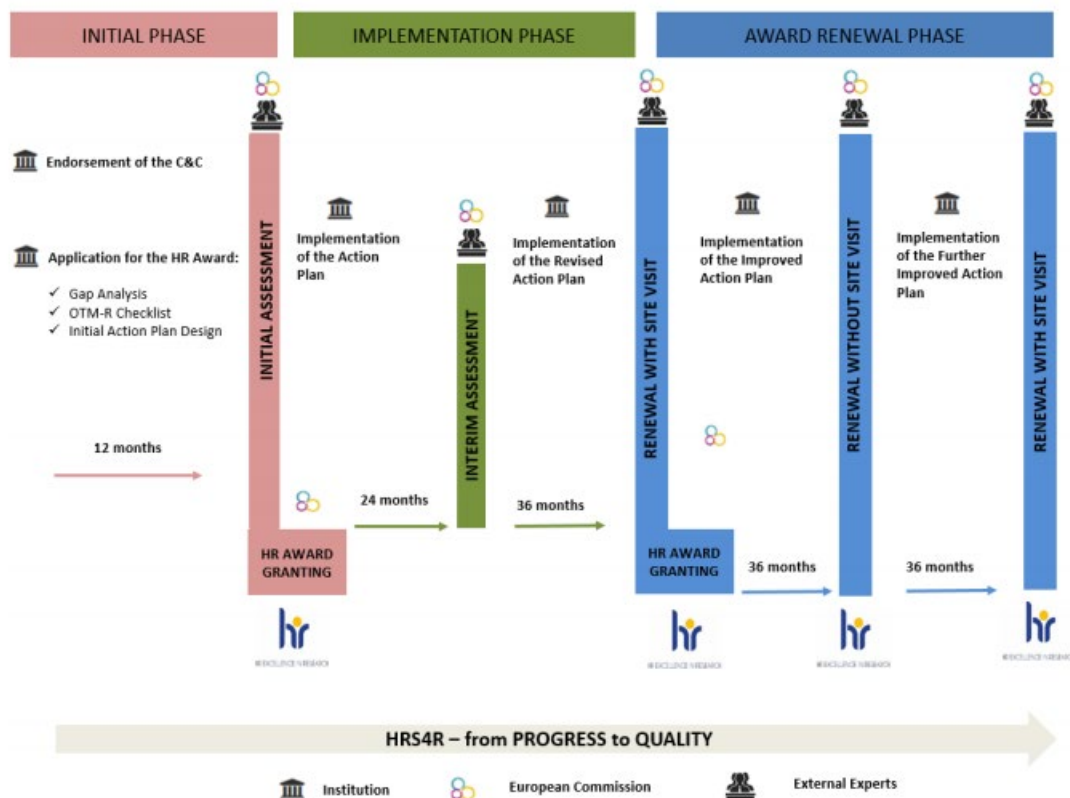


HRS4R AWARD OFFICER

Description of the project

Université Côte d'Azur, in a dynamic of continuous improvement of its practices and working conditions, is committed to the European human resources strategy for researchers: "The Human resources strategy for researchers" HRS4R. The European human resources strategy for researchers, also known as "HRS4R", aims to improve the practices of organizations and institutions working in the field of research in terms of recruitment, working conditions, training and ethical principles and professional responsibility. It is the subject of an Award "HR Excellence in Research" granted by the European Commission to institutions committed to this approach. This label is an asset for the attractiveness of the institutions as well as for securing Horizon 20 funding.

The Award is obtained in the following stages:



- Job description and main tasks:

In order to carry out a gap analysis of its current processes in relation to the label, UCA will consult with the various operational departments, VPs and project managers involved in the HRS4R principles and strategies. At the same time, the research community will be consulted

to provide an assessment of the strengths and weaknesses of our institution with regard to the principles evoked by the label.

HRS4R officers will accompany the dissemination of the approach during the phase of obtaining the label and will provide their expertise in determining the strategic action plans that will guide the strengthening of our practices.

Once the label has been obtained, the HRS4R officers will support the operational departments in the local implementation of the HRS4R action plan. The changes in procedures brought about by the HRS4R approach should lead to a tangible improvement in the professional practices of researchers in their daily work. The HRS4R officers will ensure the effectiveness of these advances in their field of activity.

Main missions:

- To be the local relay of the HRS4R project in their laboratory or campus
- Disseminate the Gap Analysis survey to the research community
- Provide "professionnal" expertise for the UCA self-assessment
- Participate in HRS4R working groups
- Support the implementation of HRS4R actions

Application

For any questions about the mission, candidates can contact the HRS4R project team:
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Baptiste.NICOLAS@univ-cotedazur.fr>; Veronique.VAN-DE-BOR@univ-cotedazur.fr;