

The European Charter for Researchers

HR EXCELLENCE IN RESEARCH

Committed to the HRS4R process since 2019, UGA signed the European Charter for Researchers in 2020 and was awarded the HR Excellence in Research award in 2021. As part of a broader international movement, UGA joins 751 signatory organizations, including 73 French institutions and agencies, most notably the CNRS and INRIA.

Together, let us pursue the ambition of creating a fair, stimulating, and attractive research environment.

Who is the Charter intended for?

- All researchers, across all disciplines and encompassing all types of research.
- All research sectors: universities, public and private research organizations, and and all overseeing authorities.

What is its objective?

- To establish a framework of reference for the rights and responsibilities of researchers and employers.
- To standardize best practices regarding the recruitment, employment conditions, and working environments of researchers.
- To make research careers more attractive.
- To support European research and innovation.

4 pillars, 20 principles

1 Ethics, Integrity, Gender Equality, and Open Science

- Research ethics and integrity
- Freedom of scientific research
- Open Science
- Gender equality
- Inclusion of diversity
- Free movement of researchers
- Research sustainability

2 Evaluation, Recruitment, and Professional Progression

- Évaluation des chercheurs et des chercheuses
- Recrutement
- Researcher evaluation
- Recruitment
- Selection
- Career progression

3 Working Conditions and Methods

- Working conditions, funding, and salaries
- Employment stability
- Contractual and legal obligations

4 Research Careers and Talent Development

- Recognition of diversified scientific careers
- Career progression and orientation
- Continuing professional development (CPD)
- Supervision and mentoring
- Dissemination and knowledge transfer of results

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Université Grenoble Alpes

A concrete impact for researchers at UGA

Ethics, Integrity, Gender Equality, and Open Science

- Gender Equality Plan (GEP)
- Establishment of an Ethics and Professional Conduct Committee

Evaluation, Recruitment, and Professional Progression

- Career reviews: promotions, mobility, bonuses, and support for contract staff.
- Welcome Day for new arrivals.

Working Conditions and Methods

- Creation of the ReSPO@UGA and ITO@UGA service units.
- Support for Open Science and the dissemination of research results.

Research Careers and Talent Development

- Training dedicated to teaching and research staff: mentoring, Selection Committee and PhD supervision.
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- PhD Career Center: a career counseling service to support professional development.

And also… an OTM-R Charter!

In direct alignment with the European Charter for Researchers and the HR Excellence in Research award, UGA has adopted an OTM-R Charter for an Open, Transparent, and Merit-based Recruitment policy.

This charter leads to the progressive strengthening of best practices in researcher recruitment, ensuring clear and equitable recruitment procedures.

To learn more: Find out more! Get involved!

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