



HR EXCELLENCE IN RESEARCH

European Charter for Researchers	CIRCE Strategy
<p>It is important to introduce and apply new instruments for researchers to develop their careers</p>	<p>At CIRCE, we have implemented a Research Career Remuneration Policy based on merit. A separate regulatory framework is established to calculate career remuneration according to acknowledgement of the degree of technological leadership achieved, which sets research professionals apart from all other personnel.</p> <p>One of the fundamental goals in the organisation’s strategy involves encouraging attendance at international events, including congresses and conferences, and we invest significant resources in technical training.</p>
<p>All forms of mobility are to be encouraged within the global HR policy for R&D at a national, regional and institutional level</p>	<p>Over the past few years, one of the key goals has been to draw in talent from across Spain, Europe and beyond. To streamline the process of recruiting international researchers, we are aided by an external consultancy firm (Mobexma) offering customised solutions in the field of international job mobility throughout every stage of the process, including migratory aspects, cultural immersion, etc. Support is also provided by CIRCE’s HR team in areas such as searching for accommodation or schools and providing guidance for families.</p> <p>CIRCE currently employs researchers from 16 nationalities.</p>
<p>Encouraging the involvement of women in the research field by helping to foster the conditions needed to make careers in research and technological development more feasible and appealing to women</p>	<p>The percentage of women we have working in research (39 %) exceeds the average ratio of women enrolled in STEM studies at the University of Zaragoza (29 %).</p> <p>Our workforce stands 10 percentage points above the average for women in STEM.</p> <p>CIRCE has an Equality Plan in place since March 2020, which was adapted to comply with the new regulations in January 2022 and outlines actions aiming to encourage female participation in research and technological development.</p>
<p>Having sufficient and well-developed human resources in R&D is the cornerstone for progress in scientific know-how</p>	<p>As for short, medium and long-term goals, in keeping with CIRCE’s vision as a technology centre, investing in HR has a multiplying effect on R&D&i reinvestments focussing mainly on talent.</p> <p>In fact, a significant portion of the Centre’s budget goes on covering remuneration and personnel costs. We have seen a rise of over 30 % in the number of people who joined CIRCE over the past five years.</p>



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<p>Researcher employers are expected to take responsibility for offering them open, transparent and internationally comparable selection and recruitment procedures</p>	<p>At CIRCE, we follow our own recruitment and selection policy. The principles of the Code of Researchers are applied when selecting and recruiting all of the Centre’s workers, regardless of the professional category they belong to, which includes researchers and all other staff from cross-cutting departments.</p> <p>Here at CIRCE, we have an OTM-R Policy published on our website, according to which our selection process is based on meritocracy.</p>
<p>Research freedom</p>	<p>Freedom of research is guaranteed here, set in a framework of respect for ethics and autonomy. To bolster this principle, we have launched the CIRCE Investiga project: It involves creating a group of experts who will voluntarily engage in actions to increase and enhance CIRCE’s scientific outputs. For instance, holding training sessions for researchers who are starting out in the world of scientific papers or making research more visible on the Internet (ORCID, Google Scholar profile, ResearchGate, etc.)</p>
<p>Professional responsibility</p>	<p>At CIRCE, we carry out a variety of activities in the form of projects that seek to contribute know-how and expertise towards the SDGs. For example, we have a project for health and well-being applied to employees and another for affordable and non-contaminating energy. The 2030 Agenda’s SDGs provide a universal and coherent framework guiding our contribution to sustainable development, so we take part in promotional campaigns driven by the Spanish Global Compact Network, we encourage people at CIRCE to get involved by sending out a survey related to the SDGs, and we train them in relation to the Goals. We also help to promote the 2030 Agenda in our communications and corporate signatures. According to data on participation in the European Commission’s Horizon 2020 Programme (2014-2020), CIRCE is the fourth Technology Centre in terms of returns on H2020 projects in Spain, having produced 74 activities, 22 of which are coordinated. We also stand out in areas such as energy and industrial leadership (Nanotechnology, Materials, Biotechnology and Processing – NMBP).</p>
<p>Professional attitude</p>	<p>All resources are made available to ensure that full information can be found relating to each project. The goals and mission guiding research at CIRCE are conveyed in the newsletter we send out to all employees on a monthly basis and at the biannual meetings organised by management to take stock of the projects undertaken and their returns.</p>
<p>Contractual and legal obligations</p>	<p>CIRCE has its own Legal Services Department providing information on intellectual property rights and regulatory</p>



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	standards. They take care of checking NDAs and service-level agreements
Publicly funded researchers are also responsible for putting the taxpayers' money to good use	At CIRCE, we have an ethical code that is available to the entire organisation. We also encourage our members to collaborate when external bodies carry out audits and inspections, based on the fundamental value of respect for ethical principles. Our in-house Legal Services Department holds training sessions to bring our researchers up to speed with these matters when necessary.
Dissemination and exploitation of results	One of the core elements in the CIRCE mission involves enhancing business competitiveness by creating and transferring technology. CIRCE uses a Knowledge Management System (KMS) to encompass scientific publications, technological services, patents, strategic outcomes and so on.
Commitment towards society	One of the fundamental values promoted by the organisation is our vocation for economic, social and environmental sustainability by taking specific actions in pursuit of efficiency and innovation



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