Inria obtains the « Human Resources – Excellence in Research » label, from the European Union

Inria recently obtained the Human Resources – Excellence in Research label from the European Union, underlining the quality of its approach towards human resources for scientists. This label is an opportunity to highlight both Inria’s place in the European Research and Innovation Area and its commitment to improving its appeal to the scientific community.

The European Union has awarded Inria the “HR Excellence in Research” label, underlining the relevance of its strategy and the associated HRS4R action plan (with some actions implemented in 2018 and others to start in 2019). To reinforce the scientific potential of the institute and also help increase its appeal, Inria intends to focus primarily on the following projects:

- Continue the initiatives and best practices implemented in order to comply with the principles proposed in the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers
- Clarify and improve the dissemination of information on recruitment processes and career development
- Roll out all aspects intended to increase the institute's appeal: training, development, quality of life at work and career monitoring.

The label therefore recognises the approach that Inria has chosen to implement through its 38-point action plan divided into the following areas:

- **Professional and ethical responsibilities:** Examples include the creation of a welcome booklet for scientists to make them aware of the ethical and professional conduct aspects of their jobs, and the sharing of information on possible career paths.
- **Recruitment and selection:** Examples include using a guide to better inform candidates about recruitment procedures and processes, and improving the visibility of job offers for greater transparency and increased appeal.
- **Working conditions and social policy:** A range of actions to better inform, educate and notify scientists on topics such as the working environment, psycho-social risks, disability and gender equality.
- **Training and guidance:** Actions to improve career monitoring, support for young scientists’ careers and training for managers.

In 2021, Inria will carry out a self-assessment midway through its action plan, which will be sent to the European Union. In 2022, Inria will be audited as part of the renewal of its label.
See also:
- View our HRS4R presentation file
- European Charter for Researchers and Code of Conduct for the Recruitment of Researchers

About Inria: Inria, the French research institute for digital sciences, promotes scientific excellence and technology transfer to maximise its impact. It employs 2,500 people. Its 200 agile project teams, generally with academic partners, involve more than 3,000 scientists in meeting the challenges of computer science and mathematics, often at the interface of other disciplines. Inria works with many companies and has assisted in the creation of over 160 startups. It strives to meet the challenges of the digital transformation of science, society and the economy. For more information, please visit www.inria.fr

PRESS CONTACT Inria
Laurence GOUSSU - 06 8144 17 33
laurence.goussu@inria.fr