HRS4R-Human Resources Strategy for Researchers

ACTION PLAN 2022-2024

for the implementation of the principles of the European Charter for researchers and Code of conduct for the recruitment of researchers

Politecnico di Torino

1859

hr

HR EXCELLENCE IN RESEARCH

Approved by the Board of Governors upon favorable opinion of the Academic Senate on 22 December 2021

Action 1	Launching and implementation of a new Action Plan to attract funding from competitive calls under the main funding programmes
Responsible Unit	Research Support Dept.
Short description	The Action Plan will promote the attraction of resources from the main funding programmes (Horizon Europe, PNR, PNRR, S3). The plan will consider different aspects: criticalities that may discourage funded research, areas that attract most resources, areas that are weaker in terms of funding, specificities of individual, collaborative and multidisciplinary research.
Timing	December 2024
Indicator(s) /Target(s)	Increase in funding from competitive calls, compared to the previous three years YES/NO
C&C Principle(s)	1. Research Freedom

Action 2	Implementation of the Gender Equality Action Plan
Responsible Unit	Planning, Development, Quality and Life Dept.
Short description	The GEAP (Gender Equality Action Plan) is an integral part of the GEP (Gender Equality Plan) and is the tool through which gender policies of the University become operational. It has a three-year duration and is accompanied by periodic monitoring through specific indicators (KPIs).
Timing	December 2023 (mid-term)
Indicator(s) /Target(s)	– increase the minority gender in leadership to more than 30%
Timing	December 2024
Indicator(s) /Target(s)	– decrease the gender gap in success in teacher upgrade exams by 50% – increase the rate of feminisation of teaching staff in the Engineering area to 30%
C&C Principle(s)	13. Recruitment 24. Working conditions 27. Gender balance

Action 3	Regulation of the role of the Researchers' Ombudsman
Responsible Unit	Research Support Dept.
Short description	Regulate the role of the Researchers' Ombudsman also by revising the Regulation for the recognition of the title of Professor emeritus.
Timing	December 2023 (mid-term)
Indicator(s) /Target(s)	Approval of emeritus professors regulation YES/NO
Timing	December 2024
Indicator(s) /Target(s)	Approval of regulation on the establishment of the role of the Researchers' Ombudsman YES/NO
C&C Principle(s)	34. Complains/appeals

Action 4	Strengthening support services for the career development of researchers
Responsible Unit	Research Support Dept.
Short description	Launching coaching, mentoring and on-boarding services and transferable skills courses in order to strengthen the professional development of researchers inside and outside the academy. Promoting international mobility of researchers through participation to MSCA actions. Systematization of tools to support the career planning of postdoc research fellows.
Timing	December 2024
Indicator(s) /Target(s)	− > 50 young researchers/year benefit from coaching/mentoring services − 1 bootcamp/year for MSCA applicants − 2 onboarding events/year − > 60% satisfaction rate of the proposed initiatives (1 customer satisfaction questionnaire per initiative)
C&C Principle(s)	*4. Professional attitude 28. Career development 30. Access to career advice 36. Relation with supervisors*

Action 5	Strengthening support services for the career development of Phd candidates
Responsible Unit	Students Affair Department
Short description	Strengthening the onboarding process; Systematization of tools to support supervision and career planning of doctoral candidates
Timing	December 2023
Indicator(s) /Target(s)	Implementation of Declaration of Intent (DoI) YES/NO
Timing	December 2024
Indicator(s) /Target(s)	> 60% satisfaction of researchers of the proposed initiatives (1 customer satisfaction questionnaire/initiative)
C&C Principle(s)	*22. Recognition of the profession 36. Relation with supervisors*

Action 6	Implementation of the "Service Charter" and "Enterprise Desk"
Responsible Unit	Technology Transfer Dept.
Short description	Set up of a Steering Committee (*Cabina di Regia*) responsible of the process; Set up of a "Enterprise Desk" to draw up a "Service Charter" of the University towards companies; Actions to promote University competences and skills also based on identified thematic platforms identified.
Timing	December 2023 (mid-term)
Indicator(s) /Target(s)	Launch of the "Enterprise Desk" YES/NO
Timing	December 2024
Indicator(s) /Target(s)	− Implementation of the "Service Charter" including all the University services available for the enterprises YES/NO − Income increase and/or resources from the industry sector YES/NO
C&C Principle(s)	*8. Dissemination, exploitation of results 31. Intellectual Property Rights*

Action 7	Open Science and Research Data
Responsible Unit	Culture and Communication Dept.
Short Description	Development of a University 'Research Data Policy' and implementation of services to support research data management
Timing	December 2022 (mid-term)
Indicator(s) /Target(s)	Approval of "Research Data Policy" YES/NO
Timing	December 2024
Indicator(s) /Target(s)	- n° 50 Data Management Plan processed - n° 350 dataset filed in certified "FAIR" repository
C&C Principle(s)	*8. Dissemination, exploitation of results*

Action 8	Improve the Research promotion through the University Research Database
Responsible Unit	Research Support Dept.
Short Description	Finalization of the project "University Research Database" and related actions to improve the participation of researchers to the initiative.
Timing	December 2022 (mid-term)
Indicator(s) /Target(s)	Research Database search engine available YES/NO
Timing	December 2024
Indicator(s) /Target(s)	– At least 80% of researchers updated their public profile with their competences (keywords) – At least 10 "research stories" published/per year
C&C Principle(s)	*8. Dissemination, exploitation of results 9. Public engagement*

Action 9	New University Website
Responsible Unit	Culture and Communication Dept.
Short description	Completion of the new visual identity project "NIPO" of the University and implementation of the new website
Timing	December 2022 (mid-term)
Indicator(s) /Target(s)	Launch of the new website YES/NO
Timing	December 2024
Indicator(s) /Target(s)	– at least n° 100 new pages in the new website – > 3.000.000 total number of users in the website in the year 2024
C&C Principle(s)	*9. Public engagement*

Action 10	Implementation of cultural and public engagement events
Responsible Unit	Culture and Communication Dept.
Short Description	Main events to be organized: *Biennale Tecnologia, European Researchers Nights, "Cinque libri"*, series of polytechnic lessons
Timing	December 2024
Indicator(s) /Target(s)	- at least n° 3 events organized by POLITO/ per year - > 15.000 participants at Biennale Tecnologia/ per edition
C&C Principle(s)	*9. Public engagement*

Action 11	Creation of a Communication Plan for the POLITO HRS4R strategy, to promote the University as "good employer"
Responsible Unit	Research Support Dept.
Short description	Implementation of communication actions of POLITO HRS4R strategy, to promote the University as "good employer" also for the attraction of external researchers
Timing	December 2022 (mid-term)
Indicator(s) /Target(s)	Definition of the HRS4R communication plan YES/NO
Timing	December 2024
Indicator(s) /Target(s)	Annual increase in the number of views of the HRS4R webpage YES/NO
C&C Principle(s)	*23. Research Environment 13. Recruitment*

Action 12	Establishment of the "Permanent Observatory of the University"
Responsible Unit	Human Resources and Organization Department
Short Description	Establishment of the "Permanent Observatory of the University" to monitor and control the sustainability of the numbers of the Academic Chain (from doctorate to RTD-B) and to evaluate the requests for the activation of Research Fellowships (*Assegni di Ricerca*) with "University" funding
Timing	December 2022
Indicator(s) /Target(s)	Establishment of the Observatory YES/NO
Timing	December 2024
Indicator(s) /Target(s)	Systematization and monitoring of the HR planning model
C&C Principle(s)	*13. Recruitment 15. Transparency*

Action 13	Simplifies rules and digitalization of academic recruitment processes
Responsible Unit	Human Resources and Organization Department
Short Description	Digitalization of all processes related to recruitment and career management of professors and staff
Timing	December 2024
Indicator(s) /Target(s)	At least 2 processes simplified and digitalized YES/NO
C&C Principle(s)	*13. Recruitment*