  
**Strengthening ERA pillar under Horizon Europe**  
**Open Science and Open Innovation agenda**

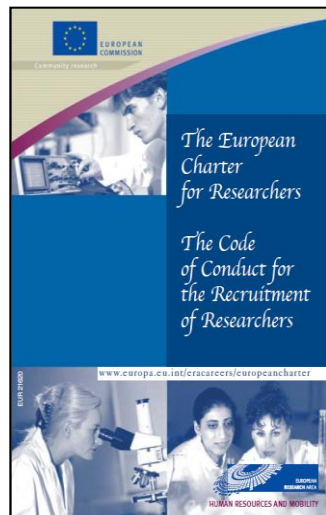


- ❖ **Better align national, European and research and innovation policies**
- ❖ **Address mobility from various angles**
- ❖ **Develop HR strategies including mobility and career development of researchers**
- ❖ **Link HR strategies to local social and economic realities**
- ❖ **Implement the principles of OTM-R**
- ❖ **Enhance the attractiveness of the research profession**

# HRS4R – Implementation tool of the C&C



European  
Commission



**Strengthened  
HRS4R procedure**



**Digitalisation of HRS4R**



2005

2008

2014

2017

2018

*EC recommendations Mechanism of C&C implementation*

*Art 32 in MGA  
'Best effort' obligation  
for beneficiaries*

*OTM-R Checklist  
added to the  
self-assessment process*

*E-tool of the HRS4R  
process*

**Overall  
GOAL**

**Set up an open, transparent, sustainable European labour market for researchers.**

# HRS4R – A voluntary, non-binding process



EURAXESS



JOBS & FUNDING

PARTNERING

INFORMATION & ASSISTANCE

EURAXESS WORLDWIDE

MY EURAXESS

EXTRANET



Human Resources Strategy for Researchers (HRS4R)



gap analysis



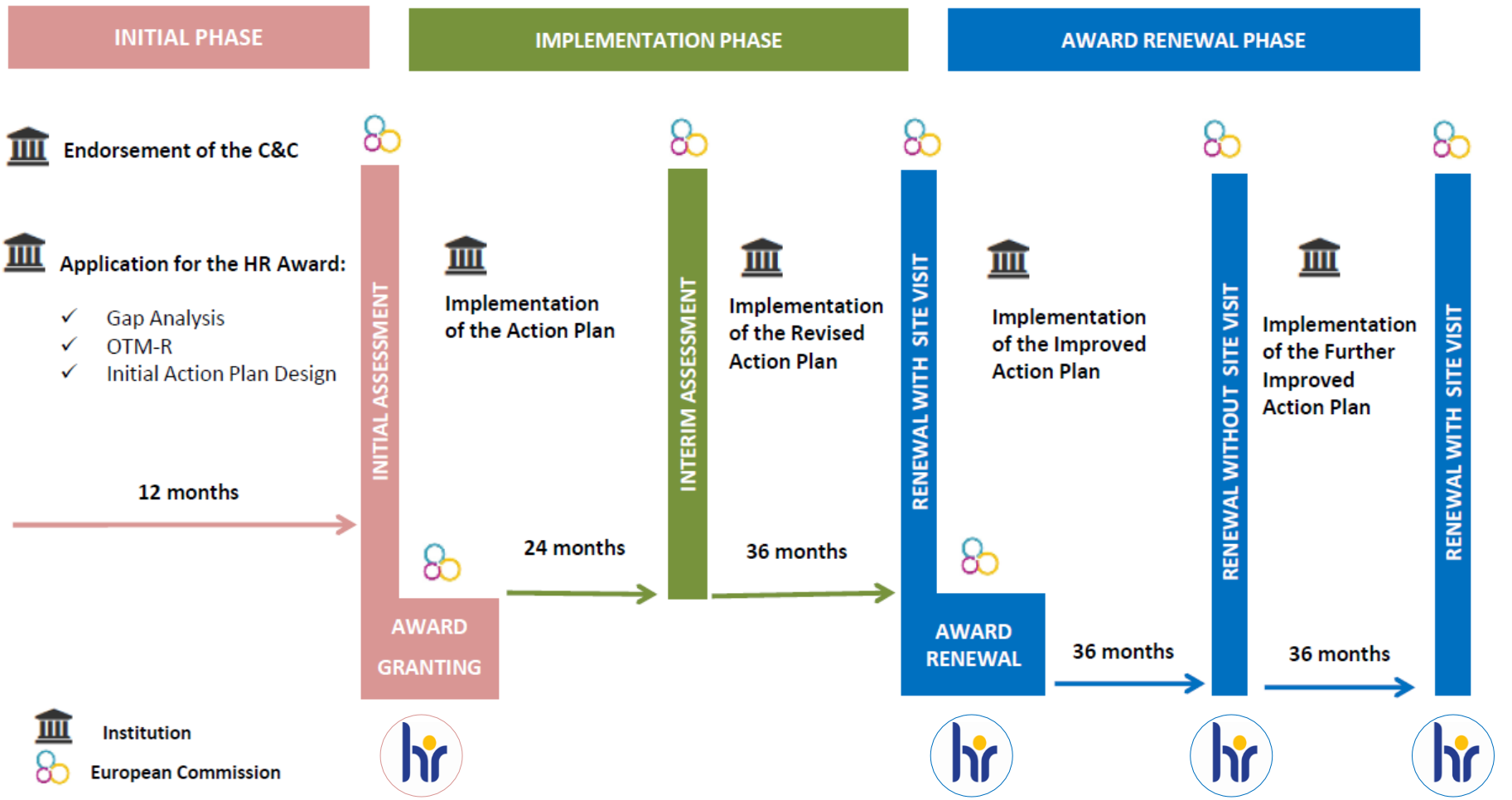
action plan



online publication

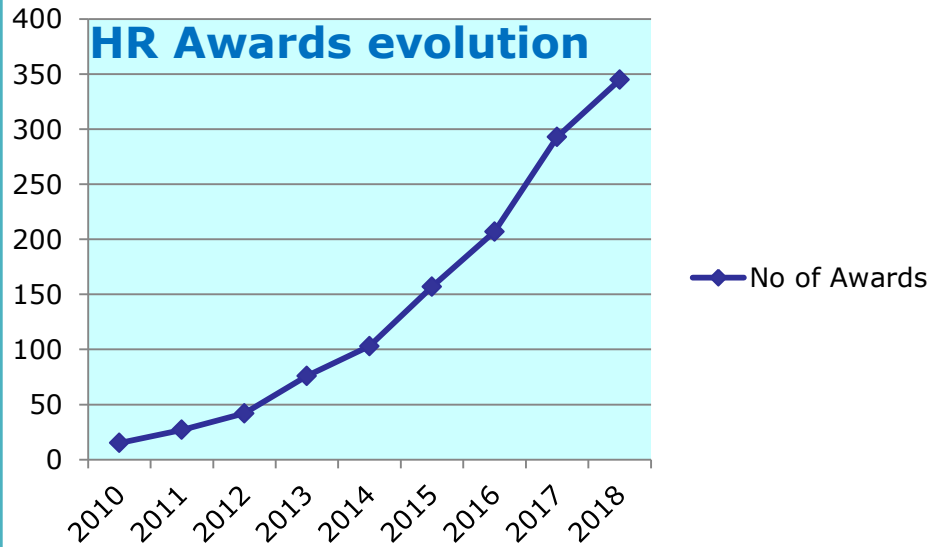
- ✓ **Based on continuous monitoring, self-assessment and external peer reviews**

# HRS4R – A long-term commitment



**HRS4R - moving towards QUALITY**

# Key figures & benefits



- ❖ **480 HR awarded institutions**
- ❖ **130 in process of obtaining the award**
- ❖ **Over 40 countries involved overall**
- ❖ **150+ submissions assessed in 2018**
- ❖ **1000+ institutions endorsing the C&C**



- ✓ **Credibility towards researchers, authorities, funders**
- ✓ **Stimulating and favourable working environment**
- ✓ **Strong reputation and visibility of the institutions**
- ✓ **Employer branding** - *The 'HR award' is displayed on the adverts published on EURAXESS Jobs, website, etc.*

# What is next for HRS4R



- ✓ **HRS4R E-tool launched in 2018: one dashboard for all the process and phases.**  
Transfer all files to the e-tool for online application, reporting and assessment processes.
- ✓ **Site visits have been resumed in 2019 for Award Renewal and will continue for 2020.**  
Site visits guidelines will be updated and published on EURAXESS.
- ✓ **Interim Assessment – a more simplified assessment process.**  
The institution submits the self-assessment but the evaluation will be performed only by one assessor.  
Institutions will be informed shortly.
- ✓ **An e-learning module for institutions is under preparation. Launch time: July.**  
A video tutorial on the application process in the IT tool  
Cover all the stages of the process  
Chapter based, tips and tricks.



# EURAXESS – Open, transparent recruitment tool



European  
Commission



## EURAXESS PORTAL

**Jobs, funding, hosting  
database**

**~1.2 million  
page views  
per month**

**100.000 +  
registered  
users**

**15.000 +  
registered  
organisations**

RESEARCHERS

ENTREPRENEURS

RESEARCH ORGANISATIONS & UNIVERSITIES

BUSINESS

## Give your career a boost

At EURAXESS you can find thousands of job offers, funding opportunities and get free assistance when changing countries for work. Join the many researchers who have already taken advantage of EURAXESS and boost your career!

FIND JOBS

GET PERSONALISED ASSISTANCE >

**~ 65.000  
offers  
published  
annually**



**10179**

Research job  
positions  
available



# EURAXESS – Removing barriers to mobility



European  
Commission



## EURAXESS SERVICES NETWORK

ALBANIA	FAROE ISLANDS	ITALY	PORTUGAL
AUSTRIA	FINLAND	LATVIA	ROMANIA
BELGIUM	FRANCE	LITHUANIA	SERBIA
BOSNIA AND HERZEGOVINA	THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA	LUXEMBOURG	SLOVAKIA
BULGARIA	GERMANY	MALTA	SLOVENIA
CROATIA	GREECE	MOLDOVA	SPAIN
CYPRUS	HUNGARY	MONTENEGRO	SWEDEN
CZECH REPUBLIC	ICELAND	NETHERLANDS	SWITZERLAND
DENMARK	IRELAND	NORWAY	TURKEY
ESTONIA	ISRAEL	POLAND	UNITED KINGDOM

- **40 countries**
- **550+ service centres**
- **1500+ people involved**
- **Free assistance**
- **Mobility support**
- **Career development (in progress)**
- **Info days, career days, etc.**
- **Researcher community building**

## TRANSNATIONAL COOPERATION PROJECTS

# EURAXESS-Attracting international researchers to Europe



## 8 WORLDWIDE HUBS

A screenshot of the EURAXESS website homepage. The header is dark blue with the "EURAXESS" logo in white. Below the header is a navigation bar with several menu items: "HOME" (with a house icon), "JOBS &amp; FUNDING", "CAREER DEVELOPMENT", "PARTNERING", "INFORMATION &amp; ASSISTANCE", "EURAXESS WORLDWIDE" (highlighted with a yellow underline), "MY EURAXESS", and "EXTRANET" (with a magnifying glass icon). On the left side, there is a list of regional hubs: "ASEAN", "AUSTRALIA &amp; NEW ZEALAND", "LATIN AMERICA &amp; CARIBBEAN (LAC)", "CHINA", "INDIA", "JAPAN", "KOREA", and "NORTH AMERICA". On the right side, there is a world map with several colorful circular icons (blue, pink, yellow) placed over various geographical locations, representing the global hubs.



- Promote ERA from the angle of mobility**
- Increase research collaboration**
- Organise training on funding schemes**
- Info Days /Events**
- Create networking opportunities**

# What is next for EURAXESS



- ✓ **Increase reach and impact**  
Wider geographic span in and beyond Europe  
Bridge the EURAXESS Worldwide representatives with EURAXESS Service Centers
- ✓ **Improve EURAXESS value proposition for researchers**  
Career Development added to the portfolio of services in more ESCs.  
Enhance the set-up of activity addressing diversity management, dual careers, etc.  
Digitalise services for a faster and more efficient personalised support.
- ✓ **Attract non-academic actors and international organisations to the EURAXESS network**  
Develop new services to a better connection between academia and industry.  
Attract more business players as regular clients posting vacancies.



**Thank You**

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