

EXAMPLES OF ASSESSOR QUESTIONS

Introduction

1. Please briefly describe your position within the institution.
2. Please briefly describe your role in relation to Human Resources Strategy for Researchers (when, how).
3. Please briefly describe why your institution decided to take part in the HRS4R (including link to the overall strategy of the institution).

Questions to Focus on in a Presentation for the Site Visit

About the HRS4R process and implementation

1. Could you describe the mechanism that you put in place to monitor/report on the progress of the implementation of the actions?
2. What about indicators (pertinence, collect, report)?
3. Do you consider that the implementation of the Action Plan is successful?
4. Does the HRS4R system embed in the institutional strategic plan? Explain how.
5. What do you think are the institutional/ individual actual benefits from the implementation?
6. What have been the success factors for implementation (Commitment of the board, stakeholder engagement in drafting the Action Plan, monitoring, etc.)?
7. Did you face some changes that impacted the process? What? When? How?
8. Did you organise/plan internal/external awareness-raising actions on the Charter and the Code and HRS4R? How and whom?
9. What can you do for improving the efficiency of implementation?

Results from the implementation of the HRS4R

1. What are you proud of? Achievements, process, collaboration?
2. Do you consider that the actions defined have met their objectives?
3. Do you identify any unexpected results stemming from the actions?
4. Do you consider that overall the implementation of the HRS4R has improved the recruitment/process/work environment?

Additional questions

1. What is, according to you, the added-value of the HRS4R?
2. What are the strengths and weaknesses of such a strategy?
3. How do you envisage the future/next steps of the strategy?
4. Any other comments?

Possible Questions from Assessors

Face to face meeting with the researchers

1. What do you think about your working conditions?
2. What can be better? Why? Any idea for improvement?
3. What do you think are the main gaps to be filled (urgently)?
4. Have you the opportunity to contribute to the improvement of the working conditions?
5. How were you involved in the HRS4R process? When? (survey, focus group,...)
6. Do you have any suggestion for improving the researchers' involvement in the process?
7. How does the institution explain/let know about the priorities given in this field?