

# HR STRATEGY FOR FACULTY (PDI)



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## DEFINITION OF THE STRATEGY



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## UC3M CULTURE

- The UC3M culture is the set of values and principles with which the institution identifies itself, which are reflected in the people who make up the institution through their commitments and actions.
- UC3M's mission is to contribute to the improvement of society through quality teaching and advanced research.
- The University aspires to excellence in all its activities, with the aim of becoming one of the best European universities.
- Its activities will be guided by the values and principles of merit, capacity, efficiency, transparency, equity, equality and sustainability.

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## INTERNATIONALLY RECOGNISED PRINCIPLES

- European Charter for Researchers
- Code of Conduct for the Recruitment of Researchers
- OTM-R Principles (*Open, Transparent and Merit-based Recruitment of Researchers*)
- Teaching-research career development based on the *European Framework for Research Career*
- Those derived from the documents agreed in the framework of the YUFE (*Young Universities for the Future of Europe*) alliance.

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## CURRENT SITUATION

- UC3M has a Strategic Plan approved for the years 2016-2022 that sets, through its strategic axes, the roadmap for these years.
- UC3M has an Equality Plan (the second) approved in 2017 and in force until 2022 in which progress is being made and its monitoring is being evaluated periodically.
- UC3M has a Plan for meeting the Sustainable Development Goals (SDGs) approved in 2020.
- Code of Good Practices in Research.

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**MISSION AND VALUES - UC3M**

**COMMITMENT TO BEST PRACTICES AND ETHICAL PRINCIPLES**

**OPEN, TRANSPARENT,  
MERIT- AND CAPACITY-  
BASED RECRUITMENT**

**WORKING CONDITIONS  
AND PROFESSIONAL  
CAREER**

**TRAINING AND  
DEVELOPMENT**

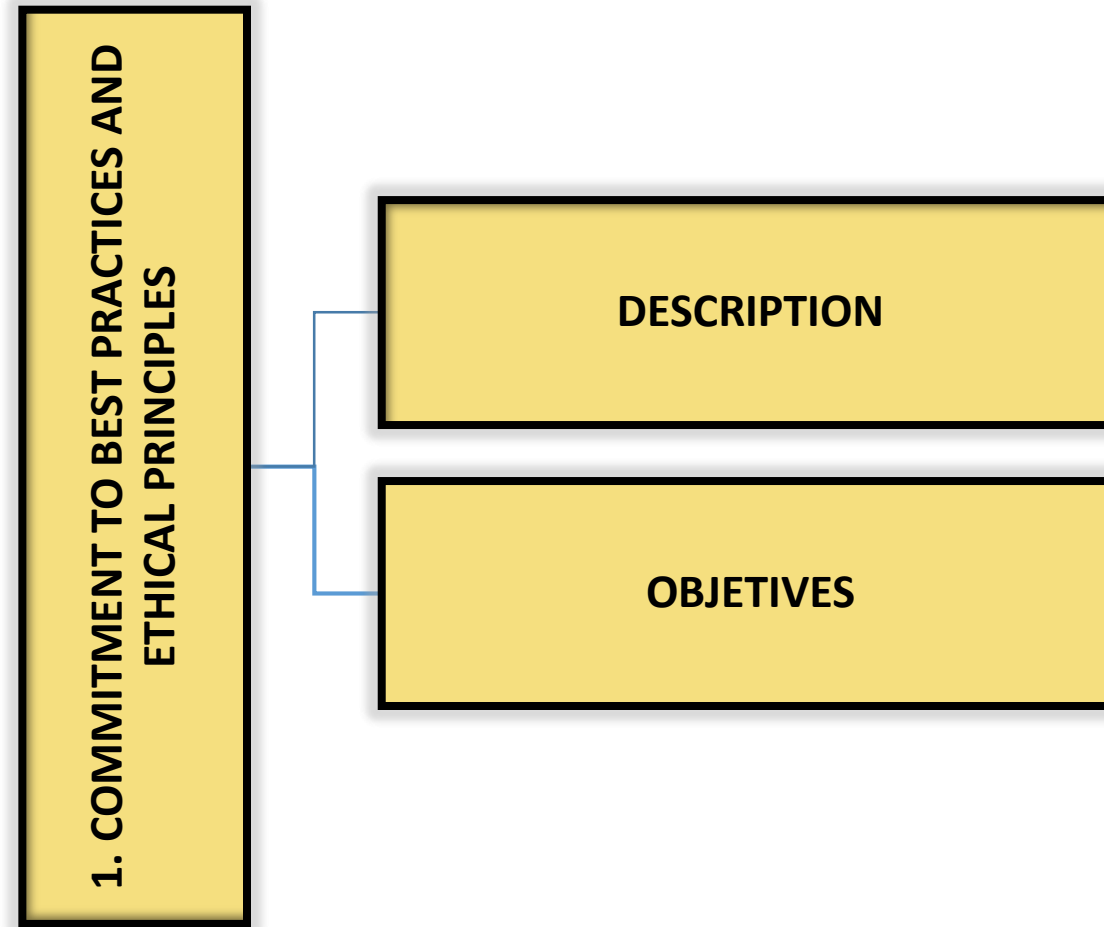
**COMMUNICATION AND PARTICIPATION**

**STRATEGIC  
AXES**

**PEOPLE**



# HR STRATEGY FOR FACULTY (PDI)



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## 1. COMMITMENT TO BEST PRACTICES AND ETHICAL PRINCIPLES

.... as well as with the Sustainable Development Goals of the 2030 Agenda

UC3M is committed to complying with and enforcing compliance with all applicable regulations, particularly in specific areas such as intellectual property and confidentiality.

It trusts in the work of its Research Ethics Committee and ensures compliance with the best practices and ethical principles set out in international and national codes of ethics, as well as those of the University itself.

It complies with the principles of good governance, while at the same time striving to commit its faculty to accountability, promote policies of equality and protection of diversity and promote open access to research.

UC3M frames its mission within the framework of the 2030 Agenda, in particular to integrate the SDGs into university policies and make them cross-cutting in the different areas of action, while also committing to raising awareness in the university community that achieving them is everyone's responsibility.



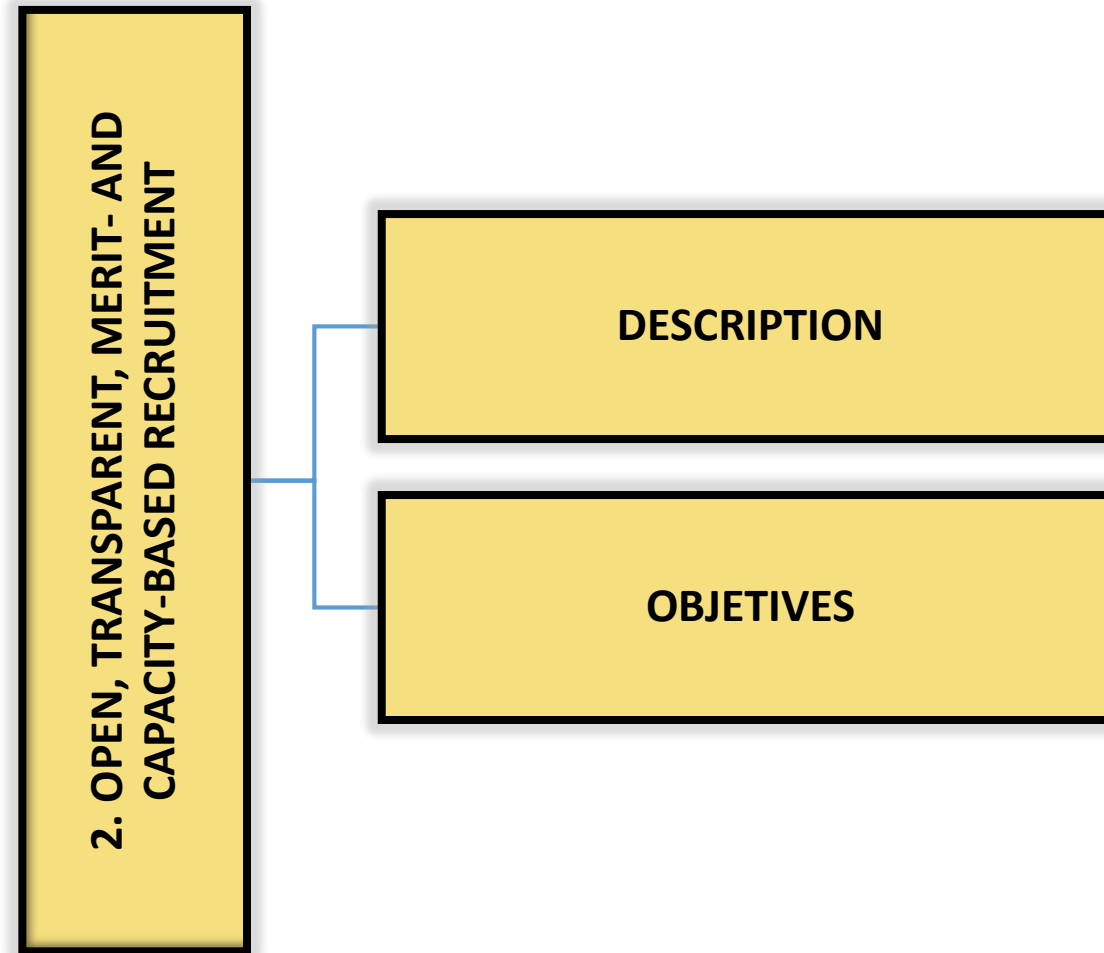
# HR STRATEGY FOR FACULTY (PDI)

## 1. COMMITMENT TO BEST PRACTICES AND ETHICAL PRINCIPLES

### Objetives

- To commit the organisation and the faculty to respect the ethical principles set out in the international, national and Universidad Carlos III de Madrid Codes.
- To ensure compliance with the codes of good practice in research and teaching.
- Encourage innovation for the improvement of teaching-learning processes.
- To favour innovation and promote excellent, international and interdisciplinary research.
- To dynamise the integration between research and transfer models and give priority to the transfer of R&D&I results.
- Increase the visibility and impact of knowledge through the institutional mandate, while promoting open access to research as a sign of commitment to society (*Open Science*) and actively participating in the development of Citizen Science.
- Respect and promote equality, diversity and inclusion policies.
- Contribute to the promotion of the *2030 Agenda and its SDGs*, promote environmental protection and accelerate, as far as possible, specific actions to benefit the climate and the ecological transition.

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## 2. OPEN, TRANSPARENT, MERIT- AND CAPACITY-BASED RECRUITMENT

UC3M is working to adapt its Human Resources policies to best practices in order to incorporate high quality faculty and foster their professional development. In this way, scientific and technological progress will be favoured, and as a consequence, the quality of life and well-being of society.

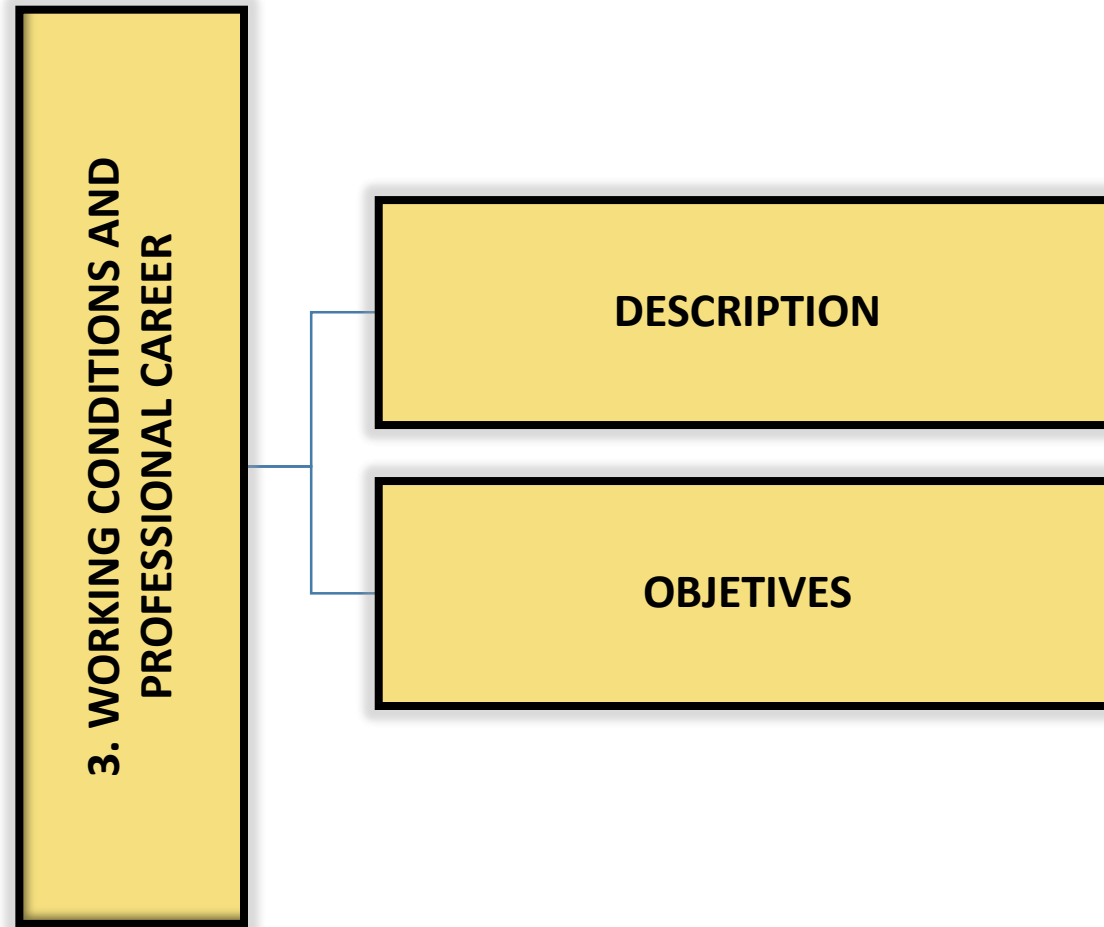
# HR STRATEGY FOR FACULTY (PDI)

## 2. OPEN, TRANSPARENT, MERIT- AND CAPACITY-BASED RECRUITMENT

### Objectives

- Apply the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers and, in particular, the OTM-R UC3M principles.
- Establish a clear and transparent recruitment and talent attraction policy:
  - To give greater publicity to the selection processes and the evaluation criteria for the different types of recruitment.
  - Improve the description of working conditions, including prospects for professional development and recognition.
  - Select selection committees specialised in the areas and competencies and balanced in terms of gender.
- Assess merits in a comprehensive, quantitative and qualitative manner, specifically recognising experience in academic and professional mobility, both in the public and private sectors.
- Recognise excellent teaching activity in recruitment and promotion processes for faculty.

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## 3. WORKING CONDITIONS AND PROFESSIONAL CAREER

UC3M works to provide an attractive, open and viable working environment for its faculty. Among its objectives is the continuous improvement of the physical and virtual environments to guarantee excellent teaching and research activity.

Human resources are the most important factor for carrying out the strategic objectives and, therefore, it is necessary to take care of people and facilitate the development of their professional careers, including the promotion of mobility.

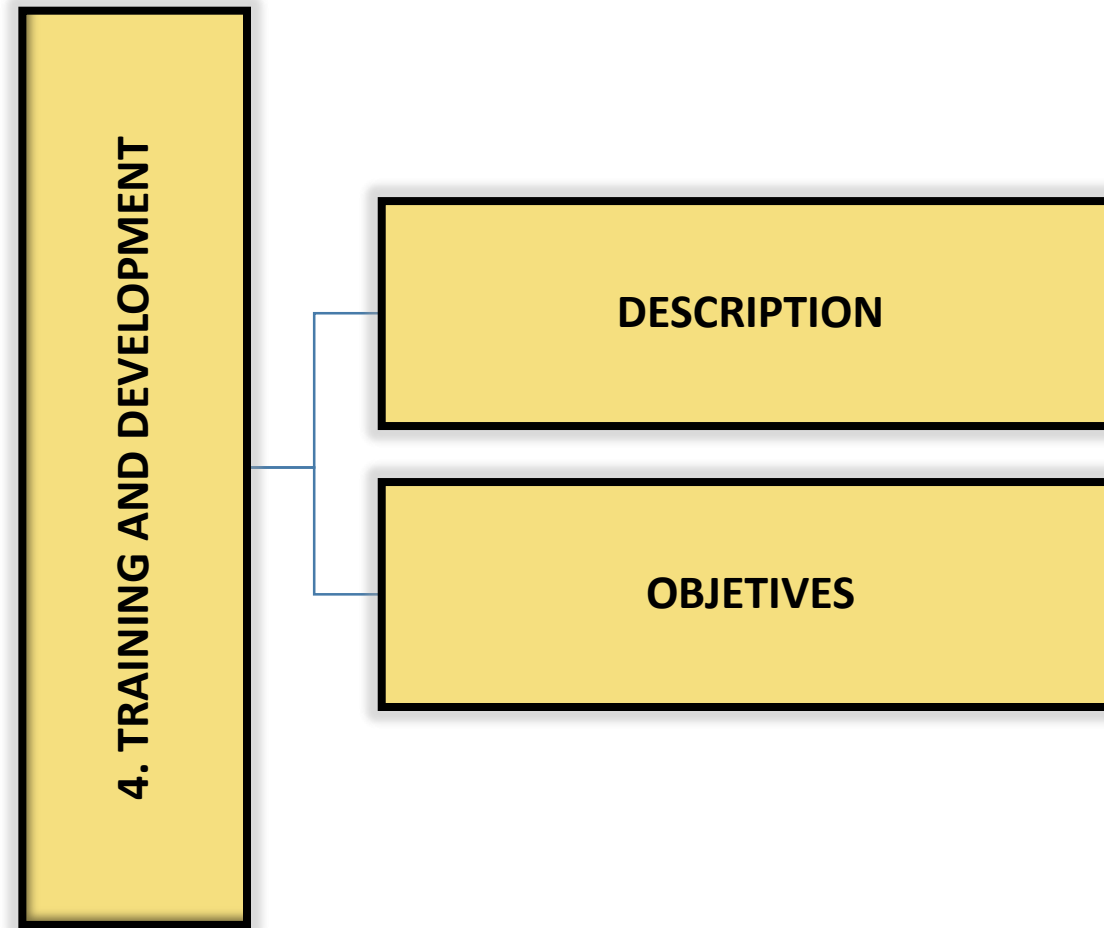
# HR STRATEGY FOR FACULTY (PDI)

## 3. WORKING CONDITIONS AND PROFESSIONAL CAREER

### Objetives

- Plan the professional career of the faculty.
- Encourage mobility of the faculty to organisations of recognised prestige.
- Stabilise the employment of the faculty within the rules that the administrations allow us to do so.
- Maintain a healthy working environment.
- Develop the digital transformation.

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## 4. TRAINING AND DEVELOPMENT

The Carlos III University of Madrid works on the design of training and professional development plans in order to promote the improvement of faculty at any stage of their professional career.

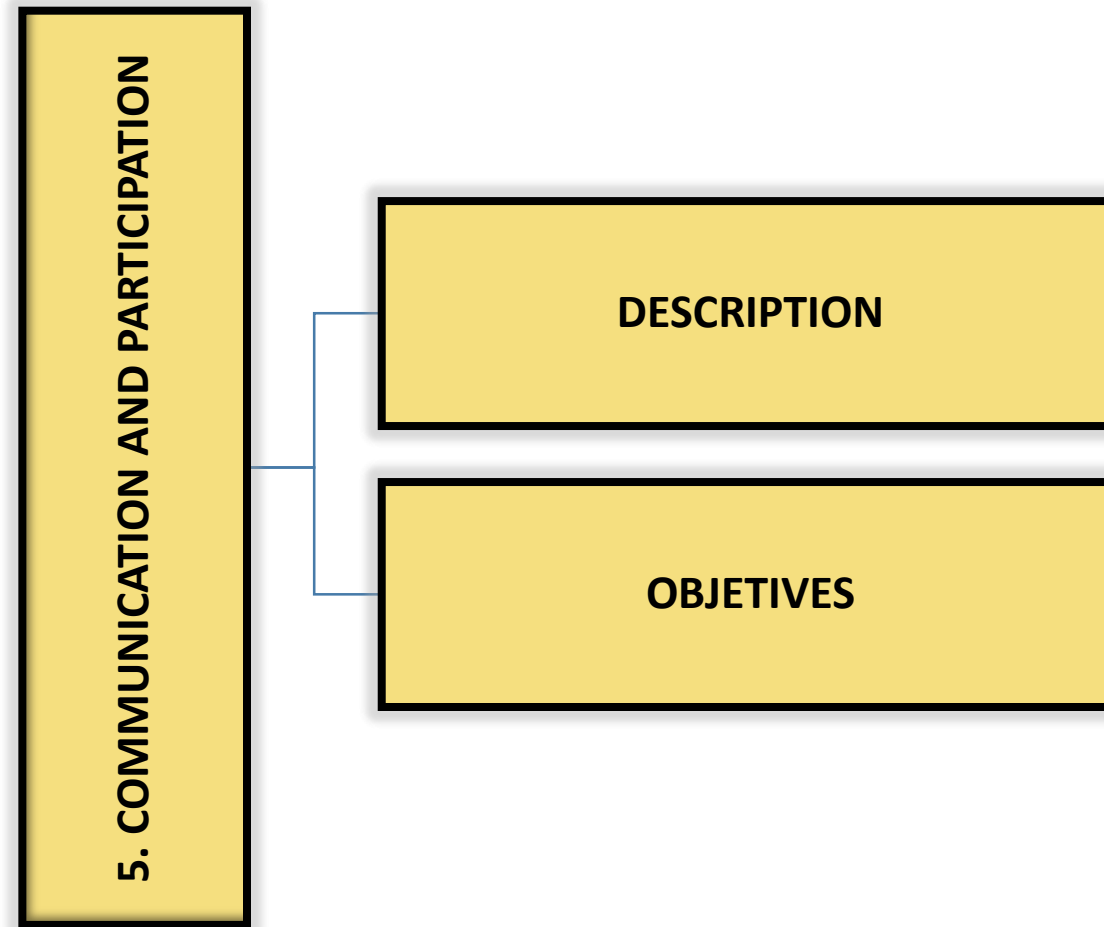
# HR STRATEGY FOR FACULTY (PDI)

## 4. TRAINING AND DEVELOPMENT

### Objetives

- Establish multidimensional training plans that favour the continuous development of the entire faculty at all stages of their career.
- Design *mentoring* plans for the first years of their professional career.
- Draw up plans to encourage the motivation of the faculty.
- Train and support the faculty in the digital transformation process.
- Promote continuous improvement in faculty based on the evaluation of their activity.

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## 5. COMMUNICATION AND PARTICIPATION

The UC3M works to achieve two fundamental objectives in the HR strategy: first, **to involve** the different groups of faculty in the definition of the action plans of the different areas of action; and second, to establish **communication** mechanisms to publicise the strategies, plans and actions.

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## 5. COMMUNICATION AND PARTICIPATION

### Objetives

- Develop a communication and dissemination plan.
- Incorporate an faculty participation plan in each of the action plans.



The HR Strategy for faculty should be the basic instrument that guides the retention and attraction of talent at UC3M, contributing to the fulfilment of our mission.

