

# HR Excellence in Research

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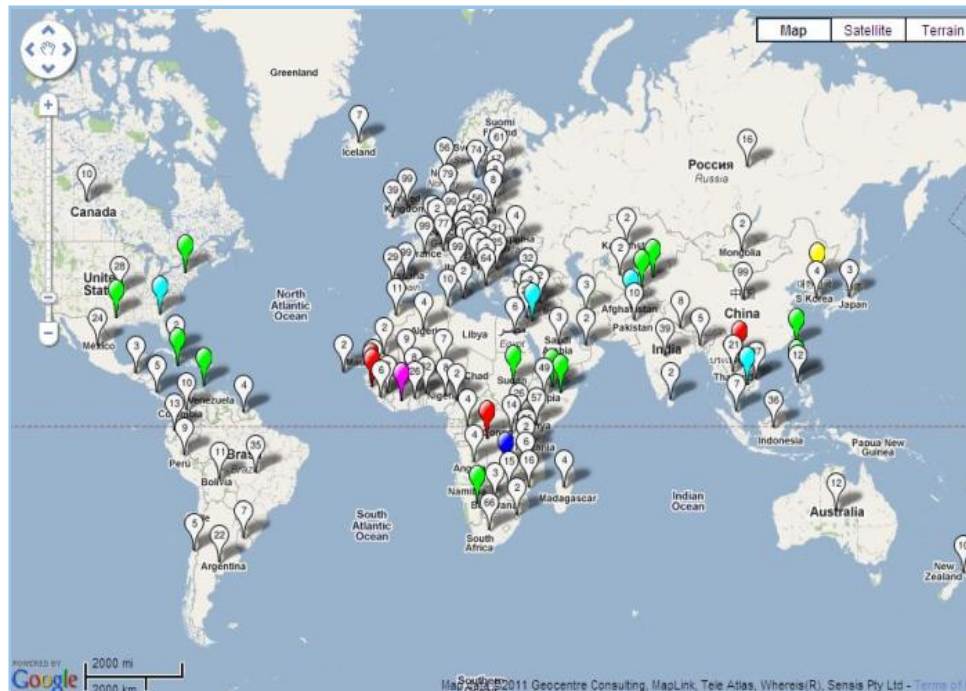


HR EXCELLENCE IN RESEARCH



# Wageningen UR (University & Research centre)

- University and 9 research Institutions
- Turnover 2011 € 730 mln
- 6,500 employees
- 12,000 stud. (> 100 countries)
- International top



# The Wageningen UR domain



# Global Challenges

Food Security

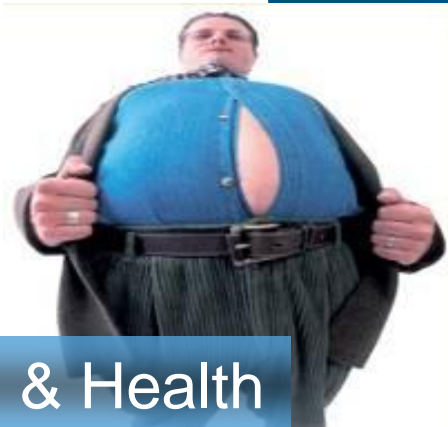


Climate change



*Agri-Food System*

Food & Health




Stewardship



Biobased





*...To explore the potential of nature,  
to improve the quality of life...*



WAGENINGENUR

For quality of life

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# Charter & Code; **EU goals**

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- **Lisbon Strategy:** EU aims to be the most competitive and dynamic knowledge economy in the world;
- **Promoting scientific talent development** (young and senior), regardless of gender, nationality and origin;
- **Open, transparent and attractive European research market**, through transparent and internationally comparable selection and recruitment procedures.

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# Why we wanted to 'join the logo'

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- Part of our strategic plan to be an attractive employer for international scientific talent
- Logo helps Employer Branding
- Process helps to identify gaps, and is a 'call for action'
- Recognition of HR quality

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# “Better careers and more mobility: a European partnership for researchers”

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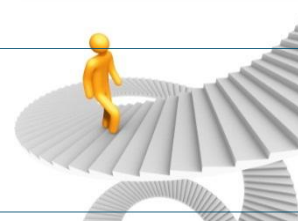
The Charter & Code:

- *Transparency of recruitment process and recognition of the value of mobility (public/private, inter- and transdisciplinary, geographical etc)*
- *Meeting the social security and supplementary pension needs of mobile researchers*
- *Providing attractive employment and working conditions*
- *Enhancing the training, skills and experience of researchers*

All the above in accordance with national legislation and collective labour agreement



# Roadmap



1.



Internal Analysis

2.

Action Plan by Quarters

Action	2006		2007		2008		2009	
	3Q	4Q	1Q	2Q	3Q	4Q	1Q	2Q
1. Write proposal for State								
2. State action on survey								
3. Proposal on household separation management								
4. Design new receptacles								
5. Ward education program								
6. Distribute new receptacles								
7. School education program. Meet with Dy. Comm. for Ed.								
8. School curriculum development								
9. New curriculum in schools								
10. New system operative								
11. Monitoring								
12. Maintaining system								

Action Plan

3.



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# Approach Wageningen UR

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- Commitment Board!
- Set up small interdisciplinary, hands on project team (researcher, HR policy expert, international expert, recruitment expert)
- Desk Research
- Workshop with 20 different researchers
- Gap-analysis
- Made up action plan

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# Conclusions Analysis

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- Wageningen UR meets almost all the requirements
- Most gaps are as expected; not new
- Some actions were already developed or are part of other plans
- Some gaps need extra/renewed action

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# Our required actions

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1. Appraisal system tenure track
2. Postdoctoral appointments
3. Gender balance

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# What's next

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## HR in Excellence (Circle of Deming)



- Selfassessment after 2 years
- External evaluation at least every 4 years

# Keys for succes

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- Commitment of the board
- Projectgroup action oriented
- It is not complex, keep it simple
- Integrate actions in other strategic plans



# Result - Proud!

The image shows a screenshot of the Wageningen UR website. The top navigation bar includes 'About Wageningen UR', 'Career', 'Login', 'Contact', and a language dropdown set to 'en | English'. The main navigation menu features 'Education & Programmes', 'Research & Results', and 'Expertise & Services'. A green banner at the top of the page contains the Wageningen UR logo and the text 'You are welcome'. Below this, a large image of a caterpillar on a leaf is accompanied by the headline 'Plants cry for help when attacked'. The main content area is titled 'HR Excellence in Research' and features a large blue logo with a yellow sun-like element. The text on the page describes the university's commitment to top talent and its recognition by the European Commission. Two employee profiles are shown: Thea Hillhorst, Professor in Humanitarian Aid and Reconstruction, and Ellen Kampman, Professor in Diet and Cancer. The page also includes a 'Downloads' section with links to a Charter and Code for Researchers (317,57 kb) and an Action Plan and Timetable (267,71 kb). The Wageningen UR logo and tagline 'For quality of life' are visible in the bottom left corner.

WAGENINGEN UR  
For quality of life

About Wageningen UR Career Login Contact en | English

Education & Programmes Research & Results Expertise & Services

Home Career

You are welcome

Come to the Netherlands, start working for Wageningen UR. We would be very proud to welcome you as our new employee in Wageningen or in one of 32 locations.

Plants cry for help when attacked

News Calendar

Our employees

Thea Hillhorst, Professor Humanitarian Aid and Reconstruction

Ellen Kampman, Professor in Diet and Cancer

WAGENINGEN UR  
For quality of life

Education & Programmes Research & Results Expertise & Services

Home Career Why choose Wageningen UR HR Excellence in Research

## HR Excellence in Research

+1 Tweet Like 0

Wageningen University wants top talent in science and supports this with an excellent HR policy. Top scientists must feel at home and know they are supported in their research and in the development of their careers. The European Commission has recognized Wageningen UR as an organisation with an excellent HR policy.

In the application the HR policy for researchers at Wageningen UR is further developed by means of an action plan for the coming years. Herein 40 items from the *Charter and the Code for Researchers* which are important for an excellent HR policy have been looked at (pages 8-20). The Gap analysis is based on interviews with researchers in a Workshop and on the evaluation carried out for Tenure Track (pages 21-32).

The *Action Plan and Timetable* is based on the Gap analysis and refers to the numbers in the Code for Researchers.

### Downloads

Charter and the Code for Researchers (317,57 kb)

Action Plan and Timetable (267,71 kb)

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